



# LETTER AGREEMENT LA 25-22-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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December 9, 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:

As a result of our discussions and mutual interest in resolving grievances expeditiously and at the lowest grievance resolution level possible, the parties agree to enter into an additional one-year Grievance Pilot, as outlined in this agreement, beginning January 2, 2026. Grievances within the scope of the Pilot shall only be discipline cases up to the DML level. There will be no modifications to the First Step process. All grievances filed within the scope and during the active period of the Pilot will be processed in accordance with the process below.

Under this Pilot, Title 102 of the IBEW Physical Agreement and Title 9 of the Clerical Agreement will be temporarily modified for the term of the Pilot as follows:

1. Upon the timely filing of a grievance, the Company shall within 7 business days\* provide the Business Representative with any/all data or documents that were relied on for the Company's decision to issue discipline. The Company and Union agree to meet and confer regarding any additional documents requested by the assigned Business Representative.
2. Not more than 14 business days\* after the filing of a grievance, the Labor Relations Specialist and Business Representative will meet to review the case. The Labor Relations Specialist and Business Representative will each have decision-making authority to resolve the grievance.
  - A. The results of the review should include the following:
    - 1) Discussion of the grievance and if settlement is reached during the meeting, the settlement will be documented in the Company's Answer to the Grievance and signed as Settled by the Union.

\*Timelines may be extended due to witness unavailability (e.g. vacation, leaves of absence) or by either party if requested and agreed to in writing

B. If settlement is not reached:

- 1) The Labor Relations Specialist and Business Representative will identify any additional relevant facts or information needed to resolve the grievance and determine the best way to support the investigation of additional relevant facts, including the best way to support the Union's right to interview witnesses to the facts relied on by the Company to determine that discipline would be issued.
- 2) No more than 30 business days after the Labor Relations Specialist and Business Representative have determined that resolution cannot be reached, they shall develop a brief report which shall be limited to:
  - identification of the issue, setting forth the pertinent facts (and may include separate factual statements where parties are not in agreement),
  - The date(s) and list of offenses/issues involved.
  - settlement offers,  
the position of each party.

The above report should be succinct, not to exceed three pages. Relevant attachments of pertinent documentation may also be included in the report. If the parties do not agree on the attachments, each party may submit its own documentation and identify it as "Company Exhibit" or "Union Exhibit."

- The Labor Relations Specialist and Business Representative shall forward the report and pertinent documentation to the Review Committee within 30 business days\*. The Review Committee for these cases, will consist of Labor Relations and an Operational leader from the company and two IBEW Staff (Business Representative or Assistant Business Manager) for IBEW. Both the Union and Company representatives on the Review Committee will have decision-making authority to settle the grievance.
  - At this point, if the Review Committee determines there are material factual differences between Company and Union witness statements/facts, the Review Committee will pursue joint clarification or may by delegation assign to the Labor Relations Specialist and Business Representative to pursue the joint clarification, which may include jointly re-interviewing witnesses where relevant material facts do not align. If clarification was obtained by the Labor Relations Specialist and Business Representative, they would report those clarifications back to Review Committee.
3. If settlement is not reached by the Review Committee within 60 days, the grievance will be referred to arbitration consistent with Title 102 and Title 9.
  4. All discipline issued and grievance settlements within this Pilot shall be non-precedent setting or for use in any other case not involving the grievant if resolved within the Pilot steps below Review Committee.
  5. An Oversight Committee consisting of the Company Sr. Director of Labor Relations and Review Committee Chair and the Union Business Manager and Review Committee Secretary or designees will monitor the implementation of this agreement and attempt to resolve any issues that may arise regarding this Letter of Agreement.

Either the Company or the Union reserves the right to cancel this agreement by giving the other thirty (30) 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

The Union is in agreement.

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

Dec 10, 2025 \_\_\_\_\_, 2025

By:   
Bob Dean  
Business Manager

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