NEW JERSEY UTILITY UNION COALITION

Dear Brothers and Sisters: November 5, 2026

The leadership of our respective Unions recently, and for the first time, undertook a significant step toward strengthening our collective power by formally executing a Coalition Agreement establishing the terms and conditions under which our Unions will coordinate negotiations with PSE&G, including common “big ticket” items and the priorities we intend to pursue together.

Our goal is simple: by standing side by side and combining our bargaining strength, we believe and recognize that there is far more that unites us and our members than divides us. These are not ordinary times, and these will not be ordinary negotiations.

The cost of living in New Jersey continues to rise. Healthcare costs are surging, retirement security remains a priority, and artificial intelligence and emerging technologies threaten to reshape our workplaces. Meanwhile, our members continue to show up every day and perform the essential jobs that keep this Company operating and the Garden State running. Now is the time for the Company to do its part.

This week, the Coalition met with the Company to begin discussions concerning healthcare costs and the future of our benefits. During those discussions, the Company indicated that it is seeking significant increases in employee healthcare contributions to address what it describes as rapidly escalating healthcare expenses. **We made our position clear**. Before our members are asked to pay more, the Company must provide meaningful transparency and accountability. Our members should not be expected to shoulder additional financial burdens without first understanding whether the existing system is being administered fairly, efficiently, and responsibly.

Along that vein, the Coalition provided specific healthcare proposals that reach beyond contribution amounts and address how the healthcare program is managed, how costs are controlled and allocated, how savings are realized and shared, and how the benefits our members and their families depend upon are protected. **We believe there are meaningful opportunities to improve accountability, strengthen oversight, and establish a more transparent, predictable, and sustainable healthcare system**.

We will continue to provide updates as negotiations progress. In the meantime, we ask each and every one of you to stay informed, united and continue giving the Company a hard days work. Regardless of the uniform we wear, the facility we work in, or our union affiliation, we share a common interest in protecting the wages, benefits, and working conditions we have worked hard to achieve.

Our solidarity is our greatest strength both at and away from the bargaining table. Together, we intend to make that count wherever the road takes us.

Fraternally,

The Presidents of:
UA Local 855, IBEW Local 94, UWUA Local 601, OPEIU Local 153, and NPPSOA Local 1