



February 11, 2025

Brothers and Sisters of the ICWUC and UWUA,

Since the beginning of negotiations in June of last year, your elected Union representatives have been working diligently to negotiate a new Collective Bargaining Agreement (CBA) that provides for the best interests of our shared memberships. From the outset, we have made it clear that any agreement reached must be fair, balanced, and address the concerns of all parties—not just the company. As you know, this has not been an easy task.

On January 29th, both unions met with company leadership in hopes of reaching a new agreement. The company expressed concerns about challenges stemming from the wildfires and the California Public Utilities Commission's rate case ruling. In good faith, we were willing to negotiate a short-term agreement to help the company address these issues, provided that our members' concerns were also addressed.

We specifically sought immediate economic relief for you and your families, proposing the same first-year wage increase that the company had previously agreed to in the last Tentative Agreement. We believed that this was a fair and reasonable ask considering the financial pressures many of you are facing. However, the company's initial response largely ignored our priority and only addressed its own concerns. As we have always said, no agreement should be one-sided. We could not agree, in good conscience, to the company's proposed terms as we did not believe it offered enough for our members in return.

As we previously communicated, the current contract extension expired on February 8. Union leadership offered very reasonable terms to achieve an agreement that would extend the contract, but the company refused. As a result, it is important for you to understand what working under an expired contract involves. Everything remains the status quo with a few exceptions. For example, our ability to prosecute grievances or compel arbitration for issues arising under the expired agreement will be limited.

For this reason, we urge you to exercise caution in the workplace. Continue to report to work as scheduled, perform your assigned tasks, and adhere to all work rules and directives. Do not engage in behavior that could result in disciplinary action, such as defying directives, arguing with managers, or becoming involved in personal disputes or altercations with supervisors or co-workers.

We recognize that this is a challenging and frustrating situation. Your input and opinions are vital to us. Active participation in Union meetings and maintaining open communication with your Union representatives is the best way to ensure your voice is heard.

If and when the time comes to engage in a lawful strike or other concerted activity, the Union will provide explicit instructions on how to proceed. Until that time, we encourage you to follow work rules and avoid any conduct that could lead to discipline.

Despite these setbacks, we want to assure you that we are committed to continuing discussions with the company until a fair agreement is reached. In fact, we met with the company again today and have scheduled further meetings in the days ahead. Our goal remains clear: to secure a contract that reflects the hard work, dedication, and sacrifices you make every day.

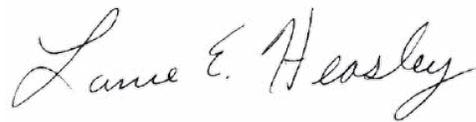
In the meantime, we stand in unwavering solidarity with each of you. Your strength, unity, and resilience are what drive these negotiations forward. Together, we will continue to fight for an agreement that honors your contributions and protects your future. Stay strong, stay united—our solidarity is our greatest power.

We will continue to keep you updated as these negotiations progress. The Union will continue to exhaust every resource and opportunity at our disposal to secure a fair contract. We remain steadfast in our commitment to you and greatly appreciate your continued support.

In Unity and Solidarity,



James Slevin
National President
Utility Workers Union of America



Lance Heasley
President
International Chemical Workers Union Council