



Utility Workers Union of America, Local 132

1155 Amelia Ave, Glendora, CA 91740

Telephone: (909) 305-9802

www.uwua132.org

uwua@uwua132.org

DATE: 10/11/24

RE: Tentative Agreement Documents

The documents for the Tentative Agreement with the Company are uploaded to the website. As you read the documents, please keep in mind the following items:

- The header lists proposal number. The numbers are sequential. Both sides presented many more proposals than you will see as part of the final Tentative Agreement. Several proposals on both sides were either withdrawn by the party that introduced the proposal, or declined by the opposing party and not pushed for further review. This is common in negotiations. Neither side gets everything they want.
- The blue lettering at the top are the intent statements when the proposal started. For many proposals, they changed over time through counter offers, counters to the counters, and so on. The final agreed proposal that became part of the Tentative Agreement may have changed from the original intent.
- Any blue lettering in the proposal is designed to further describe the proposal to answer questions that may arise as you read the document.
- Red lettering with a strikethrough shows language that would be removed from the contract if the Tentative Agreement is approved by the membership. Red lettering was also used to describe where entire agreement (usually obsolete) will be removed from the contract.
- Black, bold lettering designates new language for the contract.
- Standard black lettering shows existing language that would not change.
- Only the proposals are provided for review. If there is a section of the contract that is not listed in the documents, it is due to that section having no changes.

If you have any questions, please reach out to the Union office or contact one of the officers.

In Solidarity,
UWUA Local 132 Leadership

2025-2027
Collective Bargaining Agreement
Tentative Agreement

The SoCalGas, Utility Workers Union of America (UWUA), and International Chemical Workers Union Council (ICWUC) have reached a comprehensive Tentative Agreement on the collective bargaining agreement (CBA). The Tentative Agreement is comprised of individual proposals that were accepted during negotiations as listed in Section V, below. The CBA will be updated in conformance with the items referenced in Section V, and the updated CBA will be effective as of October 1, 2024, subject to member ratification. The existing terms and conditions of the CBA that expired on September 30, 2024 and subsequently extended through October 4, 2024 will be extended for a period that extends one week past the announcement of the ratification vote.

By their signatures, Company and Union representatives affirm that the Tentative Agreement is the product of good-faith negotiations. The following is a high-level summary of key terms:

I. BASE WAGES AND PREMIUMS

General wages and premiums will be increased pursuant to Company Proposal 38, as agreed to as part of the Comprehensive Package on October 3, 2024, as follows:

Effective Date of Increase	Increase
1/1/2025	5.50%
1/1/2026	4.75%
1/1/2027	4.50%

II. BONUS

In addition to Base Wages, in December of 2024, a year-end ratification bonus will be paid to all employees who worked at any time during 2024. The amount of bonus will be \$1,000 for regular full-time represented employees and \$500 for part-time employees.

III. TERM OF THE AGREEMENT

The term of the agreement will be three years from October 1, 2024, through September 30, 2027.

IV. GRADE LEVEL INCREASES FOR TEN CLASSIFICATIONS EFFECTIVE JANUARY 1, 2025.

The parties agreed to increase grade levels for ten classifications below effective January 1, 2025:

- Energy Tech Residential (Grade 5 to Grade 6)
- Commercial Services Technician (Grade 6 to Grade 7)
- Pipeline Technician (Grade 5 to Grade 6)
- Station Technician (Grade 5 to Grade 6)
- Repair Shop Mechanic #1 (Grade 6 to Grade 7)
- Senior Electronic Equipment Technician (Grade 6 to Grade 7)

- System Protection Specialist (Grade 6 to Grade 7)
- Transmission Welding Specialist (Grade 7 to Grade 8)
- Work Order Control Clerk (Grade 3 to Grade 4)
- Senior Work Order Control Clerk (Grade 5 to Grade 6)

V. COMPLETE LIST OF AGREEMENTS

Original Proposal Number	Proposal Topic	Tentative Agreement Date
C-1	ETR Letter Agreement	6/25/2024
C-2	Part Time EE Letter Agreement	7/18/2024
C-3	EAP Letter Agreement	6/25/2024
C-4	Job Progressions	6/25/2024
C-5	Uniforms	8/06/2024
C-6	Footwear	8/06/2024
C-7	Sick Time for Part Time Employees	8/06/2024
C-8	Sickness Allowance (Accrual)	8/06/2024
C-9	Sickness Allowance (Occurrences)	8/06/2024
C-10	Job Progressions	8/28/2024
C-11	Safety Mentor Program Pilot	7/09/2024
C-14	Paygrades - Update to reflect 2021 changes	9/10/2024
C-16	Grievance/Arbitration Procedure	9/19/2024
C-17	Scheduling Discharge Arbitrations	9/19/2024
C-19	Elimination of Arbitration Panel	8/29/2024
C-20	Field Svc Asst Side Letter Agreement	8/13/2024
C-21	Elimination of AMI Letter Agreement	10/1/2024
C-26	Interim (JSC) Meetings	9/19/2024
C-30	Disciplinary Interviews	9/19/2024
C-31	Section 5.10 Position Opportunity & Placement	9/17/2024
C-32	Section 4.5 (D) Footwear Allowance	9/10/2024
C-33	Appendix C - PT Employees Letter Agreement	9/10/2024
C-34	Appendix C – Eliminate Advancing Wages for Union Business (UP)	10/3/2024
C-36	Savings Plan - Add Fiduciary flexibility	9/26/2024
C-38	Section 4.1 – Total Compensation	10/3/2024
C-39	Section 2.4 (A) – Term of the CBA Agreement	10/3/2024
U-1	Disciplinary Interviews	9/19/2024
U-3	Section 2.5 (C) – Safety – Company/Union Policy	10/2/2024
U-4	Job Index - Remove Job Progression priority bidding	8/28/2024
U-10	Distribution Off-Hour Pilot	10/3/2024
U-13	Section 3.2 - Probationary Period for Part Time EEs	8/28/2024
U-15	Section 6.5 (A) 1- Last Chance Agreements	9/23/2024
U-16	Section 6.8 Grievance Procedure	9/19/2024
U-18	Additional Fenced-In Classifications	9/30/2024
U-21	Part Time Letter Agreement - Remove advanced notice for Military Leave for PT EEs	9/17/2024
U-23	Section 6.8 & 6.9 - Add multiple steps to Grievance Process	9/20/2024
U-25	Section 5.10 (C) 1 - Remove Interviews for Represented Classifications	9/23/2024

AM

U-28	Distribution Ratio Agreement - Promote all LCTI to LCTII if MQ met	8/28/2024
U-31	Appendix A - Other Jobs	8/06/2024
U-35	Section 2.2 (A) – Bargaining Unit EEs	10/2/2024
U-36	Evaluate Replacement of PACKS	10/1/2024
U-37	Section 4.3 (G) – Class A/B License Premium	10/3/2024
U-38	Section 4.3 (L) – Hazardous Materials Endorsement Premium	10/3/2024
U-40	Appendix B - Job Progressions - Local 483	9/04/2024
U-46	Section 5.10 (H) - Return Rights - Reduce Bid Restriction	9/12/2024
U-53	Military Leave	9/17/2024
U-55	Additional Vacation Carryover	10/2/2024
U-56	Appendix B - Base Operations Job Progression - Local 483	9/04/2024
U-65	Appendix C - Station Tech LOA - Local 483	9/04/2024
U-70	Training Trust Extension and Funding	10/3/2024
U-71	Appendix C - Sr. Safety Specialist	9/18/2024
U-74	Notices to the Union	6/25/2024
U-75	Section 2.5 (E) (1) - Shop Committee	8/06/2024
U-77	RCC Letter Agreement	6/25/2024

LM
V

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on October 3, 2024.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on October 3, 2024.
For SOUTHERN CALIFORNIA GAS COMPANY:

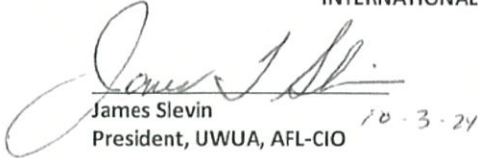


Neena Master
Director, ECS, Labor Relations & Wellness



David S. Cameron
Manager – Labor & Employee Relations

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



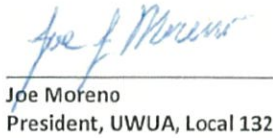
10-3-24

James Slevin
President, UWUA, AFL-CIO

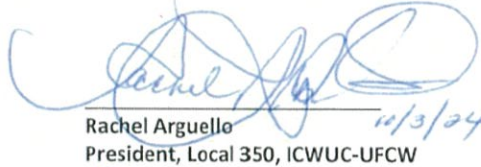


10.03.2024

Jackie Allen
Vice President/Director Region I
ICWUC-UFCW



Joe Moreno
President, UWUA, Local 132

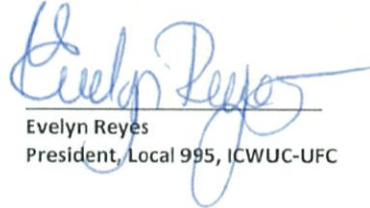


10/3/24

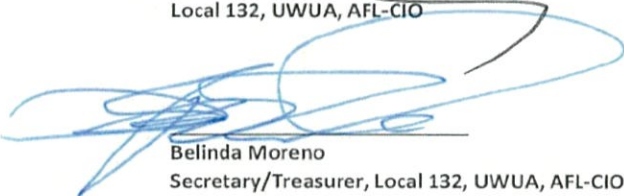
Rachel Arguello
President, Local 350, ICWUC-UFCW




Cathy Jazlin
Local 132, UWUA, AFL-CIO



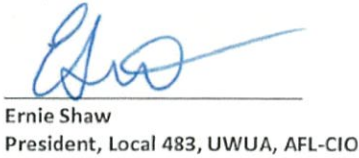
Evelyn Reyes
President, Local 995, ICWUC-UFC



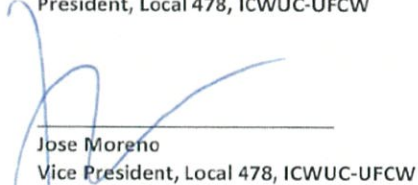
Belinda Moreno
Secretary/Treasurer, Local 132, UWUA, AFL-CIO



Scott Hasseler
President, Local 478, ICWUC-UFCW



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



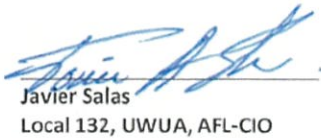
Jose Moreno
Vice President, Local 478, ICWUC-UFCW



Raul Reyes
President, Local 522, UWUA, AFL-CIO



Sandy Null
Local 132, UWUA, AFL-CIO



Javier Salas
Local 132, UWUA, AFL-CIO



Bill Gilbertson
Local 132, UWUA, AFL-CIO

Company Comprehensive Proposal
Last, Best and Final Offer

Several months of collaborative, good faith negotiation have culminated in this Last, Best, and Final Offer from the Company to the Union. This offer can only be accepted in its entirety without changes. Any proposals not included in this Last, Best, and Offer are deemed rejected and withdrawn.

Date: October 3, 2024
Proposals Included: <ol style="list-style-type: none">1. C-38- Wages, Pay Grade Increases, Premiums, PACKS Evaluations, Bonus2. C-39- CBA Term3. C-34- Elimination of UP Pay Code and Advancement of Wages4. U-10- Gas Emergency Department5. U-37- Class A Premium6. U-38- Create Class A Haz-Mat Premium7. U-70- Workforce Additions and Training Partnership
Terms of Proposal: <ul style="list-style-type: none">• The parties agree to this package in its entirety as presented.• The Union and Company hereby withdraw all proposals for which there is not an executed tentative agreement, and that are not otherwise included within this package.• The Union and Company will not bring forward any new proposals.• All signed tentative agreements regarding proposals discussed during these negotiations are included as part of this Last, Best, and Final offer.• U-10- The Company and Union agree during the term of this Agreement to pilot a process by which existing select off-hour shifts within Distribution would be filled through bid or letter of interest rather than through the schedule selection process currently utilized. The Company and Union will meet by February 01, 2025, to establish the specific terms of the pilot, such as, but not limited to, location(s) of the pilot, start date and end date of the pilot, process for filling positions, process for backfilling temporary vacancies, and compensation. The pilot would run for at least twelve months, during which time the parties will meet to discuss and negotiate extending, ending, or a broader pilot implementation.• U-37- Company will increase the existing Class A/B premium as identified in Section 4.3 of the CBA from \$0.27 per hour to \$0.50 per hour effective January 1, 2025. This premium would not be subject to the GWI percentage increase in 2025 but would be increased by the GWI percentage in 2026 and 2027.• U-38- Company will create a Class A Haz/Mat premium to be listed in Section 4.3 of the CBA. The premium rate will be set at \$0.75 per hour effective January 1, 2025.

JM

This premium would not be subject to the GWI percentage increase in 2025 but would be increased by the GWI percentage in 2026 and 2027.

- U-70- The Company will agree to extend the terms of the existing Training Program UWUA Power for America Training Trust Fund Addendum dated 10/14/2022 through December 31, 2027, and fund the program with \$200,000 in 2025, 2026, and 2027.
- For avoidance of doubt, the Company declines U-76 and U-58.

C – 38

Article IV- Total Compensation

Section: Section 4.1(A), Appendix A, and Pay Analysis of Comprehension Knowledge and Skills (PACKS) Side Letter Agreement

Page #(s): 43, 156-164, and 260

Intent of Company's Proposal:

- To provide wage and premium increases.
- To increase ten (10) job classifications one pay grade level, effective January 1, 2025.
- To eliminate the \$1.50 premium for ETRs in the classification over five (5) years based on proposed grade level increase.
- The pay grade level increase to the Commercial Services Technician, System Protection Specialist, Work Order Control Clerk, and Senior Work Order Control Clerk would fully resolve the current PACKS evaluation for these classifications as referenced in the 2021 Pay Analysis and Compensation Knowledge and Skills (PACKS) Side Letter Agreement.
- PACK three classifications during the term of the new CBA.

Proposed CBA Modifications (*Note: bolding reflects proposed new CBA language; strikethrough denotes proposed deletions to existing CBA language*)

**Article IV
TOTAL COMPENSATION**

4.1– Pay Structure

(A) Base Wages: Base wages will be increased by **5.50%** effective January 1, **2025**; **4.75%** effective January 1, **2026**; and **4.50%** effective January 1, **2027**.

4.3 Premiums

All premium rates listed in the table shall be increased **5.50%** effective January 1, **2025**; **4.75%** effective January 1, **2026**; and **4.50%** effective January 1, **2027**.

Appendix A

The Company and the Union agree, in conjunction with the wage increases proposed by the Company for 2025, 2026, and 2027, the Company will also increase the following job classifications one grade level effective January 1, 2025:

Energy Technician Residential- Grade 5 to Grade 6
Pipeline Technician- Grade 5 to Grade 6
Station Technician- Grade 5 to Grade 6
Transmission Welding Specialist- Grade 7 to Grade 8
System Protection Specialist- Grade 6 to Grade 7
Commercial Services Technician- Grade 6 to Grade 7
Senior Electronic Equipment Technician- Grade 6 to Grade 7
Repair Shop Mechanic #1- Grade 6 to Grade 7
Work Order Control Clerk- Grade 3 to Grade 4
Senior Work Order Control Clerk- Grade 5 to Grade 6

Pay Analysis of Comprehension Knowledge and Skills (PACKS)
Side Letter Agreement

The Company and Union agree to the following terms which shall be effective January 1, 2022:

Employees with five or more years of service as an Energy Technician Residential will receive a premium of \$1.50 per hour.

