



JOINT STEERING COMMITTEE COMMUNICATION



Dear Brothers and Sisters,

The Company has informed the Union that it intends to implement workforce reductions beginning in the first quarter of 2026. This is attributed to CPUC-driven efficiency directives regarding ratepayer funds, along with the CPUC's prior decision to change the meter inspection cycle from every three years to every five years.

The Company has stated that the following classifications will be directly impacted first:

- Field Service Assistants (FSA)
- Meter Inspection Representatives (MIR)
- District Operations Clerks (DOC)
- Dispatch Specialist

Due to the provisions of CBA Section 7.1, additional classifications may be affected as members in the impacted classifications exercise their options.

What your Union has done to protect members

We understand the gravity of this news—especially at this time of year. Since receiving this notice, the Unions and the Company have met with a clear goal: minimize impacts, expand options, and protect future opportunities. As a result of these discussions, we secured the following agreements:

- A Voluntary Retirement Enhancement Package (VREP) for 2026
- An understanding that many vacancies created through VREP-related movement will be backfilled with current employees.
- The Company's commitment to open more than 60 Leak Survey Technician positions to create placement opportunities for impacted employees, including those in MIR and FSA classifications.
- A minimum of seven weeks of severance pay for employees who separate from the Company (above the minimum provided in the CBA)
- Protection against downgrading employees performing District Operations Clerk work.

What you can do right now

- Review the attached documents carefully.
- Make sure your required tests/qualifications are current and on file.
- Continue working safely and in accordance with Company policy and your training—do not perform work outside your trained knowledge.
- If you have questions about how Section 7.1 may apply to you, your options, or the VREP, contact your Union representative or shop steward.

Your Union is actively engaged, and we will provide updates as information becomes available.