



LETTER AGREEMENT LA 25-20-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

MATTHEW LEVY
SENIOR DIRECTOR

BOB DEAN
BUSINESS MANAGER

November 13, 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 Company is beginning the process of decommissioning the Potter Valley Powerhouse (PH) Hydro facility. In order to ensure appropriate and stable staffing throughout the decommissioning process, the parties agree to the provisions outlined below.

Projected Decommissioning Timeline

The Potter Valley PH decommissioning process has begun in 2025 and is expected to be completed by end of year 2035, however, it is possible the actual final closure date may occur prior to or after that date. The Company will meet with the Union to discuss any unexpected changes in the decommissioning timelines should they arise.

Upon conclusion of the decommissioning process, employees headquartered at Potter Valley PH will be subject to the normal provisions of Title 206, unless the parties have reached a separate agreement specific to this decommissioning.

Staffing

The Company plans to maintain a minimum of two Roving Operator positions at Potter Valley PH to ensure adequate coverage throughout the decommissioning process. The Company maintains the right to adjust staffing up or down should business needs change.

Potter Valley Roving Operator Classification

Effective as of the signing of this agreement, the Company will establish a Roving Operator classification specific to Potter Valley. Bid Locks, residency requirements and applicable wages shall be in accordance with the outlined provisions.

Roving Operator – Potter Valley
(XXXX) (XXXXXXXXXX)

This classification will be responsible for performing the duties of a Roving Operator – Hydro Plants as outlined in Letter Agreement 24-11 Division Electric Operating, Hydro Operating and Clerical Hydro. The Roving Operator – Potter Valley will be added to the JDLOP Letter Agreement 24-11 at the next update.

Bid Lock

Roving Operators who are assigned to the Potter Valley headquarters through bidding or the unrestricted hiring process shall be subject to a 3-year bid lock.

Headquarter and Residence Requirement

Employees will be headquartered full-time at the Potter Valley PH at 16001 Powerhouse Road, Potter Valley CA and will be required to reside within no more than a 1.5 hour vehicle commute from their residence to the Potter Valley PH

Wages

To compensate for the 3-year bid lock and residency requirements of the Roving Operator – Potter Valley, the following wage rates shall be applicable to the new classification for 2025, with applicable annual GWI increases for years following. The Company shall add the wage scale for the Roving Operator – Potter Valley classification to Exhibit X following implementation of this agreement.

Wage Step	2025 Wage Rate
Start	\$73.98
End 6 Mo	\$74.79

Incumbent Roving Operator(s)

Incumbent Roving Operators assigned to the Potter Valley hydro facility shall have the option of voluntarily accepting the new classification and will be subject to the 3-year bid lock and residency requirements as outlined in this agreement upon the employee's reassignment to the new classification.

In addition to the above provisions, the following shall apply to internal candidate Scott Meyer (S4MH) who is currently an Electric Maintenance Crew Leader in Substation Maintenance assigned to the Ukiah Service Center:

- Shall be placed as a Provisional Roving Operator as approved by JATC (APR-25-091) and must successfully complete the assigned provisional training plan.
- Shall be placed at the top wage step (end of 6 months) of the Roving Operator – Potter Valley (Classification Code TBD) classification.
- At the end of the decommissioning period, the Company agrees to return Mr. Meyer to the Ukiah Service Center, and he shall be placed in either a journeyman Electrician – Switching or Electric Maintenance Crew Leader classification based on Company need at that time of placement, unless Mr. Meyer chooses to leave the Company or accepts a position elsewhere within the Company prior to the end of the decommissioning period.

Cancellation

Either the Union or the Company may cancel this agreement with 60 days' written notice.

If you agree, please indicate 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

Mr. Bob Dean

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LA 25-20 PGE

The Union is in agreement.

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



Nov 14, 2025

_____, 2025

By: _____

Bob Dean
Business Manager