The parties agree that the following classifications will be evaluated under the new terms of the PACKS process (or successor process as agreed by Company and Union) as defined in Section 3.9 of the Collective Bargaining Agreement during the term of the CBA.

~~Commercial Services Technician
Senior Leakage Control Clerk*
Work Order Control Clerk*
Senior Work Order Control Clerk*
Transmission Pipeline Specialist
System Protection Specialist~~

In addition, the following classifications will be raised one pay grade level:

~~Energy Technician Distribution
Lead Electronics Equipment Technician
Lead Machinist
Lead Meter and Regulator Technician
Lead Repair Shop Mechanic
Station Operations Specialist~~
**Meter Repair Technician
Instrument Specialist
Transmission & Storage Inventory Administrative Technician**

*Indicates newly created classification as part of an existing proposal

AM

Letter of Agreement

A year-end bonus of \$1,000 will be paid during the month of December 2024, to all regular, full time represented employees who worked at any time during 2024. A year-end bonus of \$500 will be paid during the month of December 2024, to all part-time employees who worked at any time during 2024. Employees who were separated from the Company before the date the bonus is paid will not be eligible for the bonus.

C – 39

Term of Agreement

Section: 2.4 (A) Term of Agreement
Page #(s): 19
Intent of Company's Proposal: To update the effective date of the Agreement.
Proposed CBA Modifications (<i>Note: bolding reflects proposed new CBA language; strikethrough denotes proposed deletions to existing CBA language</i>) (A) Term: This Agreement shall be effective from October 1, 2024, to and including September 30, 2027.

Revised C – 34

Paid Union Leave

Section: Appendix C- Paid Union Leave
Page #(s): 261-262
Intent of Company's Proposal: Eliminate advancing Union wages for Union business with pay (UP)
Proposed CBA Modifications (<i>Note: bolding reflects proposed new CBA language; strikethrough denotes proposed deletions to existing CBA language</i>) LETTER AGREEMENT Re: Paid Union Leave

LM

Employees who are absent from work at the Union's request, under the provisions of Article 2, Section 2 (B) for short, intermittent periods of time of (10) ten days or less, **for reasons included under pay code R7 or R9** shall be paid by the Company at their regular classification straight time rate for up to eight hours per day. ~~Such payment shall be advanced as "Union wages," but will be considered as "Company wages paid" for the purpose of computing an employee's base earnings for employee benefits.~~ **The Union may request unpaid Union leave for reasons listed under pay code B1 or other reasons not paid by the Company.** However, during such time, each employee will be considered as employees of the Union for all employment purposes set forth in the Worker's Compensation and Insurance chapters of the California Labor Code.

In return, the Union agrees to provide the Company with 24 hours (one business day) of written notice for the release of such employees in all but emergency circumstances. The clearance for the leave under this Agreement must be authorized by the Local Union President. The Union further agrees that in cases of routine regularly scheduled meetings, the Union will provide written request as far in advance of the meeting as practicable. The following pay codes with exception to R9 are not considered as hours worked for Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA).

Pay Code	Description	Examples of Usage
R7	Union business with pay (Company Pays)	2 nd Step Grievance Hearing, Arbitration
R9	Union business with pay (Company Pays)	Grievance Investigation, Investigatory Interviews, Safety Committee, Shop Committee, Safety Congress, Safety Leadership Team Meeting, JSC Meetings
B1	Union business without pay	Campaigning for office, base visit, union administrative work, union meeting
UP	Union business with pay (Union reimburses Company)	Base visit, union administrative work, union meeting

~~The Union will reimburse the Company for any such wages advanced to employees pursuant to this letter using the UP Pay Code, on a monthly basis, upon receipt of an itemized statement from the Company. Failure to timely remit payments will result in suspension of the UP Pay Code for a local union more than 90 days past due. In the event of a dispute regarding an itemized UP Pay Code statement from the Company, the 90-day timeline will be suspended until the dispute is resolved between the parties.~~

The following signed tentative agreement proposals are included within this Last, Best and Final offer, and will be incorporated along with the above terms into a comprehensive Tentative Agreement:

Original Proposal Number	Proposal Topic	Tentative Agreement Date
C-1	ETR Letter Agreement	6/25/2024
C-2	Part Time EE Letter Agreement	7/18/2024
C-3	EAP Letter Agreement	6/25/2024
C-4	Job Progressions	6/25/2024
C-5	Uniforms	8/6/20204
C-6	Footwear	8/6/20204
C-7	Sick Time for Part Time Employees	8/6/20204
C-8	Sickness Allowance (Accrual)	8/6/20204
C-9	Sickness Allowance (Occurrences)	8/6/20204
C-10	Job Progressions	8/28/2024
C-11	Safety Mentor Program Pilot	7/9/2024
C-14	Paygrades - Update to reflect 2021 changes	9/10/2024
C-16	Grievance/Arbitration Procedure	9/19/2024
C-17	Scheduling Discharge Arbitrations	9/19/2024
C-19	Elimination of Arbitration Panel	8/29/2024
C-20	Field Svc Asst Side Letter Agreement	8/13/2024
C-21	Elimination of AMI Letter Agreement	10/1/2024
C-26	Interim (JSC) Meetings	9/19/2024
C-30	Disciplinary Interviews	9/19/2024
C-31	Section 5.10 Position Opportunity & Placement	9/17/2024
C-32	Section 4.5 (D) Footwear Allowance	9/10/2024
C-33	Appendix C - PT Employees Letter Agreement	9/10/2024
C-36	Savings Plan - Add Fiduciary flexibility	9/26/2024
U-1	Disciplinary Interviews	9/19/2024
U-3	Stop the Job Notification	10/2/2024
U-4	Job Index - Remove Job Progression priority bidding	8/28/2024
U-13	Section 3.2 - Probationary Period for Part Time EEs	8/28/2024
U-15	Section 6.5 (A) 1- Last Chance Agreements	9/23/2024
U-16	Section 6.8 Grievance Procedure	9/19/2024
U-18	Additional Fenced-In Classifications	9/30/2024
U-21	Part Time Letter Agreement - Remove advanced notice for Military Leave for PT EEs	9/17/2024
U-23	Section 6.8 & 6.9 - Add multiple steps to Grievance Process	9/20/2024
U-25	Section 5.10 (C) 1 - Remove Interviews for Represented Classifications	9/23/2024
U-28	Distribution Ratio Agreement - Promote all LCTI to LCTII if MQ met	8/28/2024

FM

U-31	Appendix A - Other Jobs	8/6/2024
U-35	Change all employee references within CBA to "bargaining unit employee"	10/2/2024
U-36	Evaluate Replacement of PACKS	10/1/2024
U-40	Appendix B - Job Progressions - Local 483	9/4/2024
U-46	Section 5.10 (H) - Return Rights - Reduce Bid Restriction	9/12/2024
U-53	Military Leave	9/17/2024
U-55	Additional Vacation Carryover	10/2/2024
U-56	Appendix B - Base Operations Job Progression - Local 483	9/4/2024
U-65	Appendix C - Station Tech LOA - Local 483	9/4/2024
U-71	Appendix C - Sr. Safety Specialist	9/18/2024
U-74	Notices to the Union	6/25/2024
U-75	Section 2.5 (E) (1) - Shop Committee	8/6/2024
U-77	RCC Letter Agreement	6/25/2024

Neena N. Master 10/3/24

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

Joe J. Moreno 10/3/24

Joe J. Moreno
JSC Chair

Company Proposal 1

To encourage efficient negotiations and optimize bargaining time, make all typographic, grammatical, formatting, printing, and the like corrections after all Tentative Agreements have been reached.

All parties agree that all typographic, grammatical, formatting, printing, and the like errors will be corrected after all Tentative Agreements have been reached and is prepared for printing.

Company Proposal 2

Part-Time Employees Letter Agreement (Page 233)

To remove language regarding a benefit stipend for part-time employees that the parties agreed to remove during 2021 CBA negotiations as part of Company proposal 13, but inadvertently left in the 2021 CBA

LETTER AGREEMENT PART-TIME EMPLOYEES

The Company and Union agree,

Part Time employees with 6 months of service will be afforded all rights under Article VI for any discipline received from Section 6.3A or Section 6.3B.

Part Time Employees who work 1,000 hours or more per year shall receive 16 hours of Personal Business time the following year. If an employee works more than 700 hours but less than 1,000 hours in any following year after reaching the initial 1,000-hour threshold, that employee will receive 8 hours of Personal Business time the following year.

Effective October 1, 2015, part-time employees who have completed 60-days of continuous service (rolling 12 months) will be eligible to receive medical, dental, and vision benefits, effective on the first of the month following the 60-day qualification period. The following benefit options will be offered:

1. Medical coverage under the HMO Plan of the employee's choosing (currently Kaiser or Anthem-Blue Cross), Employee Only option, will be offered under the same cost sharing provisions in place for full-time employees. Employee contributions will be tied to the low- cost HMO plan.
2. Dental coverage under the MetLife dental plan, with the Company paying the full cost of the Employee Only option.
3. Vision coverage under the MetLife vision plan, with the Company paying the full cost of the Employee Only option.

Effective January 1, 2010 part-time employees who were hired on or before February 25, 2009, who subsequently move to a full time position will be eligible for the catastrophic sickness allowance after completion of three years or more of regular employment. Part-time employees hired after February 25, 2009, who subsequently move to a full-time position, will not be eligible for the catastrophic sickness allowance.

~~Part-time employees who waive all three benefits (i.e., medical, dental, and vision) will receive a stipend of \$100/month.~~

Part-time employees called to military service or who voluntarily enlist in the armed forces of the United States, will be granted a leave of absence and are entitled to reinstatement upon return, provided they comply with the following eligibility conditions:

1. Submit a Leave of Absence form to the employee's supervisor, at least 3 working days in advance of departure. A copy of the employee's official orders, signed by the commanding officer, must accompany the Leave of Absence form.
2. Present to the Company a certificate of satisfactory completion of military service upon his/her return.
3. Apply for reinstatement within 90 days after release of military service.
4. Perform full-time active military service for the term of enlistment or any period of time required by federal or state law.

Company Proposal 3
Letter of Agreement – EAP (Page 263)

Eliminates EAP letter agreement as it is no longer applicable

LETTER OF AGREEMENT – EAP

~~Should changes occur to the current EAP through December 31, 2022 for management employees, the same EAP changes made through December 31, 2022 will be offered to represented employees at the earliest convenience.~~

Company Proposal 4

To align Field Collection progression with Customer Services job progression, move Field Collection progression from Gas Distributions (page 169) to Customer Services (pg. 176-177)

GAS DISTRIBUTION

Planning

Lead Planning Associate

Planning Associate (NOTE 7) Pipeline Planning Assistant (NOTE 8)

Field Collection

Lead Field Collector Senior Field Collector Field Collector

System Protection

Lead System Protection Specialist System Protection Planner (NOTE 7) System Protection Specialist (NOTE 8) System Protection Technician

Meter and Regulator

Lead Meter and Regulator Instrument Specialist Lead Meter and Regulator Technician

Meter and Regulator Instrument Specialist Meter and Regulator Technician #1

Meter and Regulator Technician #2

Construction

Field Planning Associate

Lead Construction Technician II Lead Construction Technician I Energy Technician

D1stnbut1on Construction Techn1c1an (NOTE 6) Leak Survey Technician

CUSTOMER SERVICES

Remittance Processing

Lead Payment Control Clerk-5

Senior Administrative Clerk-5- Qualified Typist Senior Admin1strat1ve Clerk-5- Knowledge of Typing Headquarters Payment Control Clerk-4

Payment Entry Clerk-3

Payment Entry Operator-2

Mail Payment Clerk-1

Meter Reading Operations

Meter Reading Clerk-4

Meter Reading Technician-4 (NOTE 10) Meter Reader - R

Measurement Data Operations

Gas Measurement Analyst-5

Administrative Clerk-3 - Knowledge of Typing

Data Distribution

Senior Data Control Clerk-5 Lead Computer Operator-4
Lead Mail Equipment Operator-4 Data Distribution Clerk-3
Mail Equipment Operator-2 Office Clerk-2

Field Services

Industrial Service Technician
Commercial Services Technician
Energy Technician Residential
Energy Technician Residential-Apprentice Field Technician
Field Service Assistant (NOTE 6)
MSA Inspection Representative

Field Collection

Lead Field Collector
Senior Field Collector
Field Collector

Company Proposal 5
Section 4.5(A) Uniforms

Update Classifications provided Company uniforms
(Adds the following classifications)

Energy Technician Residential – Apprentice
Lead NGV Tech
Lead System Protection Specialist
System Protection Specialist
System Protection Technician

The following classifications will be furnished jackets:

Energy Technician Residential – Apprentice
Lead NGV Tech

The following classifications will be furnished uniforms when they are regularly assigned to perform leak surveys, meter work, take Cathodic protection readings on private property, or when appropriate:

~~Lead System Protection Specialist~~
~~System Protection Specialist~~
~~System Protection Technician~~

The above jobs were moved to the permanent uniform list

Coveralls for intermittent use:

Energy Technician Residential – Apprentice

Company Proposal 6
Section 4.5(D) Footwear

Update Classifications eligible for footwear allowance
(Adds the following classifications)

Energy Technician Apprentice
Laboratory Assistant Chemical / Environmental
Laboratory Technician Chemical / Environmental
Lead Lab Technician Chemical / Environmental
Lead Meter Mechanic
Lead NGV Tech
Measurement Electronics Technician
Meter Repair Tech

Company Proposal 7
Appendix C – Sick Time for Part Time Employees (Page 232)
Update the agreement to reflect the applicable changes in the law and
Letter of Understanding dated February 6, 2024

**LETTER AGREEMENT
SICK TIME FOR PART TIME EMPLOYEES**

This Letter of 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- Jointly (Union).

Beginning **January 1, 2025**, ~~July 1, 2015~~, Part-Time employees with 90 calendar days or more of continuous employment shall receive **48 24**-hours of Short-term

Annual Sickness Allowance for use when absent due to sickness or injury **without incurring an occurrence.**

100 percent of the Part-Time employee's Short-term Annual Sickness Allowance may be used to attend to an illness **or preventative care of an employee's family member as that term is defined in California state and applicable local laws. Family member is currently defined to include an employee's spouse, child, or parent, parent-in-law (including parent of registered domestic partner), registered domestic partner, grandparent, grandchild, sibling, and any individual related by blood or affinity whose close association with the employee is equivalent of a family relationship** as those terms are defined in California law. The Company reserves the right to verify the illness of an employee's **family member** spouse, child, or- parent according to California law.

Employees may use **all of** their Annual Short-term Annual Sickness Allowance for their own medical and dental appointments, without it counting as an occurrence.

On January 1, 2025 46, and each year thereafter, any portion of an employee's Short-term Annual Sickness Allowance that has been depleted during the previous calendar year shall be replenished. The Short-term Annual Sickness Allowance for each Part-Time employee with 90 calendar days or more of continuous employment shall not exceed 48 24 hours per calendar year.

