



**Pacific Gas and  
Electric Company**

**Matthew Levy**  
Senior Director  
Labor Relations and  
Human Resources

300 Lakeside Dr  
Oakland, CA 94612  
(925) 974-4461

November 23, 2024

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:

Following are the special rates and premiums effective January 1, 2025. This change incorporates the 3.75% GWI that is effective January 1, 2025.

1. SHIFT PREMIUMS

Second Shift	\$ 2.77
Third Shift	\$ 5.55
Sunday Premium	\$ 5.55
Sunday - second shift	\$ 8.32
Sunday - third shift	\$ 11.10

2. RELIEF PREMIUM \$ 49.40 / week or \$ 1.24 / hr

3. NUCLEAR OPERATOR LICENSE PREMIUMS

Reactor Operator	\$ 8.88
Certified Fuel Handler	\$ 4.44
Reactor Operator – DCPD	\$ 11.10
Sr. Reactor Operator – DCPD	\$ 14.43
DCPD License Class	\$ 2.22

4. FIRE FIGHTER

Fire Fighter	\$ 4.44
Fire Fighter Advanced Skills	\$ 2.66

REMOTE REPORTING FOR 2025

Less than 15 miles	\$ 36.50
15 miles or more	\$ 50.50

Sincerely,

Matthew Levy  
Director, Labor Relations

cc: Lisa Laanisto  
Angela Hunter  
HR Labor Relations and Ops  
payrolldisbursements@pge.com

**Following are the special rates and premiums, effective January 1, 2025**

**IBEW**

**1. SHIFT PREMIUMS**

(Average rate of all IBEW employees October 31, 2024 to the weighted general wage increase for January 1, 2025 is \$59.45)

Second Shift	\$2.77	(\$61.66 x 4.5%)
Third Shift	\$5.35	(\$61.66 x 9%)
Sunday Premium	\$5.35	(Equals to 3 <sup>rd</sup> Shift Premium)
Sunday - Second Shift	\$8.32	(Sunday premium + 2 <sup>nd</sup> Shift)
Sunday - Third Shift	\$11.10	(Sunday Premium + 3 <sup>rd</sup> Shift)

2. RELIEF PREMIUM (weekly) \$49.40 (8 x Sunday Premium + \$5); or  
RELIEF PREMIUM (hourly) \$1.24 (weekly rate/40)

**3. NUCLEAR OPERATOR LICENSE PREMIUM**

Reactor Operator	\$8.88	(1.6 x 3 <sup>rd</sup> Shift Premium)
Certified Fuel Handler	\$4.44	(1/2 of Reactor Operator Premium)
Reactor Operator – DCPD	\$11.10	(2.0 x 3 <sup>rd</sup> Shift Premium)
Sr. Reactor Operator – DCPD	\$14.43	(2.6 x 3 <sup>rd</sup> Shift Premium)
DCPD License Class	\$2.22	(0.4 x 3 <sup>rd</sup> Shift Premium)

**4. FIRE FIGHTER**

Fire Fighter	\$4.44	(Equals Certified Fuel Handler Premium)
Fire Fighter Advanced Skills	\$2.66	(Avg of Fire Fighter/Captain rates x 4%)

**REMOTE REPORTING**

Less than 15 miles	\$36.50	(\$35.25 x Physical GWI – round to nearest 25¢)
15 or more miles	\$50.50	(\$48.75 x Physical GWI – round to nearest 25¢)