Compulsory Overtime Memorandum of Understanding

This Memorandum of Understanding ("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.

For planned call-out opportunities, volunteers, including employees who will fall into seventh consecutive day overtime opportunities, will be utilized before assigning compulsory overtime. In accordance with section 4.2(A) of the CBA, the Company will not assign compulsory overtime to employees who did not volunteer for the call out when sufficient volunteers are available. If there are volunteers who do not fall into seventh consecutive day overtime, such employees may be assigned the call out before an employee who falls into seventh consecutive day overtime. The Company may accept volunteers from neighboring locations if there are not enough volunteers from the location in which the planned call out occurs in accordance with the CBA and local shop committee guidelines. If there are no volunteers, the Company may assign compulsory overtime in accordance with the CBA and local shop committee guidelines.

Nothing in this agreement will prevent enforcement of Union member rights to seventh consecutive day overtime pay under the Collective Bargaining Agreement as referenced in the seventh day arbitration decision for Grievance No. 11-G-132-6460-0141.

David Cameron 12/12/2024

David Cameron Date
Manager of Labor and Employee Relations

Joe J Moreno 12/10/24

Joe Moreno Date
Joint Steering Committee Chair