Nothing in this agreement modifies in any way any provisions of the parties' collective bargaining agreement or management's rights.

Company Proposal 8
Section 4.4(B) Pages 69-71

Update short-term sickness allowance accrual and usage guidelines to align with recent applicable law changes and Letter of Understanding dated February 6, 2024.

~~Employees shall receive short-term annual sickness allowance upon hire according to the following table~~ **In the first year of employment, employees hired into regular full-time positions will receive 48 hours of short-term sickness allowance that may be used on or after the 90th calendar day of employment.**

(Table of Short-Term Sickness Allowance Eliminated – No Longer Applies)

On ~~the~~ January 1st following an employee's hire date **and annually thereafter**, they will be awarded 80 hours of short-term annual sickness allowance. ~~All subsequent years, employees will receive 80 hours of short-term annual sickness allowance on an annual basis.~~

Fifty One hundred percent of an employee's short-term annual accrued sickness allowance may be used to attend to an illness or preventative care of the employee's family member as that term is defined in California state and applicable local laws. Family member is currently defined to include an employee's spouse, child, parent, parent-in-law (including parent of registered domestic partner), registered domestic partner, grandparent, grandchild, sibling, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. The Company reserves the right to verify the illness of an employee's family member **according to California law**.

Employees may use **all of** their Short-term Annual Accrued Sickness Allowance for their own medical and dental appointments, without it counting as an occurrence.

Unused Short-term Annual Accrued Sickness Allowance at the end of a calendar year will become part of the Extended-term Paid Sickness Leave beginning the following calendar year.

Definition of Short-term Annual Accrued Sickness Allowance: any illness that is 3 days (24 hours) or less.

Company Proposal 9
Section 4.4(B) Pages 69-71

Update language so that employees can use all of their short-term annual accrued sickness allowance without it counting as an occurrence

(B) Sickness Allowance: (Short-term Annual Accrued Sickness Allowance and Extended-term Paid Sickness Leave)

Short-term Annual Accrued Sickness Allowance

Employees shall receive short-term annual sickness allowance upon hire according to the following table

(Table does not change)

On the January 1st following an employee's hire date they will be awarded 80 hours of short-term annual sickness allowance. All subsequent years, employees will receive 80 hours of short-term annual sickness allowance on an annual basis.

Fifty percent of an employee's short-term annual accrued sickness allowance may be used to attend to an illness or preventative care of the employee's family member as that term is defined in California state and applicable local laws. Family member is currently defined to include an employee's spouse, child, parent, parent-in-law (including parent of registered domestic partner), registered domestic partner, grandparent, grandchild, sibling, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. The Company reserves the right to verify the illness of an employee's family member.

Employees may use **all of** their Short-term Annual Accrued Sickness Allowance **without it counting as an occurrence.** ~~for their own medical and dental appointments, without it counting as an occurrence.~~

Unused Short-term Annual Accrued Sickness Allowance at the end of the calendar year will become part of the Extended-term Paid Sickness Leave beginning the following calendar year.

Definition of Short-term Annual Accrued Sickness Allowance any illness that is 3 days (24 hours) or less.

Company Proposal 10

To update Appendix B, Progressions with positions created since 2021. Reordered Sr. Leakage Control Clerk higher in the progression due to recent change in pay level. It is understood by the parties that the added numbers next to the classification titles only represent the current pay grade level.

REGION OPERATIONS

RO Administrative Support (Note1)

Lead Dispatch Specialist-7

Senior Leakage Control Clerk-6

Senior Work Order Control Clerk-6

Dispatch Specialist-5

Senior Administrative Clerk-5 – Qualified Typist

Senior Administrative Clerk-5 – Knowledge of Typing

District Operations Clerk-5

Meter and Regulation Clerk-5

System Protection Clerk-5

Leakage Control Clerk-4

Work Order Control Clerk-4

Administrative Clerk-3 – Qualified Typist

Administrative Clerk-3 – Knowledge of Typing

MSA Inspection Clerk-3

Administrative Clerk-3

CUSTOMER CONTACT CENTER

Customer Contact Center

Lead Customer Service Representative-6

Lead Customer Service Representative-Bilingual-6

Customer Service Representative-Bilingual-4

Customer Service Representative-4

Office Clerk-3 (CCC) (NOTE 12)

Part-time Customer Service Representative-Bilingual-4 (Note 15)

Part-time Customer Service Representative-4 (Note 15)

Part-time Customer Service Representative-2

MSA Office Representative-3

MSA Office Representative-3-Bilingual

Customer Service Representative-2

Correspondence

Lead Customer Correspondence Clerk-5 (NOTE 12)

Customer Correspondence Clerk-3 (NOTE 12)

Investigation

Investigation Representative-6

Investigation Representative-6-Bilingual

Outbound Dialing

Lead Outbound Dialing Representative-5

Outbound Dialing Representative-3-Bilingual

Outbound Dialing Representative-3

GAS ENGINEERING AND SYSTEM INTEGRITY

Electrician

Lead Electrician-8

Journey Electrician-7

NGV Maintenance

Lead NGV Station Technician-8

NGV Technician-7

Electronic Energy Measurement Technician-6

Company Proposal 11
Safety Mentor Program Pilot
Appendix C (Page 241-242)

Company Intent: To eliminate Safety Mentor Program Pilot agreement from the CBA as It has been replaced with the 2024 Transm1ssion and Storage Safety Specialist agreement dated January 24, 2024.

Safety Mentor Program Pilot Letter of Agreement is eliminated.

Company Proposal 14
Appendix A – Pay Grades (Pages 156 – 164)
To update pay grades to reflect changes made since the 2021 CBA

Grade 1

Cashier-1
Cashier-Bilingual-1
Part-time Cashier-Bilingual-1 Part-time Cashier-1
Facilities Helper
Food Service Helper-PT
Mail Payment Clerk-1

Grade 2

Administrative Clerk-2,
CARE Clerk-2
Collection Checking Clerk-2
Customer Service Representative-2
Customer Service Representative-Bilingual-2
Part-time Customer Service Representative-2
Fleet Assistant
Logistics Associate
Mail Equipment Operator-2 Office Clerk-2
Payment Entry Operator-2 PBX Operator-2

Grade 3

Administrative Clerk-3 Knowledge of Typing
Administrative Clerk-3 Qualified Typist
Administrative Clerk-Bilingual-3 Knowledge of Typing
Administrative Clerk-Bilingual-3 Qualified Typist
Base Assistant-3
Customer Correspondence Clerk-3 Data Distribution Clerk-3
Field Service Assistant
Instrument Shop Mechanic #2
Leak Survey Technician
Mapping Aide (Non-Region)
Meter Records Processing Clerk-3
Meter Repair Technician
MSA Inspection Clerk
MSA Inspection Representative
MSA Office Representative
MSA Office Representative-Bilingual
Office Clerk-3 (CCC Only)
Outbound Dialing Representative-3
Outbound Dialing Representative-Bilingual-3
Payment Entry Clerk-3
Receptionist
Work Order Control Clerk

Grade 4

Administrative Clerk-4
Blacksmith
CARE Processing Clerk-4
CARE Processing Clerk-4-Bilingual
Communications Storeroom Keeper
Construction Technician
Customer Contact Representative-4
Customer Contact Representative-Bilingual-4
Customer Service Representative-4
Customer Service Representative-Bilingual-4
Part-time Customer Service Representative-Bilingual-4
Part-time Customer Service Representative-4
Energy Technician Residential - Apprentice
Field Collector
Field Technician
Headquarters Payment Control Clerk-4
Laboratory Assistant
Laboratory Assistant – Chemical/Environmental
Lead Computer Operator-4
Lead Mail Equipment Operator-4
Leakage Control Clerk-4
Logistics Representative
Materials Inspector
Measurement Technician #2
Meter Reading Clerk-4
Meter Reading Technician
Station Assistant
Transportation Logistics Representative

Grade 5

Collections Control Clerk-5
Collections Control Clerk-5-Bilingual
Customer Billing Analyst-5
Dispatch Specialist
District Operations Clerk-5
Energy Technician Residential*
Fabrication Shop Mechanic #1
Gas Measurement Analyst-5
Instrument Shop Mechanic #1
Lead Accounts Control Clerk-5
Lead Customer Correspondence Clerk-5
Lead Field Collector
Lead Meter Records Clerk-5
Lead Outbound Dialing Representative-5
Lead Payment Control Clerk-5
Mapping Assistant (Non-Region)
Meter & Regulator Clerk-5
Meter & Regulator Technician #2

Pipeline Planning Assistant
Pipeline Technician
Reconciliation Clerk-5
Revenue Protection Clerk-5
Senior Administrative Clerk-5
Senior Administrative Clerk-5-Knowledge of Typing
Senior Administrative Clerk-5-Qualified Typist
Senior Data Control Clerk-5
Senior Field Collector
~~Senior Leakage Control Clerk~~
Senior Logistics Representative
Senior Work Order Control Clerk
Station Technician
System Protection Clerk
System Protection Technician
Transmission & Storage Inventory & Administrative Technician

*Effective January 1, 2022, Employees with five or more years of service as an Energy Technician Residential will receive a premium of \$1.50 per hour.

Grade 6

Assistant Telecommunication Technician
Cathodic Protection Technician
Commercial Services Technician
Electronic Energy Measurement Technician
Energy Technician Distribution
Facilities Mechanic
Fleet Technician
Investigation Representative-6
Investigation Representative-6-Bilingual
Journey Facilities Mechanic
Laboratory Technician
Laboratory Technician Chemical/Environmental
Lead Branch Office Representative-6
Lead Branch Office Representative-Bilingual-6
Lead CARE Control Clerk-6
Lead Collection Representative-6
Lead Collection Representative-Bilingual-6
Lead Customer Billing Analyst-6
Lead Customer Service Representative-6
Lead Customer Service Representative-Bilingual-6
Lead Instrument Shop Mechanic
Lead Materials Inspector
Lead Meter Mechanic
Lead Planning Clerk-6
Measurement Electronic Technician
Repair Shop Mechanic #1
Senior Electronics Equipment Technician
Senior Work Order Analysis Clerk
Shop Welder

Special Accounts Representative-6
Senior Leakage Control Clerk
Storage Engineering Specialist
System Protection Specialist

Grade 7

Cathodic Protection Specialist
Journey Blacksmith
Journey Electrician
~~Journey Electrician – Storage~~
Journey Machinist
Journey Sheet Metal Mechanic
Journey Welder
Lead Construction Technician I
Lead Dispatch Specialist
Lead Facilities Mechanic
Lead Fleet Technician
Mapping Associate
Measurement and Quality Technician
Measurement Specialist
Measurement Technician #1
Meter & Regulator Technician #1
NGV Station Technician
Office Equipment Technician
Planning Associate
Station Operations Specialist
System Protection Planner
Transmission Welding Specialist

Grade 8

Field Planning Associate
Gas Storage Specialist
Industrial Services Technician
Instrument Specialist
Journey Electrician - Storage
Lead Construction Technician II
Lead Electrician
~~Lead Electrician – Storage~~
Lead Electronics Equipment Technician
Lead Laboratory Technician
Lead Laboratory Technician Chemical/Environmental
Lead Machinist
Lead Measurement Electronic & Quality Technician
Lead Measurement Technician
Lead Meter & Regulator Technician
Lead NGV Station Technician
Lead Planning Associate
Lead Repair Shop Mechanic
Lead Systems Protection Specialist
Metal Crafts Leader

Meter & Regulator Instrument Specialist
Senior Cathodic Protection Specialist
Senior Station Operations Specialist
Station Maintenance Specialist
Telecommunication Technician
~~Transmission Pipeline Specialist~~

Grade 9

Lead Electrician - Storage

Lead Meter & Regulator Instrument Specialist
Senior Gas Storage Specialist
Senior Instrument Specialist
Senior Station Maintenance Specialist
Senior Telecommunications Technician
Transmission Pipeline Specialist

Company Proposal 16 Section 6.9 Step 3: Grievance/Arbitration

To add limits to attendees and the number of Company paid Union representatives at arbitration hearings

6.9 – Arbitration Procedure for Disciplinary Protests and Non-Disciplinary Grievances

Step 3: Grievance Procedure/Arbitration

If the final decision of the Company is not acceptable to the Union, the Union may refer the matter to arbitration as provided by this section hereof, provided a written request for arbitration is received by the Human Resources Department within the 20 calendar days next following the date of receipt of the Company's statement of position as provided by Section 6.5 (A)(5) and Step 2, paragraph (C) of Section 6.8 (Non- Disciplinary Grievance Procedure).

There will be no arbitration of any dispute unless requested in writing by the Union, as distinct from a request by the individual employee. Disputes which are arbitrable under this Section shall include only those arising under the provisions of Section 6.5 (Disciplinary and Protest Procedure) or Section 6.8 (Non- Disciplinary Grievance Procedure) which concern the interpretation or application of any of the terms or provisions of this Agreement. Arbitration under this section shall be the exclusive means of settling such disputes.

It is agreed that no issue or contention shall be arbitrable which is contrary to any express provision of this Agreement nor shall it involve a determination in disregard or in any manner violative of any power, authority, function or duty which under the provisions of this Agreement are expressly vested in or reserved to the Union or to the Company.

In the event that the Union schedules a membership or Executive Board vote concerning a request for arbitration of a grievance at the earliest regular meeting (or series of area meetings) following the date of the Company's letter, the 20-day limit referred to above shall be extended until the second working day following the date of the completion of the vote, provided that the Union notifies the Company in writing within the 20-day limit that a vote has been scheduled, specifying the date when the voting will be completed, and provided further that in no event shall the time limit be extended more than 25 additional calendar days beyond the 20-day limit. Discharge cases will be calendared for arbitration within six months from the date of termination. Once the case is calendared, if the selected arbitrator becomes unavailable longer than 9 months from the date of termination, unless agreed to otherwise, the parties will select another arbitrator who is available within 6 months from the date of termination, or as soon as possible thereafter.

Any grievance or non-discharge protest not calendared for arbitration within 36 months from the date of the grievance will be considered moot and closed. Additionally, once calendared, the parties may each postpone the arbitration hearing no more than once, or the grievance will be considered moot and closed.

The Company will sustain pay and reimburse the casual mileage rate of not more than two employees (three in the case of Joint grievances where employees from more than

one Union attend); The Union's presenter and panel member will not count toward the number of Union representatives. Provided however, this limitation as to the number to be reimbursed may be revised on a case-by-case request by mutual agreement.

Company Proposal 17

To allow parties appropriate time to prepare for discharge arbitrations, add requirement that the Union provide the Company with 60 days advance written notice of the arbitration hearing date for termination cases.

6.9 – Arbitration Procedure for Disciplinary Protests and Non-Disciplinary Grievances

Step 3: Grievance Procedure/Arbitration

If the final decision of the Company is not acceptable to the Union, the Union may refer the matter to arbitration as provided by this section hereof, provided a written request for arbitration is received by the Human Resources Department within the 20 calendar days next following the date of receipt of the Company's statement of position as provided by Section 6.5 (A)(5) and Step 2, paragraph (C) of Section 6.8 (Non- Disciplinary Grievance Procedure).

