INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
LOCAL UNION 29

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RE: IBEW 29 & Duquesne Light Company Negotiations Update

IBEW 29 Members,

I am writing to clear the air about some of the rumors that have been circulating and to give you an update on what has transpired over the last few days.

First, since the strike was called at midnight on October 1, 2026, the Union Negotiating Committee has made itself available to negotiate in good faith with the Company with the goal of reaching an agreement and ending this strike as soon as possible.

Over the last few days, we have met with every level of Company leadership, including the CEO, for an extraordinary number of hours in an effort to get our key issues addressed. Some of those sessions have been productive, while others have resulted in little or no progress.

We believe we have conceptually reached resolution on several key areas, including subcontracting and the use of technology. However, we have failed to resolve other critical issues, including the right to organize, retirement benefits including retiree healthcare, general wage increases, healthcare, and, most importantly, the unresolved safety concerns that have been raised by our members.

Both parties still have other open proposals on the table, but we believe the issues outlined above are essential to reaching a fair and acceptable agreement.

To be perfectly clear, this Union Negotiating Committee's primary focus is to reach an agreement our members deserve and to get everyone back to work as soon as possible. This is not a time for posturing or playing games. We have clearly communicated to the

Company what is needed to reach a deal, and we have offered to meet anytime and anywhere to get this agreement done.

We are now waiting for the Company to respond, agree to meet, and get serious about addressing these key issues.

I understand that there is a tremendous amount of stress and uncertainty being felt by our members, and rightfully so. But I want you to know that your entire leadership team feels that same stress and uncertainty, only amplified. We do not take lightly the fact that nearly 1,000 members are out of work, not receiving wages and have lost other benefits, including healthcare. We understand that this affects not only our members, but their families as well.

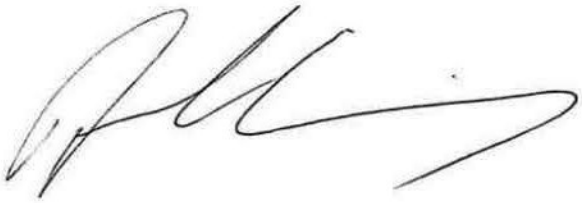
Our goal remains the same as it was when we entered into negotiations. ***Eliminate the threats to our work*** created by the expansion of non-union jobs and their right to organize, the implementation of technology without negotiating with the Union the change in working conditions and major safety concerns it creates, and address the Company's heavy reliance on contractors.

We are also fighting for ***fair wages and benefits***, but most importantly, we are demanding that ALL ***safety concerns*** and conditions raised by our members be addressed.

Despite the exhaustion, our team remains steadfast and committed to forcing the Company to address these issues and to getting this contract settled as soon as possible.

We ask that our members stay united, remain strong, and remember what we are fighting for. We are fighting for good jobs, fair wages and benefits, a secure future, and, above all else, a safe workplace.

Stay united. Stay strong. We will continue to keep you informed as this process moves forward.



Josh Ewing
Business Manager