CBA EXTENSION
NON-PRECEDENT SETTING AGREEMENT

This Non-Precedent Setting Agreement ("Agreement") is 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"). The Company and Union agree to the terms and conditions outlined in this Agreement.

The Company and Union agree to extend the current terms of their Collective Bargaining Agreement through 11:59 PM on _January, 31_, 2025.

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

1-8-2025
James Slevin Date
National President, Utility Workers Union of America, AFL-CIO

1/8/2025
Lance Heasley Date
National President- International Chemical Workers Union Council, UFCW

1/08/2025
Neena Master Date
Director- Labor Relations, SoCalGas