There will be no arbitration of any dispute unless requested in writing by the Union, as distinct from a request by the individual employee. Disputes which are arbitrable under this Section shall include only those arising under the provisions of Section 6.5 (Disciplinary and Protest Procedure) or Section 6.8 (Non- Disciplinary Grievance Procedure) which concern the interpretation or application of any of the terms or provisions of this Agreement. Arbitration under this section shall be the exclusive means of settling such disputes.

It is agreed that no issue or contention shall be arbitrable which is contrary to any express provision of this Agreement nor shall it involve a determination in disregard or in any manner violative of any power, authority, function or duty which under the provisions of this Agreement are expressly vested in or reserved to the Union or to the Company.

In the event that the Union schedules a membership or Executive Board vote concerning a request for arbitration of a grievance at the earliest regular meeting (or series of area meetings) following the date of the Company's letter, the 20-day limit referred to above shall be extended until the second working day following the date of the completion of the vote, provided that the Union notifies the Company in writing within the 20-day limit that a vote has been scheduled, specifying the date when the voting will be completed, and provided further that in no event shall the time limit be extended more than 25 additional calendar days beyond the 20-day limit. Discharge cases will be calendared for arbitration within six months from the date of termination. **The Union must provide the Company with a minimum of 60 days advance written notice of the calendared arbitration hearing date for such cases.** Once the case is calendared, if the selected arbitrator becomes unavailable longer than 9 months from the date of termination, unless agreed to otherwise, the parties will select another arbitrator who is available within 6 months from the date of termination, or as soon as possible thereafter.

Any grievance or non-discharge protest not calendared for arbitration within 36 months from the date of the grievance will be considered moot and closed. Additionally, once calendared, the parties may each postpone the arbitration hearing no more than once, or the grievance will be considered moot and closed.

Company Proposal 19
Appendix C – Panel of Arbitrators Letter Agreement (Page 225)

Intent: The Company and the Union will each select two arbitrators to add to the panel, so that it will be made whole. The arbitrators selected by the Union and the Company must have demonstrated experience and background in labor arbitration, including, body of awards, participation in major arbitration selection platforms (such as FMCS, AAA, etc.), membership in professional arbitration organizations, or other relevant background. Names of the arbitrators must be provided during the updating of this CBA (prior to printing). Future panel changes will follow the process as outlined.

The parties agree to the following panel of arbitrators (in the order set forth below for purposes of the selection process set forth in Step 5 of the grievance/arbitration process) to be used for all arbitrations arising under Article VI:

Panel of Arbitrators

Robert Bergeson

Norman Brand

Mark Burstein

Chris Cameron

Douglas Collins

~~Walter F Daugherty Retired~~

~~Judy A Gust Retired~~

Fred Horowitz

Ken Perea

Michael Prihar

Richard Solomon

Jan Stiglitz

TBD

TBD

TBD

TBD

The parties agree to maintain a panel of arbitrators that include no less than fourteen (14) arbitrators. Once selected to be on the panel, an arbitrator shall remain on the panel until the arbitrator is no longer

accepting new cases, or upon mutual agreement by the parties. For each vacancy created, the parties shall jointly and immediately request a list of arbitrators from qualified associations such as FMCS, AAA, and/or National Academy of Arbitrators. The list of arbitrators shall be comprised of arbitrators experienced in labor arbitration and geographically within a 250 mile radius from Los Angeles, CA. the parties will work together within thirty (30) days to mutually establish a list seven (7) arbitrators qualified to act on said panel for each vacancy remaining on the panel from the names received. The Union and the Company representatives shall each have the right to strike three (3) names from said list with the party striking first determined by coin flip. Representatives of the Company and the Union shall thereafter each alternately eliminate one name until only one name remains. The seventh or remaining person shall thereupon be accepted by the Union and the Company as a member of the **Arbitration panel**. The parties may mutually agree to try a new arbitrator who is not on the panel. Such arbitrator may subsequently be added to the panel only by mutual consent of both parties.

Company Proposal 20
Field Service Assistant Side Letter Agreement (Page 198)

Eliminate the Side Letter Agreement as the bid right language is in
Appendix B under Note 6 (Page 177)

Remove entire agreement.

Company Proposal 21
Advanced Meter Project Letter Agreement (Pages 209-220)

Eliminate entire agreement as the Advanced Meter Project is complete and the terms are no longer applicable.

Remove entire agreement.

Company Proposal 26

Section 2.5(B) Interim Meetings

(B) Interim Meetings: In order to effectuate this Agreement, the Union and the Company mutually agree to have their respective committees meet to discuss the administration of the Agreement and any problems that arise thereunder.

The committee shall consist of the representatives who negotiated this Agreement or their successors. A review of industrial accidents and suggestions on safety matters that are considered to be more than local in scope may be part of the agenda. Such meetings shall be **requested by either party and** scheduled any time during the term of this Agreement, ~~within 24 to 48 hours at a mutually agreed upon date and time. following the receipt by the Company of the Union's agenda.~~ **The Union and Company must provide an agenda of topics to be discussed four (4) business days in advance of the meeting, allowing the parties time to prepare. The Company will sustain regular straight time pay for a maximum of ten (10) active bargaining unit employees, identified by the Union, to attend interim meetings covered by this section.**

Company Proposal 30 Section 6.4

To provide flexibility to the Union for in-person representation during investigatory interviews.

6.4 – Disciplinary Interviews

When a supervisor interviews a regular employee with the intention of issuing a written warning letter under Section 6.6 of this Agreement, or of assessing a disciplinary layoff, demotion, or discharge, or with the intention of developing facts in the interview to support disciplinary action that is being considered against such employee, the employee upon request shall be entitled to have a Union representative present in order for the interview to continue. The Company will allow union representation by the union local of which the employee is a member, from the same **work location**, ~~or closest work location~~, **or a work location that is within 50 miles of the employee's work location, whichever is closer. For outlying areas where the closest work location to the employee's work location is more than 75 miles away, the Company will allow representation by the union local of which the employee is a member from the closest work location to the employee's work location with Company pay.** In the event the supervisor fails to grant such a request, the employee may refuse to answer any questions, and the Company shall be precluded from relying upon any statements made by the employee during the interview, after such request, as a basis for assessing or upholding the discipline. However, the Company shall not be foreclosed from independently ascertaining any facts contained in the employee's statements and relying upon such independently ascertained facts. It shall be the policy of the Company to encourage supervision to notify employees of their right to Union representation in the disciplinary or investigatory interview described above. The absence of such notification, however, shall not invalidate any information received or action taken in the interview.

Company Proposal 31 Section 5.10 – Position Opportunity and Placement

To allow employees who are restricted from bidding to submit letters of interest, provided they are in good standing (not rated LTS overall for performance or attendance) and to clarify the letter of interest (LOI) process.

5.10 – Position Opportunity and Placement

The Company will attempt to fill vacant positions from regular and part time employees according to the following Position Opportunity System (“POS”) procedure before resorting to outside hires. The Company will maintain a list of classifications in a job index, including a job profile summary of the primary duties of the job and the minimum qualifications thereof, which will be subject to the provisions of the POS.

All jobs to be filled will be posted for 5 working days using E-Bid. It shall be the individual employee’s responsibility to learn of the posting and submit a bid via E-Bid during the five day posting period. When the job is filled, the name and seniority of the employee who is given the job will be posted within five working days.

When a position is going to be filled externally, **after the position was posted internally within E-Bid with no successful or qualified internal candidates, the following will occur:**

1. **The Company will notify each Union Local by email before initiating the Letter of Interest (LOI) process. The Company will post an announcement in E-Bid for five days announcing that a position is “Ready for External Recruitment.” This is the period when internal employees may submit their LOI before the position is posted externally. No LOIs will be accepted beyond the five-day period.**
2. **Employees are responsible for submitting an LOI and résumé within the five-day period to Talent Acquisition.**
3. **The LOI will only apply to the job requisition for which it was designated.**
4. **Employees who have submitted an LOI will be selected based on seniority ahead of external candidates, provided they meet the external minimum qualifications.**
5. **Positions filled through this LOI process will not be posted externally.**
6. **Positions that are unfilled after the five-day period may be posted externally or reposted internally, in E-bid at the Company’s discretion.**

~~the Company will notify each local union by email. Employees who have submitted a letter of interest will be selected based on seniority ahead of external candidates provided they meet the minimum qualifications posted externally. Employees who are restricted from bidding for reasons other than declining a second job offer or who are rated less than satisfactory overall for performance or attendance will be allowed to submit a letter of interest. If a position is offered the provisions of section 5.10 (B) 3 will apply. Employees who move into a new classification via letter of interest through this section will be restricted from bidding or submitting subsequent letters of interest for a period of twelve months or the established restriction period for that specific classification. Reviewing external job postings for such positions and submitting a letter of interest (with the job requisition number~~

~~noted by the employee at the top of the letter of interest) and résumé to HR Staffing in a timely manner after the position is posted externally are the responsibility of the employee. The letter of interest will only be applicable to the job requisition for which it was designated.~~

Company Proposal 32
Section 4.5(D) Footwear

Increase annual footwear allowance from \$110 to \$175

(D) Footwear Qualifying positions that require construction quality boots that provide ankle protection will be reimbursed-once annually- for the actual cost of boots up to ~~\$110~~ **\$175** upon submission of a receipt to their supervisor. The allowance is limited to those qualifying employees who are on the active payroll ~~as of the first day of the pay period in which the allowance is to be paid.~~

Company Proposal 33
Appendix C Part-Time Employees (Page 226)

To increase footwear allowance for part-time meter readers to \$175 and change it to a reimbursement consistent with section 4.5 (D)

The Company and Union agree, Part-time employees who move to a full-time position may return to their part-time position (upon written request to their current supervisor or instructor and if the position is available) for up to 30 days after the effective date of the full-time position, provided the employee's overall performance in their part-time position was satisfactory or above in the most recent appraisal. Part-time employees who exercise this option will be restricted from bidding to any full-time position for one year. Employees with an overall performance rating of weak satisfactory or below will not be eligible for these return rights.

Effective March 1, 2012, part-time employees who qualify for Personal Business time are eligible for eight (8) hours of Bereavement time in the same calendar year in which they qualify for Personal Business (see Letter Agreement – Part-Time Employees on page 233-234). Pay is sustained for the death of a member of the employee's immediate family or the immediate family of the employee's spouse. For Bereavement pay purposes, immediate family includes: employee's spouse, child, parent, brother, sister, grandparent or grandchild. Also included are legally declared relationships such as adopted or step relatives in the immediate family or the spouse's immediate family as defined above. For the purpose of this section, the term spouse shall include domestic partner, provided the required affidavit has been submitted to the Company.

Beginning in 2012~~25~~, Part-Time Meter Readers, including Part-Time Meter Readers-Transitional, will **be reimbursed** ~~receive~~ a footwear allowance of ~~\$42.50~~**175** on an ~~semi~~-annual basis ~~in the second pay periods in July and December~~.

Company Proposal 36
Appendix E
Savings Plan Update

Company Intent: Improve plan design to align with fiduciary best practices, by providing Plan Fiduciary with additional flexibility to engage in prudent decision-making process consistent with ERISA when evaluating and establishing menu of investment options.

Appendix E - Southern California Gas Company Retirement Savings Plan, Section 7(c)
Direction of Investments:

Each Participant shall have the right to direct the investment of his Accounts among the Investment Funds or through the Brokerage Window, subject to Sections 7(b), 7(d) and 7(e). The Participant shall designate how he wishes to invest his Accounts in increments of 1%, up to a total of 100%. The percentage the Participant chooses to invest his Accounts shall apply equally to all of the Participant's contributions to the Plan, Employer Contributions and Qualified Non-Elective and Qualified Matching Contributions. If Accounts are invested in more than one Investment Fund, changes in proportions due to investment results shall not require any automatic transfer of values among Investment Funds and any Brokerage Window. The directions of each Participant as to the investment of his contributions to the Plan, Employer Contributions, any Qualified Non-Elective Contributions and any Qualified Matching Contribution shall be made in such written, electronic or telephonic form as is prescribed by the Administrator. In general, an investment election shall remain in effect until revoked or modified by the Participant. Unless and until a Participant makes a specific investment election in accordance with this Section 7, such Participant's Accounts shall be invested in such Investment Fund as the Administrator selects as the default Investment Fund. Additionally, if a Participant rolls over his vested accrued benefit in a defined benefit pension plan sponsored or maintained by the Company or its Related Entities to the Plan, it will be initially invested in the Plan's default Investment Fund.

The Investment Funds offered under the Plan (other than the Stock Investment Fund) are selected by the Sempra Pension and Benefits Committee and may be changed from time to time as determined by the Sempra Pension and Benefits Committee in its discretion. ~~The Trust shall consist of separate Investment Funds~~ Such funds may, without limitation, include funds in the following categories: ~~the~~ Stability Funds (which ~~shall~~ **may, for example, include a money market fund and/or a stable value fund), ~~the~~ Income Funds (which ~~shall~~ **may, for example**, include an inflation response multi-asset fund, a bond index fund and/or a diversified fixed income fund), ~~the~~ Equity Funds (which ~~shall~~ **may, for example**, include an S&P 500 Index Fund, an international equity fund, an international ex-U.S. index fund, a U.S. small/mid-cap index fund, a small-cap stock fund ~~and a company stock fund~~), ~~the~~ **and** Retirement Date**

Funds. **The Investment Funds shall include the Stock Investment Fund.** A Brokerage Window is also available. **These Examples of Investment Funds that may be included** are described below.

- (1) Money Market Fund. **The A** Money Market Fund's objective is the preservation of capital, liquidity, and the highest level of income consistent with these goals.
- (2) Stable Value Fund. **The A** Stable Value Fund's objective is to provide maximum current income consistent with the preservation of principal value.
- (3) Inflation Response Multi-Asset Fund. **The An** Inflation Response Multi-Asset Fund's objective is to provide protection against inflation.
- (4) Bond Index Fund. **The A** Bond Index Fund's objective is to provide investment results that seek to track the performance of a broad, market-weighted bond index.
- (5) Diversified Fixed Income Fund. **The A** Diversified Fixed Income Fund's objective is to maximize long-term total return in the U.S. bond market.
- (6) U.S. Large Cap Equity Index Fund. **The A** U.S. Large Cap Equity Index Fund's objective is to replicate the total return of the U.S. equity market as represented by the S&P 500 Index.
- (7) International Equity Fund. **The An** International Equity Fund's objective is to seek long-term growth of capital primarily through investments in foreign securities.
- (8) World Ex U.S.-Index Fund. **The A** World Ex-U.S. Index Fund's objective is to provide investment results that correspond generally to an index of non-U.S. equity securities.
- (9) U.S. Small/Mid-Cap Index Fund. **The A** U.S. Small/Mid-Cap Index Fund's objective is to track the performance of a benchmark index that measures the investment return of small and mid-capitalization stocks in small and medium size companies.
- (10) Small/Mid-Cap Equity Fund. **The A** Small/Mid-Cap Equity Fund's objective is long-term capital growth through investments in small companies.
- (11) Stock Investment Fund. The Stock Investment Fund shall consist of all Stock held by the Trustee, all cash held by the Trustee which is derived from dividends on Stock, Pre-Tax Contributions, Roth Contributions, After-Tax Contributions and Employer Contributions, and transferred amounts from other Investment Funds to be invested in Stock and sales of Stock, and short-term investments made by the Trustee pending investment in Stock and earnings on such investments. All such Stock shall be held in the name of the Trustee or its nominee. The Stock Investment Fund shall be subject to such administrative and valuation procedures as are prescribed by the Administrator from time to time.

