

# Comprehensive Tentative Agreement

February 27, 2025

- I. This Comprehensive Tentative Agreement (CTA) is the result of several months of negotiations between Southern California Gas Company ("Company"), and the Utility Workers Union of America and International Chemical Workers Union Council (together, "Union"). Negotiations previously culminated in a Tentative Agreement (TA) on October 3, 2024, and a revised Tentative Agreement (RTA) on November 22, 2024. Ratification votes for the TA and RTA were not successful. This CTA, once executed, will be submitted to members for a third ratification vote.
- II. In negotiations, more than 100 proposals were exchanged and considered. Several tentative agreements were signed, and many of those remain agreeable to the parties. A list of those tentative agreements is attached hereto as Exhibit A and incorporated herein by reference. For avoidance of doubt, the tentative agreements listed in Exhibit A are part of this CTA, and any tentative agreements that are not listed are not part of this CTA and are deemed withdrawn by the proposing party (this includes U-10 proposed by the Union, and C-38 proposed by the Company).
- III. In addition to the agreements referenced in Exhibit A, the Company and Union agree to the following:
  - **Term:** The new Collective Bargaining Agreement (CBA) shall be effective upon ratification and shall expire at 11:59PM on September 30, 2028 (consistent with proposal C-39, which has been adopted). With the exception of the 2025 base wage increase, which shall be retroactive to January 1, 2025, all other terms shall be effective 90 days after a successful ratification vote.
  - **Wages:** Base wages will be increased by **5.50%** effective January 1, 2025; **5.25%** effective January 1, 2026; **4.75%** effective January 1, 2027; and **4.5%** effective January 1, 2028. All premium rates listed in Section 4.3 of the most recent CBA shall be increased by the same percentages on the referenced effective dates, provided that the 2025 premium increases shall be implemented 90 days after a successful ratification vote and will not be retroactive. There will be no changes to currently assigned Grade Levels.
  - **Updated U-35:** The parties agree to the updated language as reflected in Exhibit B.
  - **Updated U-4:** The parties agree to delay the implementation of this proposal to January 1, 2028. The parties agree to discuss any potential changes to this proposal prior to December 31, 2027.
  - **For avoidance of doubt, the following proposals previously agreed to by the Company and the Union, the substance of which were embedded in prior tentative agreements, are included in this Comprehensive Tentative Agreement (as reflected in Exhibit A, subject to the timing for implementation outlined above):**
    - i. U-20 - Modifies Gas Distribution employee/contractor ratio to 70/30 by December 31, 2026.

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- ii. U-37 - Increases existing Class A/B premium as identified in Section 4.3 of the current CBA from \$0.27 per hour to \$0.50. This premium would be combined with the premium in U-38. This premium is exempt from the 5.5% increase applicable to other premiums in 2025, but shall be subject to increase beginning 2026.
  - iii. U-38 - Creates Class A Haz/Mat premium of \$0.75 per hour. This premium would apply to employees who are required to maintain a Hazardous Materials endorsement on their Class A license (excluding Transportation Logistics Representatives). This premium would be combined with the premium in U-37. This premium is exempt from the 5.5% increase applicable to other premiums in 2025, but shall be subject to increase beginning 2026.
  - iv. C-34 - Allows Company, as of December 31, 2025, to cease advancing cost of time off for Union representatives engaged in union business that the Company is not required to pay for.
- IV. The offer of this CTA is expressly subject to and conditioned upon the Company's ability to offer the Voluntary Retirement Enhancement Program (VREP) to represented employees. The terms and conditions of the VREP will be executed in a separate Letter of Agreement,
- V. This is a comprehensive package which is only effective if ratified in total. All elements and terms of the CTA are contingent on successful ratification (first vote) and shall wholly expire and be revoked immediately upon failure to ratify on the first vote taken after signing of the CTA. The Union agrees to commence the ratification vote process in accordance with applicable bylaws before March 30, 2025, and further, agrees to refrain from picketing, strikes, concerted failure to report for work, slowdowns or stoppages of work before the ratification vote has concluded and the outcome has been shared with the Company.
- VI. Upon ratification of this CTA by the membership, the Union will withdraw with prejudice all NLRB charges related to the negotiation of the CBA (including those listed below):
- NLRB Charge No. 21-CA-351711 (UWUA Local 132)
  - NLRB Charge 21-CA-351742 (UWUA Local 132)
  - NLRB Charge 21-CA-352731 (UWUA Local 132)
- VII. The Union and the Company agree that all 2024/2025 collective bargaining-related data requests are moot and that any outstanding data requests are withdrawn.
- VIII. This CTA is the result of the Union and the Company negotiating in good faith. The Union agrees to endorse this CTA fully and unequivocally recommend a "yes" vote to its membership. All Union representatives will communicate this endorsement clearly and consistently across all Union platforms and channels.

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IX. This document and Exhibits A and B constitute the entire CTA. No other agreements have been made, whether in writing or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on February 27, 2025.

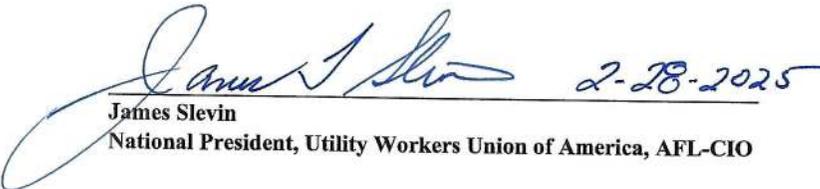
**For SOUTHERN CALIFORNIA GAS COMPANY:**



2/28/2025

**Erin Smith**  
SVP Chief Talent, Culture & Operations Support Officer

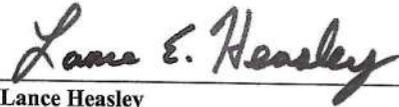
**For UTILITY WORKERS UNION OF AMERICAN, AFL-CIO and  
INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL-UFCW:**



2-28-2025

**James Slevin**

National President, Utility Workers Union of America, AFL-CIO



**Lance Heasley**

National President- International Chemical Workers Union Council, UFCW