



# LETTER AGREEMENT LA 25-18-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
300 LAKESIDE DRIVE  
OAKLAND, CA 94612  
650.832.8674

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
707.452.2700

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MATTHEW LEVY  
SENIOR DIRECTOR

BOB DEAN  
BUSINESS MANAGER

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September 19, 2025

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

Dear Mr. Dean:

The Garnet Wildfire burning in the vicinity of Balch and Helms Hydro facilities resulted in evacuation orders being put in place by local authorities as of August 24, 2025. Due to the critical nature of these facilities and the need to maintain staffing at the facilities to ensure the assets are protected and can continue to operate, the parties have met to discuss the sequestration of the employees who voluntarily remain in camp behind Fresno County SherriFF controlled evacuation lines to help maintain and protect the facilities.

### **Sequestration**

The Company has determined the minimum staffing needed to manage this emergency safely at this time. Changes to staffing requirements are at the sole discretion of the Company.

Attachment 1 identifies the Resident employees assigned to the Balch and Helms headquarters. Those identified as "Sequestered" are eligible for the provisions outlined in this agreement starting August 24, 2025. Those noted as "Offsite" are working remotely or are working from a temporary headquarters as directed by their supervisor and are not covered by the provisions of this agreement. Should the Company require additional personnel to report to their headquarters prior to the removal of the sequestration requirement, those employees shall be eligible for the provisions of this agreement effective the first day of their return to their assigned headquarters until the sequestration is concluded at the direction of the Company.

Hydro Operators at the Helms headquarters who are not currently sequestered will be requested to report for their regularly scheduled shifts to relieve the Operators who are onsite. Operators will remain at the Helms headquarters for the duration of their scheduled shifts (typically 3–7 days) and then be rotated out with the next scheduled Operator.

This rotation process will provide equalization of overtime and ensure that Operators share sequestration duties. Operators will not be rotated in and out on a daily basis but will remain onsite for their full run of scheduled shifts before being relieved.

When reporting for a shift, Hydro Operators will be eligible for all provisions of this agreement as long as they remain onsite. The Company maintains the sole discretion to determine when Operators will report and when they

will be released from sequestration. However, Company will make a good faith effort to offer sequestration opportunities as equitably as possible.

Resident employees who are sequestered will be required to remain on-site. These employees may be required to work overtime in addition to their regularly scheduled shift, including non-workdays, as determined by the Company. Generally, employees will not work more than 16 hours per day.

Due to the nature of sequestration, sequestered employees will not be permitted to leave the camps, except as necessary to perform the functions of their position. Employees are also precluded from receiving visitors for the duration of the voluntary assignment, including family members who normally live on-site at the camp.

Sequestered employees will be compensated for all hours during sequestration; therefore, volunteers are required to remain fit-for-duty and shall not be permitted to consume, transport or sell alcohol, recreational or medical marijuana, or illegal drugs for the full duration of the sequestration period.

#### **Non-Sequestered Resident Employees and Resident Employee Families**

Employees who have been evacuated and family members who have been displaced by the evacuation notice and whose primary residence is at either the Balch or Helms camp, and who do not have a secondary residence outside of the evacuation zone within a 2 hour commute will be provided lodging and meals until such time as they are able to return to their primary residences at the camps. Employees may waive this provision and return to their secondary homes outside of the 2 hour commute area and in such cases, will not be provided lodging and meals. Lodging and meals to include breakfast, lunch and dinner shall be reasonable and must be approved by the Company. Snacks and other meals, except overtime meals earned as applicable, will not be reimbursed by the Company.

#### **Pay and Payroll Coding**

Employees who are sequestered at the Balch or Helms headquarters will be compensated at the Double-Time (2x) rate of pay 24 hours per day as long as the sequestration remains in place. To ensure proper application to the employee's pension, 401k, and vacation accrual, employees shall code their timecards as follows:

- (a) Regularly assigned work hours: (Work Reason Code 9) OT ILO ST @ 2.0 (Overtime in-lieu of Straight-Time at the 2x rate)
- (b) Overtime hours worked: (Work Reason Code 7) OT @ 2.0 (Overtime at the 2x rate)
- (c) All hours that work is not being performed: (Work Reason Code 1035) No Work/Work Delay @ 2x rate of pay

This agreement will not change an employee's basic weekly pay rate for the purposes of any change in benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions.

#### **Labor Day Company Holiday**

Employees who were sequestered on the Labor Day Holiday shall be awarded a Holiday in Lieu.

#### **Meals**

In keeping with the stated intent of Section 104.1 of the CBA, (that employees will be provided with a comparable substitute when they are prevented from observing their usual and average meal practices) the Company will provide meals, snacks, beverages and/or groceries to sequestered employees.

Employees shall not be eligible to earn overtime meals in accordance with Title 104 for any hours not performing work regardless of the 24/7 2x compensation.

#### **Equalization of Overtime**

Overtime hours worked during sequestration (Code 7) shall be credited. Non-working hours (Code 1035) being compensated at the 2x rate of pay shall not be credited.

**Conclusion of Sequestration Provisions**

The provisions of this letter agreement shall conclude upon notification from the Fresno County Sherriff or other authorities that the evacuation order impacting the Balch and Helms headquarters is removed. Nothing herein shall prohibit the Company from ending sequestration assignments at either location at any time. The Company will make every effort to provide 24-hours' notice before requiring employees to return to camp, however, employees may return as soon as notification of the end of sequestration is provided.

This agreement is non-precedential to any future emergency events that may arise at either the Balch or Helms Hydro headquarters. The parties will maintain the option to meet in the future to discuss longer term emergency plans for future events.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By:   
Matthew Levy  
Senior Director

The Union is in agreement.

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

By:   
Bob Dean  
Business Manager

Sep 22, 2025, 2025

**ATTACHMENT 1**

**HELMS CAMP**

Sequestered Employees Effective 8/24/2025

- Brian Seder – Electric Maintenance Crew Leader
- Devon O'Connell – Electrical Machinist
- Justin Stephens – Hydro Operator
- Josh Hirtzel – Hydro Operator
- Grant Koontz – Electrical Machinist
- John Suazo – Telecommunications Technician
- Brondon King - Electrician
- Logan Lowe – Water System Repairperson
- Joy Miller - Cook
- Andrew Walker – Utility Equipment Mechanic

Offsite Employees

- Stephanie Gaona – First Hydro Clerk
- Levi Farnen – Utility Worker
- Mary Apple – Hydro Operator
- Anthony Pena – Water System Repairperson
- Steve Palesch – Hydro Operator
- Matthew Patterson – Hydro Operator
- James Benning – Hydro Operator-In-Training (HOIT)
- David Lee – Hydro Operator
- Dave Slator – Lead Electrical Technician
- William Eaton – Apprentice Electrical Technician
- Max Joy – Electrical Machinist

**BALCH CAMP**

Sequestered Employees Effective 8/24/2025

- Jace Gill – Roving Operator
- Greg Hare – Water System Repairperson
- Avens Hunter, Jr. – Water System Crew Leader
- Bradley Kimber – Roving Operator
- Tyler Linderman – Hydro Operator-In-Training (HOIT)
- Ray Lindler – Lead Hydro Operator
- Galen Reed – Water System Repairperson
- Gerry Winton – Roving Operator
- Tommy Matthews – Electrical Technician
- Amber Williams - Housekeeper
- Jeannine Challgren - Cook

Offsite Employees

- Frances Sisk – First Hydro Clerk