



# MEMORANDUM OF UNDERSTANDING

## Re: Collective Bargaining Agreement Section 7.1 Seniority in Layoff

This is a Memorandum of Understanding (“MOU”) between the Utility Workers Union of America, AFL-CIO, and the International Chemical Workers Union Council, UFCW (collectively the “Union”), and the Southern California Gas Company (the “Company”).

The purpose of this MOU is to clarify the intent and application of existing Collective Bargaining Agreement (CBA) language within **Section 7.1 (A) 4** regarding the process by which employees affected by a shortage of work layoff return to a previous classification they have held within the last five years.

The specific existing CBA language states the following:

*4. Displace the least senior employee in a job classification the employee held during the previous five (5) years.*

Through this MOU, the Union and the Company agree that this language explicitly intends that for the affected employee to select this option, they must have greater seniority than the employee they are displacing.

The Union and the Company agree that the terms of this MOU are limited to the facts herein. All parties further agree that nothing in this MOU modifies the parties’ CBA.

Dated: 9/8/2025

David Cameron  
Manager-Labor & Employee Relations, For the Company

Dated: 9/16/25

Bill Gilbertson  
Chair, Joint Steering Committee