



LETTER AGREEMENT LA R1-25-23-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

December 24, 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:

In recognition of the dedication and response of our employees, and in conjunction with Company-Union discussions on this issue, the parties have agreed to take steps to ensure that emergency and critical work continues during the weather-related event impacting electric reliability and generating customer outages in our service territory Tuesday, December 23, 2025, through Friday, December 26, 2025.

The parties agree to the following:

- Any non-exempt employee working to support the major electric event while the Emergency Operations Center (EOC) is activated on Tuesday, December 23rd, Wednesday, December 24th, or Friday, December 26th, will be paid at the rate of two times the employee's straight-time rate of pay for all hours worked in response to the weather-related event.
- Any non-exempt employee working to support the major electric event while the Emergency Operations Center (EOC) is activated on Thursday, December 25th, will be paid in accordance with the Holiday Title of their respective collective bargaining agreement or other applicable letters of agreement.

The parties acknowledge this is a one-time agreement intended to ensure the continuance of emergency and critical work applies only to specific work performed in response to the weather-related event on Tuesday, December 23, 2025, Wednesday, December 24, 2025, or Friday, December 26, 2025.

This agreement will begin on Tuesday, December 23, 2025, and shall terminate on Friday December 26, 2025, at 11:59pm.

Mr. Bob Dean

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December 24, 2025
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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 AND ELECTRIC COMPANY

By: 

Matthew Levy
Senior Director

The Union is in agreement.

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

December 24 _____, 2025

By: 

Bob Dean
Business Manager