(12) Retirement Date Funds. ~~The~~ **A** Retirement Date Funds *SAAU* consists of pre-diversified Funds based on the Participant's date of birth and shall consist of an allocation between stock and bond funds that will change over time.

(13) Brokerage Window. The Brokerage Window shall consist of investments by Participants in any of a broad range of mutual funds, individual securities (including stocks and bonds), and exchange traded funds (ETFs). No common or preferred stock of Sempra Energy or its affiliates may be purchased through the brokerage window. Participants investing through the Brokerage Window shall be charged applicable transaction costs. A Participant may invest a maximum of 50% of the value of his accounts (minus any outstanding loan balance) in the Brokerage Window.

Union Proposal1

Section 6.4 – Disciplinary Interviews

Define the rights of both the Union and its members, ensuring compliance with Weingarten Rights and the provisions of the National Labor Relations Act.

When a supervisor interviews a regular employee with the intention of issuing a written warning letter under Section 6.6 of this Agreement, or of assessing a disciplinary layoff, demotion, or discharge, or with the intention of developing facts in the interview to support disciplinary action that is being considered against such employee, the employee upon request shall be entitled to have a Union representative present in order for the interview to continue. The Company will allow union representation by the union local of which the employee is a member, from the same or closest work location. In the event the supervisor fails to grant such a request, the employee may refuse to answer any questions, and the Company shall be precluded from relying upon any statements made by the employee during the interview, after such request, as a basis for assessing or upholding the discipline. However, the Company shall not be foreclosed from independently ascertaining any facts contained in the employee's statements and relying upon such independently ascertained facts. It shall be the policy of the Company to encourage supervision to notify employees of their right to Union representation in the disciplinary or investigatory interview described above. The absence of such notification, however, shall not invalidate any information received or action taken in the interview.

If the employee requests a Union representative (Shop Steward or other Union official) and none is available at the moment, the interview shall be postponed until the representative can be present. In the case of some activities where the employees involved are in the field, it may be more convenient to arrange in advance to have a Union representative available, and this option is open to the supervisor at his or her discretion. The employee does not normally have the option of asking for a Union representative from a district other than his or her own or one who is not an employee of the Company.

~~The role of the Union representative in a disciplinary interview is not that of an adversary; he or she is there as a witness to counsel the employee and to clarify to the employee if necessary the employee's rights under the Agreement. Any protest of the action being taken shall be reserved for the procedure set forth in Section 6.5.~~

The right of having a Union representative does not apply to investigative interviews when the employee is not under suspicion. It does not apply to counseling interviews.

Union Proposal 3 Section 2.5(C) and 3.10

Include Stop the Job language in the CBA, to ensure the safety of bargaining unit employees and to make them aware they can exercise this right without any reprisal from the Company

2.5 – Labor-Management Activities

(C) Safety – Company/Union Policy: The Union and the Company agree to cooperate in maintaining safe working conditions. No employee shall be required to work under conditions or operate equipment which does not meet the requirements of the lawful orders of the State of California pertaining to employee safety (e.g., **OSHA Stop Work Authority, commonly known as Stop-the-Job**), and refusal to work under such conditions or operate such equipment shall not in and of itself be deemed in violation of paragraph (B) of Section 6.3 (Causes for Disciplinary Action), nor of Section 2.2(E) (No Strike Clause) **The Company commits to collaborating with the Union regarding current updates to the Company's Illness and Injury Prevention Program regarding the process for Stop the Job. The process will include a step where the Union will be notified, unless the designated Union representative is not readily available, when Stop the Job events initiated by employees are not resolved between management, Safety, and the employee that initiated the event. The Stop the Job will remain in effect until the risk identified by the employee is resolved in compliance with applicable state, federal, or SoCalGas gas standards remediation.**

3.10 – Refusal of Duties

The interpretation and application on the job of the Job Profile Index is a function of the supervisors of the Company. An employee shall not be entitled to refuse duties assigned to him or her during the course of his or her regular working hours based upon a conflict of opinion as to the proper interpretation of the Job Profile Index. Cases of such conflict are subject to the remedies provided in the grievance procedure. He or she shall not be entitled to refuse duties under any circumstances except as provided in the following paragraph.

An employee may refuse to perform duties assigned to him or her if he or she reasonably believes that performance of the duties would imperil the health or safety of the employee or other employees or create a hazard affecting Company operations or the safety of the public

(e.g. OSHA Stop Work Authority, commonly known as Stop-the-Job) contrary to the provisions of Section 2.5 (Safety – Company/Union Policy). In such a refusal of duties an employee assumes responsibility for subsequently supporting his or her position in the event of disciplinary action taken under provisions of Article VI (Disciplinary Conditions and Procedures).

Union Proposal 4
Section 5.10 (B) (Page 113) / Appendix B – Job Index Listings Job
Progressions and Layoffs Areas (Page 166)

To ensure seniority rights prevail when requesting a job move

5.10 – Position Opportunity and Placement

(B) Requesting a Job Move: When a job vacancy is to be filled, the senior, pre-qualified employee with a bid on file for that job is considered in the priority order listed below.

1. **Disability/Layoff Bid:** Employees who have been granted disability/**layoff** bid priority by Human Resources may bid for any jobs for which they qualify at their current pay grade or lower. They will be considered first for job vacancies, provided that they indicate their disability/**layoff** priority status and meet the minimum qualifications. (See Section 5.10 (A) Pre-screening for Employees for test restrictions.)
- ~~2. **Transfer/Progression:** The most senior of the following two types of job requests:
a) ~~Employees requesting a transfer to the same job at a different work location.~~

b) ~~Employees in the same or same type of job progressions (such as Field Technician to Energy Technician-Residential).~~~~
2. **3. Bid:** Employees may bid for any job, provided they meet the minimum qualifications for the job requested.

Employees must submit a bid to Human Resources through E-Bid to be considered for a job vacancy. The number of bids an employee may submit is not limited. However, an employee can only decline one job offer in a 12-month period without restrictions. If an employee declines a second job offer in a 12-month period, the employee will be restricted from bidding for another job for one year, and all of his or her existing bids will be canceled. See Section (D) Acknowledgment and Validity of Bids.

APPENDIX B JOB INDEX LISTING PROGRESSION AND LAYOFF AREAS

The following list includes job progressions referred to in the Position Opportunity System and in Layoff. The payroll classifications included in each job progressions are listed in ascending pay grade order.

Job progressions in different Regions/Departments are considered to be the same type if they have the same progression titles.

~~Employees in the same job progression or in the same type of job progression at other work locations have bid priority over the other open bidders.~~

An employee facing layoff may displace another employee only in his or her current job progression and work location, or in the same type of job progression within the region or system wide. When two or more classifications in a job progression are the same pay grade, for the purpose of layoff, they are to be treated as if they were one single classification.

Union Proposal 13 Section 3.2

To eliminate probationary period when a part time employee promotes to a full-time position

3.2 – Scope

Only regular employees are accorded seniority rights hereunder. Prospective regular employees and temporary employees do not have seniority rights. Prospective regular employees are those who (1) are scheduled to work no less than forty hours per week in jobs which are occasioned by continuous requirement of the Company; and (2) are employed in jobs which, at the time of employment, offered a likelihood of more than six months of regularly scheduled work; and who (3) have not yet completed the customary probationary period of six months or any agreed upon extension thereof.

A part-time employee who has moved into a regular full-time position that is equivalent in duties to their part-time position will not have a probationary period.

Temporary employees are those who (1) have accepted employment in jobs which, at the time of employment, appeared to offer a prospect of less than six calendar months of continuous work; or who (2) have accepted employment in part-time jobs in which they are regularly scheduled to work substantially less than 40 hours per week, exclusive of work performed during the school vacation periods. The Company will notify each newly hired employee by mail that his or her status is either that of a temporary employee or a prospective regular employee.

When a prospective regular employee successfully completes the six months' probationary period or extension thereof, his or her probationary period shall be credited as regular employment in determining his or her official date of entry into the service. In the event that a prospective regular employee is terminated because of extended absence due to sickness or injury before completion of the six months' probationary period, and is rehired within 30 calendar days of such termination, his or her service prior to such termination will be credited as regular employment in determining the employee's official date of entry into the service.

When the Company provides off-the-job training to qualify for a job, the probationary period shall be extended by the period of time spent in such training, or until nine months following entry into Company service, whichever is the lesser.

Rather than resort outside hirings, the Company will consider prospective regular employees for promotion. Prospective regular employees shall be subject to the provisions of paragraph (D) of Section 6.5 (Disciplinary **and Protest** Procedure) for an additional period of six months, or nine months following entry into Company service, whichever is the lesser.

Time spent as a regular management employee shall not count when calculating seniority for the exercise of rights under Section 5.10 (Position Opportunity System) and Article VII (Shortage of Work) of this Agreement, and vacation schedule and shift assignments.

Union Proposal 15
Section 6.5(A)(1)

To retroactively add a sunset clause to Last Chance Agreements that went into effect before October 1, 2021. Any employee who was previously terminated for violating a last chance agreement that was in effect prior to October 1, 2021 will not be considered for reinstatement

(1) Employees are subject to removal from active work and to subsequent termination of service for the causes cited in Section 6.3 hereof. Immediate causes of discharge are offenses which have occurred (or which have been discovered) within 90 days of the date of removal from work, and no offense shall be regarded as an immediate cause of discharge unless acted upon within that period. While discharge action must be directly related to an offense or offenses which have occurred within the period of time just stated, consideration of any given case shall not necessarily be limited to one specific offense. The record of previous good service, or of previous offenses, if any, and punishment usually given for similar offenses, shall also be considered. The sole purpose of placing a time limit upon action following any given offense is to provide a period of time during which an employee may clear his or her record of any immediate cause of discharge. It is not the intent of this provision to provide a time limit which operates to cancel the effect either of good service, or of repeated offenses which interfere with the proper conduct of the business. **All Last** last chance agreements **will** have a maximum period of effectiveness of 10 years, unless the parties negotiate a different period. **This applies to any existing agreements. Any employee who was previously terminated for violating a last chance agreement that was in effect prior to October 1, 2021 will not be considered for reinstatement.**

Union Proposal 16 Section 6.8 and 6.8 Step 1

6.8 – Non-Disciplinary Grievance Procedure

The parties encourage the settlement of disputes at the local level between employees and supervisors prior to initiation of formal procedure.

Messenger Service: The Union and the Company mutually agree that the prompt handling of grievances is a fundamental responsibility of both the Union and the Company and to that end the Company will permit the use of its regular Company messenger service for the purpose of handling grievance matters and will establish a delivery and pickup service at Union headquarters for the purpose of expediting this matter. Union representatives will be authorized to use the Company “special service” messenger facilities at such times as the situation appears to warrant. It is understood and agreed, however, that the use of the Company messenger facilities shall normally be limited to handling grievances.

Shop Steward Selection: In order to aid in the proper disposition of grievances, Shop Stewards may be selected by the Union. Such Shop Stewards may be selected from among the active employees in each of the departments and groups in the bargaining unit.

~~**Grievance Investigation Training:** The Union agrees to train all new area officers, unit officers, and local presidents with regard to grievance investigations on Company time. This training must be completed within 30 days of the officer taking office. Further, if the Union fails to train the above-mentioned officer, the officer will be precluded from conducting such grievance investigation on Company time.~~

Grievance Procedure: Any grievance, other than appeal following disciplinary action, as provided in Section 6.5 (Disciplinary and Protest Procedure) of any employee covered by the terms of this Agreement, or any dispute which shall arise between the Union or its members and the Company shall be determined in the following manner:

Responses from the Company to any step of the grievance procedure shall be sent to the appropriate Union office with copies to the involved Region/Departmental officer, shop steward and the president of the local.

Each grievance shall be initiated within 90 calendar days of the event causing the grievance, or within 90 calendar days after the date on which such event should reasonably have become known by the aggrieved employee. For this purpose, the grievance shall be electronically submitted in accordance with paragraph (B) of Step 1*.

Step 1: Grievance Procedure

(A) Union Investigation: The Union will make a careful investigation of the grievance before it is reduced to the formality of a written complaint in order to ascertain that the grievance complaint is justified under the terms of this Agreement and that there is reasonable ground to believe that the claim is true in fact. For this purpose, one officer **or Shop Steward selected by the Union**

~~from the Union~~ shall be allowed a reasonable length of time with pay to complete the investigation after having notified and received permission for such from the Regional Manager or his or her designated representative. It is mutually agreed that the normal procedure shall be for the local Union representative to discuss any pending grievance with the appropriate local management representative before formally presenting it except that grievances involving potential pay adjustments shall be based upon the date of filing of the grievance in Step 1. The grievance complaint shall set forth all the facts necessary to understanding of the issues involved, and it shall be free from charges or language not germane to the real issue or conducive to subsequent calm deliberations. So far as possible, the Union and the Company shall avoid publicizing any grievance or complaint founded thereon prior to the final determination of the issue, other than as a matter of internal communication.

(B) Filing of the Grievance: Grievances which are appealed to Step 1 in timely fashion electronically submitted to the Company and approved by the Union, signed and dated by the aggrieved and his or her Union representative, and filed with the local management representative delegated to receive such local grievances on behalf of the Company. The Union will be advised of the appointment of local management representatives. In the event that doubt exists as to the identity of such local management representative, the grievance complaint may be addressed to "Appropriate Local Management Representative, c/o Director, Labor Relations." Such grievances will be forwarded immediately to the Company representative to whom authority for handling the grievance has been delegated.

(C) Company Investigation and Response: The local management representative will commence a prompt investigation of the facts and will reach a conclusion at the earliest date consistent with the nature of the investigation and with the normal conduct of necessary business. Upon reaching such conclusion, but in any event, within ten working days of the receipt of the grievance, the local management representative will reply in writing, stating the Company's position on the issues raised in the complaint.

Union Proposal 18
Section 2.1(B) Contracting Out

To add classifications to prevent bargaining unit work from being contracted out

The following classifications are added to the “fenced-in” classifications:

Base Assistant
Cathodic Protection Technician
Collections Checking Clerk-2
Collections Control Clerk-5, -Bilingual
Customer Billing Analyst-5
Electronic Energy Measurement Technician
Energy Technician Residential – Apprentice
Lead Collection Representative-6, -Bilingual
Lead Customer Billing Analyst-6
Lead Dispatch Specialist
Lead Meter Mechanic
Meter Repair Technician
Senior Cathodic Protection Specialist
Senior Gas Storage Specialist
Senior Work Order Control Clerk
Transmission and Storage Inventory Administrative Technician

No positions removed from the “fenced-in” classifications

Union Proposal 21
Letter Agreement Part-Time Employees (Page 233)

To update Military Leave process for Part Time Employees – Letter of Agreement

This Letter of Agreement (“Agreement”) is between the Southern California Gas Company (“Company”) and the Utility Workers Union of America, AFL-CIO, and the International Chemical Workers Union Council, UFCW (collectively the “Union”). The Company and Union agree to the conditions and terms outlined in this Agreement.

