



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. R1-13-86-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4401

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

TOM DALZELL
BUSINESS MANAGER

November 22, 2013

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

Health Care Reform mandates that the members of a health plan be given an opportunity to appeal an adverse benefit determination of a medical nature or rescission of coverage to an independent third-party, called an Independent Review Organization (IRO). Each medical carrier must pre-select and have on hand a panel of at least three IROs to review such adverse claim decisions when they are of a medical nature. The Company's current Voluntary Review Process includes all types of appeals including a review of claims that concern medical judgment or rescission of coverage, which is duplicative of the review performed by the IRO. Therefore, the Company proposes to apply the PG&E Claims and Appeals Review Process only to appeals that do not concern medical judgment or rescission of coverage appeals. This provision will go into effect on January 1, 2014.

Parties agree to update the next Summary of Benefits Handbook in accordance with this agreement. In the event that there are changes in the health care reform mandate described above, Company may reinsert the Voluntary Review Process or meet with the Union to negotiate a substitute provision.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: _____


Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: _____


Tom Dalzell
Business Manager

December 6, 2013