



**Pacific Gas and
Electric Company**

Eric Bachman
Principal Negotiator
Labor Relations

375 N. Wiget Lane, Suite 130
Walnut Creek, CA 94598
925.974.4403

15-16-ESC

August 6, 2015

Joshua Sperry, Senior Union Representative
Engineers and Scientists of California, Local 20
IFPTE (AFL-CIO & CLC)
810 Clay Street
Oakland, CA 94607

Dear Mr. Sperry:

This letter agreement amends Section F.2. of letter of agreement R4-01-37-ESC Exhibit C Hiring Hall to reflect the parties' agreement regarding medical coverage for Hiring Hall employees. The provisions of the Hiring Hall medical plan that will be offered effective January 1, 2016 are attached.

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: _____

Eric Bachman
Principal Negotiator

The Union is in agreement.

ENGINEERS AND SCIENTISTS OF CALIFORNIA
LOCAL 20, IFPTE, AFL-CIO and CLC

By: _____

Joshua Sperry
Senior Union Representative

8/6

, 2015

Hiring Hall Medical Benefits

Hiring Hall Gold Medical Plan:

Effective January 1, 2016, all PG&E Hiring Hall employees including all PG&E Hiring Hall retirees may elect coverage in the Hiring Hall Gold Medical Plan.

For hiring hall employees who elect the Gold Medical Plan Section F.2. of Exhibit C. shall be modified as follows:

- 1) Employees who elect the Hiring Hall Gold Medical Plan shall receive a prorated dollar amount of the normal \$8.22 "benefit factor" as applied to straight time wages.
- 2) The Company shall reduce the "benefit factor" amount by the appropriate cost of the Hiring Hall Gold Medical Plan as provided to the Union for each calendar year. Such reduction shall be applied to straight time wages only.

Summary of Benefits:

The Summary of Benefits handbook for active employees will be updated to reflect Hiring Hall employees' including all PG&E retirees' eligibility to participate in the Hiring Hall Gold Medical Plan. The details of the Hiring Hall Gold Medical Plan will be reviewed and approved by the Union prior to being updated in the Summary of Benefits handbook.

Monthly Premium Contributions:

Hiring Hall employees enrolled in the Hiring Hall Gold Medical Plan shall pay monthly contributions based on coverage level. Employee premium contributions for employee-only coverage shall be set to meet the Affordable Care Act (ACA) Safe Harbor contribution of 9.5% of the Federal Poverty Level in effect within six months of the beginning of the plan year in question; monthly premium contributions for all other coverage levels shall be set to include the Company subsidy as applied to the "employee only" subsidy.

Gold Medical Plan Cost and Premium Notification:

Each year the Company will provide the Union with a schedule of the monthly Gold Medical Plan cost, including premiums and the amount to be deducted from the "benefit equivalent" pay for the following year.

PG&E Retiree Medical:

Hiring Hall employees may not be enrolled in the PG&E Retiree Medical Plan while actively employed. If a PG&E retiree who is eligible for the PG&E Retiree Medical Plan is hired as a PG&E Hiring Hall employee, all PG&E retiree medical coverage will be suspended as of the first of the month after Hiring Hall employment begins. Retirees may re-enroll in the PG&E Retiree Medical Plan within the timelines provided below:

- If the retiree **did not** enroll in the PG&E Hiring Hall medical plan, the retiree may re-enroll in a PG&E-sponsored retiree medical plan within 31 days of the Hiring Hall employment end date.
- If the retiree **did** enroll in the PG&E Hiring Hall medical plan, such coverage will end on the last day of the month in which Hiring Hall employment ends. Retirees will have 31 days from the end of their PG&E Hiring Hall medical plan coverage to re-enroll in any PG&E-sponsored retiree medical plan option.

Payroll Deductions

In the event employees receive the full "benefit equivalent" allowance and subsequently elects enrollment in the medical benefits offered, the portion of the "benefit equivalent" allowance that was erroneously paid shall be deducted from an employee's paycheck.