~~The Company and Union agree,~~

Part Time employees with 6 months of service will be afforded all rights under Article VI for any discipline received from Section 6.3A or Section 6.3B.

Part Time Employees who work 1,000 hours ~~or more per year~~ shall receive 16 hours of Personal Business time. **Such employees will receive 16 hours of personal business each year thereafter.** ~~the following year. If an employee works more than 700 hours but less than 1,000 hours in any following year after reaching the initial 1,000-hour threshold, that employee will receive 8 hours of Personal Business time the following year.~~

Effective October 1, 2015, part-time employees who have completed 60-days of continuous service (rolling 12 months) will be eligible to receive medical, dental, and vision benefits, effective on the first of the month following the 60-day qualification period. The following benefit options will be offered:

1. Medical coverage under the HMO Plan of the employee's choosing (currently Kaiser or Anthem-Blue Cross), Employee Only option, will be offered under the same cost sharing provisions in place for full-time employees. Employee contributions will be tied to the low- cost HMO plan.
2. Dental coverage under the MetLife dental plan, with the Company paying the full cost of the Employee Only option.
3. Vision coverage under the MetLife vision plan, with the Company paying the full cost of the Employee Only option.

Effective January 1, 2010 part-time employees who were hired on or before February 25, 2009, who subsequently move to a full time position will be eligible for the catastrophic sickness allowance after completion of three years or more of regular employment. Part-time employees hired after February 25, 2009, who subsequently move to a full-time position, will not be eligible for the catastrophic sickness allowance.

~~Part-time employees who waive all three benefits (i.e., medical, dental, and vision) will receive a stipend of \$100/month.~~

~~Part-time employees called to military service or who voluntarily enlist in the armed forces of the United States, will be granted a leave of absence and are entitled to reinstatement upon return, provided they comply with the following eligibility conditions:~~

- ~~1. Submit a Leave of Absence form to the employee's supervisor, at least 3 working days in advance of departure. A copy of the employee's official orders, signed by the commanding officer, must accompany the Leave of Absence form.~~
- ~~2. Present to the Company a certificate of satisfactory completion of military service upon his/her return.~~
- ~~3. Apply for reinstatement within 90 days after release of military service.~~
- ~~4. Perform full-time active military service for the term of enlistment or any period of time required by federal or state law.~~
- ~~5. Be mentally and physically and able to perform the duties of his/her former job.~~

~~Note: Reinstatement may not be possible if the Company's circumstances have changed, to make the return to work impossible or unreasonable, or if the position has been eliminated.~~

All employees are entitled to military leave and benefits, as provided by state and federal law, including but not limited to the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA) and California Military Veterans Codes.

Part-time employees of the Company who are called to active service or inactive duty training, drills, special exercises or like activity in the armed forces of the United States, National Guard, or State Military Reserve will be granted a leave of absence and are entitled to reinstatement upon return, provided they comply with the following eligibility conditions:

- 1. The employee will notify his/her supervisor either in writing or verbally, and provide a copy of the employee's official orders, or a notice signed by an appropriate officer as defined by USERRA as far in advance as is reasonable under the circumstances. If the employee does not receive their official orders before deployment, due to no fault of the employee, the Company will receive the official orders once made available to the employee.**
- 2. Present to the Company documents that satisfy the requirements consistent with USERRA, California Military Veterans Code that establish eligibility for reemployment, which may vary case to case, upon his/her return from military service and military leave.**

The Company will comply with executive orders or other regulations in effect, including the Heart Act of 2008.

Union Proposal 23

Section 6.8 Non-Disciplinary Grievance Procedure

Union Intent: Modify the grievance process. To enhance the grievance procedure, it is crucial to align them with the peace principles and emphasize resolving issues at the initial steps. This approach not only addresses concerns promptly but also mitigates the cost associated with arbitration.

Company Intent: To add language that will lend to a productive Step 1 Grievance process.

6.8 – Non-Disciplinary Grievance Procedure

The parties encourage the settlement of disputes at the local level between employees and supervisors prior to initiation of formal procedure.

Messenger Service: The Union and the Company mutually agree that the prompt handling of grievances is a fundamental responsibility of both the Union and the Company and to that end the Company will permit the use of its regular Company messenger service for the purpose of handling grievance matters and will establish a delivery and pickup service at Union headquarters for the purpose of expediting this matter. Union representatives will be authorized to use the Company “special service” messenger facilities at such times as the situation appears to warrant. It is understood and agreed, however, that the use of the Company messenger facilities shall normally be limited to handling grievances.

Shop Steward Selection: In order to aid in the proper disposition of grievances, Shop Stewards ~~may will~~ be selected by the Union. Such Shop Stewards ~~may will~~ be selected from among the active employees in each of the departments and groups in the bargaining unit.

Grievance Investigation Training: The Union agrees to train all new area officers, unit officers, and local presidents with regard to grievance investigations on Company time. ~~This training must be completed within 30 days of the officer taking office. Further, if the Union fails to train the above-mentioned officer, the officer will be precluded from conducting such grievance investigation on Company time.~~

Grievance Procedure: Any grievance, other than appeal following disciplinary action, as provided in Section 6.5 (Disciplinary and Protest Procedure) of any employee covered by the terms of this Agreement, or any dispute which shall arise between the Union or its members and the Company shall be determined in the following manner:

Responses from the Company to any step of the grievance procedure shall be sent to the appropriate Union office with copies to the involved Region/Departmental officer, shop steward and the president of the local.

Each grievance shall be initiated within 90 calendar days of the event causing the grievance, or within 90 calendar days after the date on which such event should reasonably have become

known by the aggrieved employee. For this purpose, the grievance shall be electronically submitted in accordance with paragraph (B) of Step 1*.

Step 1: Grievance Procedure

(A) **Union Investigation:** The Union will make a careful investigation of the grievance before it is reduced to the formality of a written complaint in order to ascertain that the grievance complaint is justified under the terms of this Agreement and that there is reasonable ground to believe that the claim is true in fact. For this purpose, one officer from the Union shall be allowed a reasonable length of time with pay to complete the investigation after having notified and received permission for such from the Regional Manager or his or her designated representative. It is mutually agreed that the normal procedure shall be for the local Union representative to discuss any pending grievance with the appropriate local management representative before formally presenting it except that grievances involving potential pay adjustments shall be based upon the date of filing of the grievance in Step 1.

The grievance complaint shall set forth all the facts necessary to understanding of the issues involved, and it shall be free from charges or language not germane to the real issue or conducive to subsequent calm deliberations. **In cases where the written grievance is vague or lacks sufficient information for the Company to perform a meaningful investigation, the Company may, within two business days following its receipt of the grievance, request additional details related to the grievance from the Union (i.e. set forth all the fact necessary to understand the issues involved). The Union shall have two business days to respond to any such request. A request for additional information shall not impact the timeliness of the grievance; however, in the event of such a request, the Company's response to the grievance shall be provided no later than ten days from its receipt of the additional information from the Union. These time limits may only be extended by mutual agreement. The grievance complaint shall also include the date and name of the management representative that the local Union representative discussed the grievance issue with.** So far as possible, the Union and the Company shall avoid publicizing any grievance or complaint founded thereon prior to the final determination of the issue, other than as a matter of internal communication.

(B) **Filing of the Grievance:** Grievances which are appealed to Step 1 in timely fashion electronically submitted to the Company and approved by the Union, signed and dated by the aggrieved and his or her Union representative, and filed with the local management representative delegated to receive such local grievances on behalf of the Company. The Union will be advised of the appointment of local management representatives. In the event that doubt exists as to the identity of such local management representative, the grievance complaint may be addressed to "Appropriate Local Management Representative, c/o Director, Labor Relations." Such grievances will be forwarded immediately to the Company representative to whom authority for handling the grievance has been delegated.

(C) **Company Investigation and Response:** The local management representative will commence a prompt investigation of the facts and will reach a conclusion at the earliest date consistent with the nature of the investigation and with the normal conduct of necessary business. Upon reaching such conclusion, but in any event, within ten working days of the receipt of the grievance, the local management representative will reply in writing, stating the Company's position on the issues raised in the complaint.

(D) Meeting with Management: If the Union wishes to discuss the grievance further with the local management representative, the Union will, within ten working days after receipt of the statement of the Company's position, so notify the local management representative, who will arrange to hold a local grievance meeting within the ten working days following such request. Attendance at such meeting shall normally be limited to the employee or employees whose grievance is under discussion, two representatives of management, including a manager or department manager responsible for the area or department in which the grievance was filed, and two representatives of the Union. Discussion shall be limited to the issues raised in the grievance complaint. An earnest effort shall be made to arrive at and state a decision in the meeting; however, oral agreements, reached in the local grievance meeting, shall be purely tentative and without force until confirmed in writing.

Local grievance meetings may be scheduled during regular business hours if consistent with the normal conduct of business, provided that total Union attendance at the meeting does not exceed four persons. Under no circumstances will Company pay by sustained for more than three employees in attendance for the Union at such local grievance meetings.

Local Resolution: The Union and the Company will aim for a local resolution of the grievance(s). Both parties will make sincere efforts to achieve this objective. Within ten working days following the conclusion of the local grievance meeting, the Company will provide the Union a brief written statement of the decision reached.

Step 2: Grievance Procedure

(A) Request for Hearing with Labor Relations:

If the Union wishes to discuss the grievance further, upon request within ten working days after receipt of the Company's **written decision to Step 1 position-statement**, a **final** meeting will be held with Labor Relations representatives. The request for a **final** meeting should be made in writing and shall state the issue and all facts which are still in dispute, if any, and the specific basis upon which the Union takes issue with the position of the local management representatives. ~~Any grievance not referred by the Union to Step 2 within ten working days, will be precluded from further discussion and will be considered closed.~~

(B)Hearing with Labor Relations: Attendance of Union representatives at meetings in this step of the grievance procedure will normally not exceed seven people. The Company will sustain pay and reimburse the casual mileage rate of not more than two employees (three in the case of Joint grievances where employees from more than one Union attend); provided, however, that by mutual agreement this limitation as to the number in attendance and the number to be reimbursed may be revised.

Within three working days following receipt of the Union's request for a **final Step 2** meeting, the Company will acknowledge the request by letter and will arrange a meeting within the next ten working days whenever any necessary fact finding can be accomplished prior to the date of the meeting scheduled within such period. If it is obvious that the necessary fact finding cannot be accomplished in such time as to permit the Company to discuss the grievance within such ten working day period, the letter will include a statement to that effect and a tentative date will be set for a later meeting. The Company and the Union by mutual agreement can waive the time limits provided herein.

(C) Company's Response to Hearing: Within ten working days following conclusion of the **final Step 2** meeting, the Company will give the Union a brief written statement of the decision reached.

(D) Grievances General in Nature: Grievances of a general nature (system-wide) by the Union shall be initiated by the Local Union President or designated representative by a written statement served by the aggrieved party on the other and filed within 90 calendar days of the event causing the grievance or after the date on which such event should reasonably have become known. Such grievances shall be heard directly in Step 2.

6.9 – Arbitration Procedure for Disciplinary Protests and Non-Disciplinary Grievances

Step 3: Grievance Procedure/Arbitration

If the final decision of the Company is not acceptable to the Union, the Union may refer the matter to arbitration as provided by this section hereof, provided a written request for arbitration is received by the **Human Resources Labor Relations** Department within the 20 calendar days next following the date of receipt of the Company's statement of position as provided by Section 6.5 (A)(5) and Step 2, paragraph (C) of Section 6.8 (Non- Disciplinary Grievance Procedure).

There will be no arbitration of any dispute unless requested in writing by the Union, as distinct from a request by the individual employee. Disputes which are arbitrable under this Section shall include only those arising under the provisions of Section 6.5 (Disciplinary and Protest Procedure) or Section 6.8 (Non- Disciplinary Grievance Procedure) which concern the interpretation or application of any of the terms or provisions of this Agreement. Arbitration under this section shall be the exclusive means of settling such disputes.

It is agreed that no issue or contention shall be arbitrable which is contrary to any express provision of this Agreement nor shall it involve a determination in disregard or in any manner violative of any power, authority, function or duty which under the provisions of this Agreement are expressly vested in or reserved to the Union or to the Company.

In the event that the Union schedules a membership or Executive Board vote concerning a request for arbitration of a grievance at the earliest regular meeting (or series of area meetings) following the date of the Company's letter, the 20-day limit referred to above shall be extended until the second working day following the date of the completion of the vote, provided that the Union notifies the Company in writing within the 20-day limit that a vote has been scheduled, specifying the date when the voting will be completed, and provided further that in no event shall the time limit be extended more than 25 additional calendar days beyond the 20-day limit. Discharge cases will be calendared for arbitration within six months from the date of termination. Once the case is calendared, if the selected arbitrator becomes unavailable longer than 9 months from the date of termination, unless agreed to otherwise, the parties will select another arbitrator who is available within 6 months from the date of termination, or as soon as possible thereafter.

Any grievance or non-discharge protest not calendared for arbitration within 36 months from the date of the grievance will be considered moot and closed. Additionally, once calendared, the parties may each postpone the arbitration hearing no more than once, or the grievance will be considered moot and closed.

Step 4: Alternative Dispute Resolution

The parties recognize the need to resolve grievances and protests of disciplinary actions whenever possible in order to avoid the expense and delay associated with arbitration. Therefore, the parties will continue to use informal efforts to mediate and resolve cases when possible, at the earliest opportunity. The parties may also use the following expedited arbitration procedure, where mutually agreed to by the parties, to resolve pending arbitration cases as well as grievances and protests of discipline that may arise during the term of this Agreement.

A. Expedited Arbitration:

1. Grievances, protests, and pending arbitration cases may be referred to expedited arbitration by mutual agreement of the parties. Arbitrators shall be selected using the arbitrator selection process outlined in Step 5: Board of Arbitration

2. No less than two (2) weeks prior to each scheduled expedited arbitration date the parties shall meet to determine which cases are to be heard at that scheduled date. At that time the parties shall seek to agree upon fact stipulations and shall exchange witness lists and evidence to be submitted at the hearing. Except for good cause shown as determined by the arbitrator, and rebuttal witnesses and evidence, no witnesses nor evidence not revealed at this time shall be admissible at the hearing.

3. At that time the parties shall also agree upon an issue statement. Failure to agree upon an issue statement will automatically refer the case back to regular arbitration.

4. At the hearing each party will have seventy-five (75) minutes to present its case, however, the arbitrator has the authority to extend the time. That time may be used in whatever fashion that party chooses, and allocated as it wishes. Cross examination shall count against the party conducting it.

5. The arbitrator shall have the obligation of assuring that all necessary facts and considerations are brought before her or him by the representatives of the parties. In all respects, he or she shall assure that the hearing is a fair one. The arbitrator shall also be responsible for keeping the parties to the time allotted.

6. No briefs shall be filed nor transcripts made.

7. The arbitrator shall provide the parties with a written award at the conclusion of each case or by the close of the hearing day, including a brief written opinion in support of the decision unless both parties agree that no opinion shall be provided.

8. These decisions shall be final and binding upon the parties and shall not be cited as precedent in any succeeding arbitration case. The authority of the arbitrator shall be the same as provided for the Board of Arbitration pursuant to Article VI.

Step 5: Board of Arbitration

Should the Union and the Company fail to settle any such arbitrable dispute, the matter in controversy shall be submitted in writing to a Board of Arbitration who shall settle such matter as provided herein.

