

## Revised Tentative Agreement

November 22, 2024

1. This Revised Tentative Agreement (RTA) modifies only specific parts of the fully signed Tentative Agreement reached on October 3, 2024 (attached hereto as Exhibit A). The modifications the Company and Union agreed to as part of the RTA are listed in their entirety in Paragraph 2.
2. After continued negotiations on November 14, November 19, November 20, and November 22, 2024, the Company and Union agree to the following specific modifications to Exhibit A:
  - The term of the Collective Bargaining Agreement will be October 1, 2024, through September 30, 2028, a change from a three-year term to a four-year term.
  - General Wage Increase- Base wages will be increased by 5.5% retroactively to October 1, 2024; 4.75% effective January 1, 2026; 4.50% effective January 1, 2027; 4.25% effective January 1, 2028. Unless otherwise specified, all other terms will take effect January 1, 2025, subject to ratification.
  - The retroactive general wage increase in 2024 replaces and eliminates the \$1,000/\$500 2024 year-end bonus.
  - The Meter Repair Technician will be upgraded one pay grade level effective January 1, 2028. As a result of this upgrade, there will be no pay evaluation for this classification as listed in the October 3, 2024, Tentative Agreement.
  - U-10- A Gas Emergency Crew pilot will be conducted in 2025. The full description of the terms of the proposal is included in Exhibit C.
  - C-34- The discontinuance of the UP pay code will be delayed until December 31, 2025.
  - Withdraw U-70 - The Company will not extend or make any contribution to the UWUA Training Trust Program.
  - U-37 and U-38- Employees who must maintain a Class A and Class A Haz-Mat endorsement as part of their job will receive both premiums. The specific terms of U-37 and U-38 remain unchanged. This is to clarify that premiums will be combined.
  - U-20 - The Company agrees to modify the current Distribution Company/Contractor ratio from 60/40 to 70/30 by December 31, 2026. The full description of the terms of the proposal is included in Exhibit B.
3. The parts of Exhibit A not addressed in Paragraph 2 remain as originally agreed, are not in dispute, and are incorporated herein.

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4. The Union will withdraw with prejudice all 2024 collective bargaining-related NLRB charges listed below and will not file any other collective bargaining-related charges for any situations arising before and on the day the RTA is accepted by the Union upon ratification of this RTA by the membership:
  - NLRB Charge No. 21-CA-351711 (UWUA Local 132) (Refusal to bargain in good faith by summarily rejecting proposals and refusing to provide counteroffers for a successor Collective Bargaining Agreement)
  - NLRB Charge 21-CA-351742 (UWUA Local 132) (Threatening bargaining unit members and encouraging them to withdraw from the Union due to an anticipated work stoppage)
  - NLRB Charge 21-CA-352731 (UWUA Local 132) (Failure to negotiate in good faith and engaged in direct dealing with Union members related to the ratification of a successor Collective Bargaining Agreement and attempted to directly influence the votes for the bargaining unit for the successor Collective Bargaining Agreement).
5. The Union and the Company agree that all 2024 collective bargaining-related data requests are moot and that any outstanding data requests are withdrawn.
6. This is a package proposal. All elements of the RTA and all terms of the Tentative Agreement not otherwise modified by this RTA must be accepted.
7. Union Endorsement and Recommendation:
  - Through all its bargaining committee members, each of whom has signed below, the Union agrees to endorse this RTA fully and unequivocally recommend a "yes" vote to its membership. All bargaining committee members must communicate this endorsement clearly and consistently across all Union platforms and channels.
8. Positive Communication Regarding RTA:
  - All oral and written communications from the Union, including bargaining committee members, regarding this RTA made to Union membership and the general public must be positive, highlighting the benefits of this contract for all members.
9. Good Faith Bargaining:
  - This RTA meets the needs of the Union's members and is the result of the Union and the Company negotiating in good faith.
10. This constitutes the entire RTA. No other agreements or offers have been made, whether in writing or oral.

AM

Revised Tentative Agreement

November 22, 2024

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on November 22, 2024.  
For SOUTHERN CALIFORNIA GAS COMPANY:

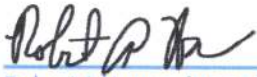


Neena N. Master  
Director, ECS, Labor Relations & Wellness



David S. Cameron  
Manager - Labor & Employee Relations

For UTILITY WORKERS UNION OF AMERICAN, AFL-CIO and  
INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL-UFCW:



Robert A Houser (Nov 22, 2024 23:23 EST)

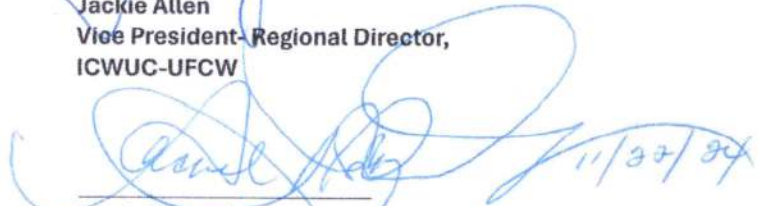
Robert Houser  
Representative, UWUA, AFL-CIO



Jackie Allen  
Vice President- Regional Director,  
ICWUC-UFCW



Joe J. Moreno  
President, UWUA, Local 132



Rachel Arguette  
President, Local 350, ICWUC-UFCW



Cathy Jazlin  
Local 132, UWUA, AFL-CIO

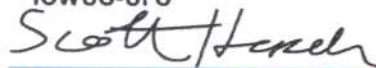


Linda Cortez (Nov 25, 2024 08:58 PST)

Linda Cortez  
Recording Secretary, Local 995,  
ICWUC-UFC



Belinda Moreno  
Secretary/Treasurer, Local 132, UWUA, AFL-CIO



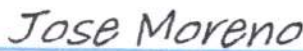
Scott Hasseler (Nov 25, 2024 18:17 PST)

Scott Hasseler  
President, Local 478, ICWUC-UFCW



Ernie Shaw (Nov 23, 2024 07:47 PST)

Ernie Shaw  
President, Local 483, UWUA, AFL-CIO



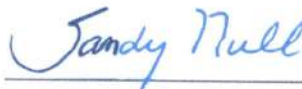
Jose Moreno (Nov 25, 2024 13:00 PST)

Jose Moreno  
Vice President, Local 478, ICWUC-UFCW



Travis Hickman (Nov 25, 2024 09:02 PST)

Travis Hickman  
Vice President, Local 522, UWUA,  
AFL-CIO



Sandy Null  
Local 132, UWUA, AFL-CIO



Javier A. Salas  
Local 132, UWUA, AFL-CIO



John Golder  
Local 132, UWUA, AFL-CIO

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