



# NON-PRECEDENT SETTING AGREEMENT

## RE: Financial Assistance and Paid Emergency Leave in Response to 2025 Palisades and Eaton Wildfires

This is a non-precedent setting agreement ("NPSA") executed by and 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"). This NPSA shall not affect the employment action that SoCalGas has taken or may take with any other employee.

In response to the 2025 Palisades and Eaton wildfires, the Company is offering financial assistance to employees who have lost their primary residence from these wildfires. Under this NPSA, the Company and the Union agree on a one-time basis to provide \$10,000 in net total (after applicable taxes and withholdings) financial assistance to employees whose primary residence was lost due to these fires. The Company will work directly with impacted employees to determine eligibility (lost their primary residence from these wildfires).

In addition, employees who were ordered to evacuate or whose primary residence was lost due to these fires may take emergency leave of up to five days to address immediate needs and/or to manage the aftermath of the incident. The Company will pay the five days of emergency leave, which may be applied retroactively for eligible employees who have already taken time off related to these fires. Supervisors will work directly with impacted employees covered by this NPSA to inquire if time off is needed or if retroactive time updates are required.

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 NPSA modifies, in any way, any unrelated provisions of the parties' collective bargaining agreement or management rights.

Dated: 01/16/25

David Cameron  
David Cameron (Jan 16, 2025 19:18 PST)

For the Company (David Cameron)

Dated: 01/16/25

Joe J. Moreno  
For the Union, Chair JSC (Joe J. Moreno)