(A) Arbitration Panel Selection: The Board of Arbitration shall consist of three members, one of whom shall be selected by the Company, one of whom shall be selected by the Union, and a third by mutual agreement of the Company and the Union. The fee charged by the third arbitrator shall be borne equally by the Company and by the Union. Alternately, the parties may mutually agree to select an arbitrator using the FMCS list described below.

The third member of the Board of Arbitration shall, within ten working days of the Company's acceptance of the Union's request for arbitration, be selected from the panel of arbitrators.

The arbitrator listed at the top of such panel shall be selected, unless such arbitrator is disqualified as herein provided, in which case the next listed arbitrator shall be selected. The name of the selected arbitrator shall be moved to the bottom of the panel. The Union and the Company may, on an alternating basis, within the ten days provided above, disqualify the arbitrator listed at the top of such panel, with the provision that each party may disqualify not more than one arbitrator for any one arbitration based on its turn for the first or second disqualification in the selection process.

If the selected arbitrator is not available within 6 months, the parties will restart the selection process beginning with the next arbitrator on the list to select an arbitrator available within six months. Should no arbitrator from the selected panel list be available within six months, the party wishing to proceed to arbitration will request the Federal Mediation and Conciliation Service (FMCS) to furnish a list of seven (7) arbitrators using the FMCS procedures. The requesting party shall share the list of arbitrators with the other party. Selection shall be accomplished by the Union and the Company, in rotating order in each case, striking one (1) name from the list in turn until only one (1) name remains. As an alternative to the foregoing procedure, an Arbitration Board list and the procedure for arbitrator selection may be formed upon the mutual agreement of both parties.

Upon appointment of the Board of Arbitration, the parties shall arrange a hearing date and start hearings as promptly as possible, for it is the expressed desire of the parties to dispose of all arbitrable disputes as promptly as possible.

(B) Arbitration Decision: The decision of a majority of the Board of Arbitration shall be binding upon the Company, the employee, and the Union, unless any party to the controversy shall, within ten working days subsequent to such award, make a claim in writing that such award was invalid upon the grounds set forth in the Arbitration Statute of California Code of Civil Procedure. Upon receipt of such claim, the parties shall meet promptly to attempt to gain an understanding of such claim, and if possible to work out a solution therefor which will be acceptable to all parties to the controversy. No party to the controversy shall avail himself or herself of the provisions of any section of Code of Civil Procedure relating to the modification or correction of such award until the parties have made a diligent effort to compose their differences concerning the award, and in no event earlier than ten working days subsequent to the conclusion of the discussion of the claims of the aggrieved party that the award was improper upon the grounds set forth in the Arbitration Statute of the Code.

(C) General Provisions:

(1) Withdrawal by Union: If the Union decides to withdraw its request for arbitration, it shall so notify the Company in writing within ten working days of reaching such decision.

(2) Jurisdictional Limitations: It is agreed that the Board of Arbitration or any one of them shall have no jurisdiction, power or authority to amend, modify, supplement, vary or disregard any provision of this Agreement in any respect whatsoever.

Union Proposal 25 Section 5.10(A)

Union Intent: To preserve seniority rights of bargaining unit employees, panel interviews will be eliminated for all classifications, except for lead and senior positions.

Company Intent: Interviews would be required for Lead and Senior classifications and moves into a progression that require a different pre-qualifying examination from the interested employee's existing classification. For example, a Field Service Assistant that bid to a Customer Service Representative-4 position would be required to interview as both positions require a different pre-qualifying examination. However, Customer Service Representative-4 employee that bids to a Customer Billing Analyst-5 position would not be required to interview as they have the same pre-qualifying examination. In addition, employees who are interviewed may request feedback on how they performed in the interview, whether pass or failed.

1. **Job Interviews:** An employee who bids to a different job is allowed the working time, with pay, for a job interview arranged by the Company if the interview is scheduled during the employee's regular working hours or otherwise requires that he or she be excused from work. The working time allowance is limited to four hours. The employee bears the cost of his or her own transportation to and from the location of the interview, and of any related personal expenses.

(A) Prescreening for Employees: Some jobs require successful completion of a pre-qualifying examination, skills test, and physical ability tests. **When identified in the job profile, formal pass or fail interviews will be required for job moves into Lead and Senior classifications or into a new job progression that requires a different pre-qualifying examination than from an employee's existing classification, such as moving from an office position to a field position or vice versa. Employees that have satisfactorily held a classification within the last five (5) years will not be required to interview should they return to that classification. Jobs not requiring a interview may still have an expectations meeting.** For such jobs, employees must meet minimum qualifications, as well as all pre-qualifying requirements to be selected. Also, an employee's performance must not be rated less than satisfactory in the job from which the move is requested. Bids will not be accepted if an employee's performance is rated less than satisfactory and/or if he or she has not met pre-screening requirements.

With the exception of Physical Ability testing, all testing sessions will be conducted electronically at the employee's work location. In situations where electronic testing at the work location is not feasible, testing will be administered at a Company site as determined by the Company. Scores for all tests will be available in E-Bid for bidding purposes within three business days of completing the assessment. Physical Abilities testing will be conducted at a Company site, as determined by the Company.

The Company will provide on-line study guides for certain pre-qualification examinations to assist employees in preparing for the exams. Each job classification is assessed by the Company to determine the job family and required pre-qualification examination(s). The job family and the required pre-qualification examination(s) for each classification will be provided online in E-bid and accessible to all employees.

Employees who do not pass an examination will not be eligible to re-test again for ~~six~~ **four** months from the date of disqualification, with the exception of employees with disability bid rights. Employees who do not pass a skills test, such as keyboard proficiency, or a physical abilities test may re-test after four months.

~~Current colored battery tests will be valid for a maximum period of five years, but in no case longer than 12/31/2023.~~ Newly created assessments ~~to replace the current colored battery tests~~ will not expire. Skills tests will be valid for two years and physical abilities tests are valid for one year. Employees who have held a job for one year or more in the last five years and whose performance is not rated less than satisfactory in the job need not take an examination for the same job family to be selected. However, a skills test or physical abilities test may be required. Some jobs may require certification. For such jobs, recertification will be required as established by the Company.

Employees who transfer from a job at one work location to the same job at a different work location are not required to take a pre-qualifying examination, provided the new job does not require additional skills which the employee has not performed or for which he or she has not tested.

Any employee who bids for a position that requires the same pre-qualification, skills test, or physical abilities test, as the current job held, will be exempt from having to take the same test for the new job, providing the employee has previously passed the pre-qualification test on file.

Employees who do not pass any pre-qualification test **or interview** may request a test score feedback report **or verbal feedback related to the scoring of their interview**, where available.

Employees, who register for test sessions, and are unable to complete the session in the assigned timeframe are encouraged to reschedule.

Union Proposal 28
Appendix C
New Letter of Agreement LCT I to LCT II

LCT I employees that complete all necessary training for LCT II will be given the opportunity to accept promotion to LCT II

Existing and future employees in the Lead Construction Technician (LCT) I classification will be provided the opportunity to promote to the classification of LCT II upon completion of all necessary training (ARC welding, High Pressure Control Phase I and II) for the LCT II job classification. Employees meeting these training requirements may accept the promotional opportunity to LCT II with the understanding that the additional training/qualification requirements will be required for LCT II position as part of their indicative duties, or employees may opt to remain in the LCT I classification. Within 35 days of successfully completing the required training, eligible employees will be allowed to promote on a one-time basis through terms of this agreement. Employees may later promote to LCT II through the normal bid process if they decline this opportunity.

Union Proposal 31
Appendix A – Other Jobs Page 165

Eliminate Letter Agreement Part-Time Pipeline Technician Assistant and
Storage Technician Assistant

~~Pipeline Technician Assistant – PT~~
~~Storage Technician Assistant – PT~~

Union Proposal 35
Section 2.2(A), 5.9

Union Intent: To change all references from employees to “bargaining unit employee(s)” wherever the change properly applies.

Company Intent: The added language is only to acknowledge that the terms and conditions within the CBA generally apply to employees in bargaining unit positions. However, there are exceptions such as in cases where bargaining unit employees accept temporary management assignments. The added language is not intended to expand terms or rights to temporary, part-time, or prospective/probationary employees not already explicitly stated or defined in other sections of the CBA.

Where appropriate insert “bargaining unit” to all references to employees covered under the Collective Bargaining Agreement.

This will be completed during the update/review process for the new CBA, post ratification.

2.2 – Union Rights

(A) Recognition: The Company recognizes the Union for those units where the Union, through National Labor Relations Board certification, has been designated as the exclusive bargaining agency for employees of the Company covered by this Agreement, i.e., employees represented by Utility Workers Union of America, AFL-CIO, and International Chemical Workers Union Council of the UFCW, AFL-CIO jointly, as certified by the NLRB in Case No. 21-RC-11756; and employees represented by Utility Workers Union of America, AFL-CIO, as certified by the NLRB in Case Nos. 31-RC-1072 and 31-RM-164 and in Case No. 21-AC-41.

Additionally, UWUA Locals 483 and 522 maintain their own certifications. The presidents of UWUA Locals 483 and 522 may bargain directly on matters exclusive and without impact to members of the joint certification, respectively.

This collective bargaining agreement (Agreement) applies to SoCalGas bargaining unit employees represented by International Chemical Workers Union Council, UFCW, AFL-CIO and Utility Workers Union of America, AFL-CIO as defined in the Recognition section of this Agreement. Non-union employees, contractors, and other personnel not covered by union representation are not subject to the terms outlined herein. For clarity, the preceding sentences shall not confer rights to temporary, part-time, or prospective/probationary employees that are not expressly provided by the Agreement’s terms.

5.9 – Temporary Relief Assignments

Temporary vacancies shall be filled by the qualified employee who is next in line in seniority order within the job progression, except when it is inconvenient to operations to do so, such as when the senior employee is based elsewhere, is unavailable part of the time because of vacation, etc.

Temporary relief assignments that are longer than 6 months, for which an end date is known, will be filled on an RV basis. If, at a later date, the RV position becomes a regular position, the current RV holder retains the position on a regular basis. In the event the previous employee returns within 18 months, the person who filled behind them at the location will be returned to his/her previous classification and bump the person filling the same job in that classification, unless the Company, at its sole discretion, opts to retain the employee being bumped in lieu of returning the employee to their prior classification.

Temporary relief assignments are filled on a V basis when the end date is not known. If the assignment is expected to be less than 6 months, the position will be filled on a V. If the assignment is expected to be longer than 6 months, the position will be filled as an RV. However, whether or not there is an expected return date, if a V assignment position lasts more than 6 months, it should be filled on an RV basis.

For bases/locations where temporary (V) relief assignments routinely cover multiple bases/locations, the relief assignment will be offered to qualified employees in seniority order from the area (bases/locations) served.

Employees interested in bidding to promotional opportunities within their job progression will be required to attend training, and accept relief assignments, when offered in seniority order, unless mutually agreed.

All temporary assignments to management will cease to accrue bargaining unit seniority, while on such assignment, if the assignment lasts more than 18 cumulative months in a 2 1/2 year period. Nevertheless, the Union and the Company recognize that in order to provide vacation relief, for work load balancing and to meet temporary operating emergencies it may be necessary to make work assignments from other than the work locations in which the vacancy occurs. It is mutually agreed that such temporary assignments may be made without regard to such job progressions and without regard to the conditions and agreements governing promotions to regular positions. Operating convenience being relatively equal, preference in such cases shall be given within the bargaining unit. **Employees on temporary assignments to management positions will be restricted from bidding to positions filled under Section 5.10 Position Opportunity and Placement. Upon return from a temporary management assignment, the employee will return to their previous bargaining unit position.**

Union Proposal 36
Section 3.9 (A)(B)(C)

The Company and the Union agree through a Letter of Agreement to bargain during the new term of the Collective Bargaining Agreement the replacement of the PACKS process outlined in Section 3.9 with the previous PAQ process, or other 3rd party pay analysis methods. The Union will provide the Company with accredited vendors who potentially could perform these methods of pay analysis. The current terms of the PACKS process will remain unless negotiated otherwise.

Letter of Agreement

The Company and the Union agree, that during the term of this contract, to meet, discuss, and bargain the replacement of the existing PACKS process outlined in Section 3.9(A)(B) and (C) of the Collective Bargaining Agreement. The parties will evaluate reemploying a Position Analysis Questionnaire (PAQ) process or other pay analysis method that would be agreeable to both parties. The Union will provide the Company with a list of accredited third-party vendors to be considered during the discussions between the parties.

Union Proposal 40
Typical Job Progressions, Pages 178-179
Change to Instrument Specialist Job Profile

“Must have two (2) years experience in the last 5 years as a Measurement Specialist, Station Operations Specialist, Station Maintenance Specialist, **Transmission Pipeline Specialist, Transmission Welding Specialist, Pipeline Technician, or Station Technician** or equivalent in a related industry.”

Union Proposal 46
Section 5.10 (F) and (H)

Begin 35 day return rights after employee completes all phases of training
and begins performing in the job.

(H) Return to Prior Position:

Within 15 business days of an employee moving into a new job classification, the supervisor will meet with the employee to jointly discuss the employee's progress to date. If, after discussions, the supervisor or employee believes the employee might not be capable of performing satisfactorily in the new position, the employee may exercise the option to return to her/his position within 35 calendar days. When no formal training is required, the 35-day period begins on the effective date of the new classification (when the employee actually moves to the new job). If formal training is required, the 35-day period begins after successful completion of **all phases of initial training and the employee becomes effective in the new classification.** ~~or upon successful completion of the initial training course.~~ Following a return, the employee will be restricted from bidding for one (1) year.

Employees who exercise their return rights will be returned to the job from which he or she came and displace the employee who replaced him or her, when filled on Regular basis, unless the Company, at its sole discretion, opts to retain the employee being bumped in lieu of returning the employee to their prior position. In situations where the returning employee's position was filled on an RV, the terms of Section 5.9 will govern.

(F) Training and Proficiency:

Some jobs require successful completion of extensive off- the-job Company training. For such jobs, an employee's new job classification will take effect after the successful completion of training tests at the end of the initial training course **or courses required for the job classification.** However, if the training course **or courses are is** not available and/or completed within 90 days from the job acceptance date, the new rate of pay will begin on the 91st day. Employees who do not pass subsequent training courses, once the job takes effect, will be placed on a performance improvement plan and will be subject to the due process provision of this agreement.

An employee who fails or withdraws from the initial course(s) will be returned to the job from which he or she came and displace the employee who replaced him or her and will not be able to bid for the same job for four months. The displaced employee will return to the job from which he or she came, and so on.

Employees who return to a job they held previously will be required to successfully complete the Company training course and meet the current proficiency requirements for that job if they were out of the former job for five years or more.

Union Proposal 53

Section 4.4(F) Leaves: Military and Personal

To clarify the benefits of National Guard, California Military Reserve and Veteran's Code leaves. To update military leave to comply with applicable law and regulations. Where differences in benefit between USERRA and California Military and Veteran's code exist, where applicable, that which is most beneficial to the employee will be applied.

(F) Leaves: Military and Personal

I. Military Leave of Absence

All employees are entitled to military leave and benefits, as provided by state and federal law, including but not limited to the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA) and the California Military and Veterans Code.

