



## NON- PRECEDENT SETTING AGREEMENT

This Non-Precedent Setting Agreement (NPSA) is an agreement between the Southern California Gas Company ("Company") and the Utility Workers Union of America, AFL-CIO and International Chemical Workers Union Council, UFCW - (collectively the "Union").

In the mutual interest of the Company and the Union all parties agree to the following;

- Bidding restrictions will be removed for all ETRs, except for those rated Less Than Satisfactory Overall, who progressed from ETR-A to ETR prior to April 22, 2017.
- Bidding restrictions for current ETR-As will be set at twenty-one (21) months once they progress to ETR.
- On a one-time basis, ETRs and ETR-As will be allowed to move base locations, in the same classification, that have a mutual interest in moving. List will be provided by the Union and preferences will be made in seniority order (no bumping will be allowed).
- On a one-time basis, the Company will provide a list of vacant and approved ETR job requisitions that have been yet to be posted in E-Bid. The Union will notify the Company if there are any existing ETRs or ETR-As that choose to move to locations where the vacancies reside. Such move requests will be accepted in seniority preference. Employees rated Less Than Satisfactory Overall will not be considered.
- The Union agrees to withdraw Grievance 18-G-132-9586.

All parties agree that the terms of this NPSA are limited to the provisions referenced herein and neither party shall refer to this NPSA as precedent of any position it may wish to assert in future unrelated disputes between the parties. All parties further agree that nothing in this NPSA modifies, in any way, any unrelated provisions of the parties' collective bargaining agreement or management's rights.

 1-22-19

David S. Cameron

Date

Labor Relations Manager

 1/22/2019

Javier A. Salas

Date

JSC Chair