Any regular employee of the Company who **enters is called to active service or inactive duty, training, drills, special exercises or like activity in the armed forces of the United States, National Guard or State Military Reserve under the provisions of the Uniform Services Employment and Reemployment Rights Act of 1994 or any amendment thereof** shall be subject to the practices outlined in this Section (probationary employees shall be entitled to the benefits provided by law):

The employee will notify his/her supervisor either in writing or verbally, and provide a copy of the employee's official orders, or a notice signed by an appropriate officer as defined by USERRA as far in advance as is reasonable under the circumstances. If the employee does not receive their official orders before deployment, due to no fault of the employee, the Company will receive the official order once made available to the employee.

~~(1) Any such regular employee shall automatically receive Leave of Absence for the full period of active duty required, with no impairment of seniority, and with the right to return to work if requested by him or her within the 90 calendar days next following the end of such active duty, provided the Company's circumstances have not so changed as to make such return to work impossible or unreasonable. However, Life Insurance and Disability Insurance Benefits as provided by the Life Insurance Plans and the Disability Benefit Plan shall be suspended during the term of such leave.~~

(21) Vacation - The employee, **upon request**, ~~shall be entitled to~~ **will** be paid out for any vacation he or she may have earned at the time the employee is called to or volunteers for such active duty and, in addition, will be granted ~~one week's time~~ **forty (40) hours** with pay as a military **separation leave** allowance. An employee returning from active duty whose vacation allowance is ~~reduced~~ **prorated** by one week or more in the calendar year ~~in which he or she returns~~ will be granted one extra week of vacation in the following year.

~~(23) The following time allowances and Leave of Absence practices shall be observed where employees are called out for short-term encampments, and intensive military training periods of less than one year: employees who are members of the Officers' Reserve, National Guard, Naval Reserve, and like organizations,~~ **When called to service as defined above, employees** will be allowed annually, in addition to their regular vacation, ~~one week's time~~ **forty (40) hours** with pay for attendance at encampments or other prescribed training. The ~~one-week~~ **forty (40) hours** allowance may be made in any units of one working day or more that the employee is required to be absent from his or her job. The Company will require satisfactory evidence of attendance.

(3)Continuation of Pay - ~~For the leaves identified in numbers 2 and 3 above,~~ **Employees called to active duty of more than one week, will be eligible for continuation of pay** starting with the second week of military leave and for the duration of the leave for a maximum of five (5) years, if such employee provides the Company with a copy of their first military Leave and Earnings Statement (LES) and at least one LES by the end of each quarter of the leave.
The ~~the~~ Company will pay such employee the **differential** amount, if any, by which the compensation he or she receives from the Government is less than his or her regular Company straight-time pay would have been for the same period. Such items as subsistence, travel, uniform, and other allowances will not be included in computing the compensation received from the Government.

Union Proposal 55 Section 4.4 (A)(II)

Change language from three to four weeks or 160 hours carry over and five calendar weeks or 200 hours carry over.

II. Conditions Governing Vacation Allowance

Insofar as possible, vacations shall be scheduled on a voluntary basis with respect to the normal choice of the employee and the operating necessity as determined by the Company. Vacation shall be scheduled in accordance with Company needs at any time during the calendar year. Effective January 1, 2014 and thereafter, vacation used at the end of one calendar year, which continues into the beginning of the following year (e.g., vacation taken from December 23, 2013 through January 8, 2014) will be charged against the vacation allowance for the calendar year in which the vacation is used. An active employee may schedule the following year's vacation to begin on the first workday of the new year unless he or she is off without pay (or with pay for other than scheduled vacation) at the end of the year. Subject to operating needs, such vacation may coincide with the previous year's allowance. However, an employee must work at least one day in the new year following an absence for reasons other than prior scheduled vacation before being entitled to the new year's Vacation Allowance.

Vacations are scheduled in minimum increments of whole days. Use of vacation allowances in one-hour increments may be authorized up to a maximum of the total scheduled shift for eight (8) and ten (10) hour schedules, when operating necessity permits, at the request of the employee or for Personal Business reasons when the Personal Business allowance is depleted.

~~Employees who take a vacation of at least one workweek may add the remainder to their vacation in a later year; provided, however, that the~~ The maximum vacation allowance that may be carried over from one year to the next is ~~three~~ **four** calendar weeks or ~~120~~ **160** hours (~~four~~ **five** calendar weeks or ~~160~~ **200** hours for employees with 25 or more years of service) plus any odd hours less than one day. Holiday credits earned during the year will not be counted in calculating the 120- hour or 160-hour maximum that may be carried over. Unused holiday credits are carried over to the next year and remain holiday credits until used or cashed out when employee terminates or leaves the Company voluntarily.

Should a recognized holiday, as provided herein, coincide with an employee's scheduled vacation time, equivalent time will be added to the employee's vacation allowance. However, in order to grant prime vacation time to the maximum number of employees consistent with Company needs, vacation periods may be assigned in even workweek units. Should an employee be left with an odd day or two of vacation because of this requirement, he or she may to the extent necessary exceed the maximum accumulation of vacation at the end of that year upon application to the employee's supervisor.

Should an employee be off sick on his or her scheduled vacation time, the employee will be permitted to change his or her vacation to a subsequent date, which will not conflict with another employee's vacation. Any employee who shall become ill during his or her vacation period may be permitted to cancel the remaining period of such vacation and reschedule it for a date

subsequent to the employee's return to duty and for a period which will not conflict with another employee's vacation; provided that such employee shall notify the appropriate supervisor of the situation at the onset of the illness and shall present appropriate written evidence of such illness upon return to duty.

An employee whose service terminates after the completion of his or her first year of service shall receive payment for any portion of his or her first year's vacation allowance that has not been used plus one-twelfth of the employee's second year's vacation allowance for each completed month of service in the employee's second service year. An employee whose service terminates after the completion of his or her second year of service, or who terminates on or after July 1 in any subsequent calendar year, shall receive payment for any portion of his or her vacation allowance that has not been used. An employee who terminates before July 1 in the calendar year in which he or she completes or would complete his or her third or subsequent year of service shall be eligible for one-sixth of his or her current annual vacation allowance for each completed months of service in the calendar year. If, at the time of termination, an employee already has taken more of his or her vacation than the applicable prorated allowance provided above, the employee is required to pay the Company back for the used unaccrued vacation or agree to have that amount withheld from their final paycheck, or otherwise mutually agreed upon circumstance, unless such used vacation was completed two weeks or more prior to the last day of work.

Union Proposal 56
Typical Job Progressions Page 178

Add Note 2 to Base Operations progression to allow 483 members to bid into Pipeline Technician and/or Station Technician ahead of all other bidders outside of the certification.

**GAS TRANSMISSION
AND STORAGE**

Station Maintenance and Operations (NOTE 2)
Senior Maintenance Specialist (NOTE 13)
Station Maintenance Specialist
Senior Station Operations Specialist (NOTE 13)
Station Technician (NOTES 9, 13 & 14)
Station Assistant (NOTE 13 & 14)

Base Operations (**NOTE 2**)
Transmission & Storage Inventory Administrative
Technician
Base Assistant

Instrument (NOTE 2)
Senior Instrument Specialist
Instrument Specialist
Measurement Specialist

Cathodic Protection (NOTE 2)
Senior Cathodic Protection Specialist
Cathodic Protection Specialist
Cathodic Protection Technician

(NOTE 2) The order of preference for jobs filled within Transmission and Storage will be as follows:

- 1) Disability bidders; 2) Transfer bidders, same job, different location; 3) Progression bidders by highest pay grade within their immediate job progression or from the same classification within another progression under Gas Transmission and Storage; 4) Any other Transmission and Storage Specialist; 5) Any Transmission and Storage Pipeline Technicians or Station Technicians with one year within the last five years' experience; 6) **Transmission and Storage Inventory Administrative Technicians or Base Assistants**; 7) All other Bidders.

Union Proposal 65
Letter of Agreement page 197

Remove obsolete letter agreement

~~Station Technicians in Storage
Side Letter Agreement~~

Remove entire agreement

Union Proposal 71
Appendix C, Letter of Agreement Safety Specialist Position

Union Intent: The Safety Specialist Program is designed to utilize the experience of represented employees to enhance the safety culture within SoCalGas by engaging with their peers in the area of safety and to meet the requirements established the CPUC Safety Culture Investigation

Intent of Company Counter: To establish Safety Specialist role under the Joint Certification similar to the Safety Specialist role that exists under the Transmission and Storage Letter of Agreement date 1/24/24 with UWUA Local 483.

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

The Safety Specialist Program is designed to utilize the experience of represented employees to enhance the safety culture within SoCalGas by engaging with their peers in the area of safety. Upon signing, this Agreement supersedes the February 16, 2018, Safety Mentor Pilot between the Company and the Union. In addition, this Agreement fulfills the terms of the Safety Mentor Letter Agreement dated October 1, 2021. The Company and Union agree to the terms and conditions outlined in this Agreement.

- I. Classification
 - a. The Company will add a Safety Specialist job classification within the bargaining unit.
 - b. The primary job duties, requirements, and minimum qualifications are outlined in the existing Safety Specialist job profile. Additions/modifications to the existing job profile are reflected in Attachment A and Attachment B.
 - c. Safety Specialist positions may be filled at any location. The Union will be notified in advance of where and how many Safety Specialist positions the Company intends to fill.

- d. The Safety Specialist position may have a specific department focus (e.g. Customer Services Field, Gas Distribution, Call Center, Dispatch, etc.)
- e. The Safety Specialist job classification is a stand-alone position. Employees within the Safety Specialist job classification will retain all rights from their previous classification for the purposes of bidding, layoff, and other terms of the Collective Bargaining Agreement (CBA).

II. Pay Grade

- a. Employees who are appointed to a Safety Specialist position will receive an upgrade by one pay grade from their previous position.
- b. Employees selected to be a Safety Specialist previously in a level 9 pay grade will have a starting hourly wage of \$64.56 for their first six months, \$65.91 for their second six months, \$67.21 for their third six months, and \$68.48 for their standard six months.
- c. These wages will be subject to all wage increases negotiated by the Company and the Union during CBA negotiations.

III. OTHER TERMS AND CONDITIONS

- a. Eligible employees may apply for the Safety Specialist position through a designated Letter of Interest Form.
- b. The Union will select candidates for the Safety Specialist positions based on Letters of Interest received.
- c. For each vacancy, the Union may select up to four qualified employees to interview that are in good standing, rated satisfactorily, and with at least 5 years of relevant experience.
- d. The Company and the Union will conduct joint interviews with the selected candidates and select the candidate for appointment to the Safety Specialist position by mutual agreement.
 - 1. Interviews will be conducted by a panel consisting of equal Union and Company leadership. Panel will not exceed four people.
 - 2. Should there be more than one equally qualified candidate, the assignment will be based on seniority.

- e. The Safety Specialist position will report to the Health and Safety Team Lead or another position designated by the Safety Organization.
 1. Safety Specialist shall meet monthly with joint Union/Company leadership to give reports of safety-related activities.
- f. On some assignments, Safety Specialists may be required to maintain operator qualifications from their previous position.
- g. An employee accepting an appointment to the Safety Specialist position is not eligible for overtime and shift preference in their regular classification during the period of said assignment unless the employee requests to be removed from this appointment and returned to their previous classification.
- h. Any written documentation prepared by the Safety Specialist(s) that proposes or otherwise records areas of improvement will not be utilized for disciplinary purposes.
 1. No Name – No Blame Program
- i. Employees selected from the Safety Specialist position who are unable to successfully meet the minimum qualifications of the position will be returned to their previous position/job classification.
- j. Appraisals every 12-15 months will be reviewed to evaluate the Safety Specialist
 1. After review by Union leadership and the Company Safety Organization leadership, a Safety Specialist who is unable to perform satisfactorily will be removed from the appointment and returned to their previous position.
- k. The Safety Specialist classification will be eligible for uniforms and footwear allowance as described in Section 4.5(A)(D) of the CBA.
- l. All other terms of the parties' CBA shall apply.

Essential Duties and Responsibilities

- Union/Management shall create a standard form to provide feedback.
- May participate in Root-Cause Analysis investigations up to and including resolution, e.g. policy updates, etc.

Minimum Qualifications

Attachment B
Safety Specialist Position

Management Support:

- Continual education examples:
 - Incident investigations
 - Safety management systems
 - Safety leadership
 - Musculoskeletal disorders
 - Mental health
 - Fatigue
 - Workplace violence
 - Slip trips and falls
 - Work zone safety training

- The objective of the field safety visits is to build trust and improve the workplace safety culture. This trust is built on the team's ability to address safety issues with the crews/employees in the field or office environment and to be able to document and track leading indicators as the team makes the corrections of any items that are out of compliance on the job site without the fear of retaliation.

- CUSP
 - The Company will cover the cost and support the Senior Safety Specialist in the maintenance and associated cost of maintaining their certification.

Union Proposal 74
Section 2.5(A)

To add contact information for UWUA Local 483 and UWUA Local 522 to
CBA and to add local number 132 on page 21

For service upon the **appropriate** Union(s):

Utility Workers Union of America **Local 132**, AFL-CIO
1155 Amelia Avenue
Glendora, CA 91740
M.L. #702-J
E-mail: uwua@uwua132.org

Utility Workers Union of America Local 483, AFL-CIO
P.O. Box 2346
Downey, CA 90242
uwualocal483@yahoo.com

Utility Workers Union of America Local 522, AFL-CIO
P.O. Box 4940
San Dimas, CA 91773
522localSCG@gmail.com

and/or:

International Chemical Workers Union Council, UFCW, AFL-CIO
4100 E Jurupa Street Suite 108
Ontario, CA 91761
E-mail: jallen@icwuc.org

Union Proposal 75
Section 2.5(E)(1) Shop Committees

Adjust shop committee locations for Transmission and Storage Operations

- (1) It is agreed that upon execution of the present Agreement, Shop Committees shall be established in the following locations:

MAJOR SHOP COMMITTEES

Customer Contact Centers

Customer Service Dispatch and ARSO

Customer Services Field and Gas Operations

Inland

Northern

Orange Coast

Pacific

Gas Transmission & Storage Operations

Beaumont

Blythe/El Centro

Victorville/~~Newberry Springs/Needles~~

Newberry Springs

Needles Base

South Needles Compressor Station

Aliso Canyon

Honor Rancho

Goleta Storage

Oxnard/Goleta/Ventura

Ventura Compressor Station/Wheeler Ridge

Taft

Brea/~~Olympic/Saticoy~~

Pico Rivera Transmission

Chatsworth HQ

Valencia/~~Chatsworth~~

Playa Del Rey

SPECIAL SHOP COMMITTEES

Fleet

Facilities

Logistics

Fabrication & Tool Repair/Meter Shop

ESAP

Branch Offices

Mass Markets Billing Mass Markets Credit & Collections

Engineering Analysis Center

Mapping Services

Data Distribution

Mail Payments

The parties may establish additional Shop Committees to deal with matters concerning Union represented employees not included under the jurisdiction of any Shop Committee listed above.

Union Proposal 77
Appendix C
Letter of Clarification Roving Main Construction Crew (Pg 239)

Remove letter and allow existing CT's to transfer or bid into RCC under the provisions of 5.10B(2)

Eliminate Letter of Clarification