



**BACKFILLING POSITIONS  
VACATED BY 2026 VREP  
NON-PRECEDENT SETTING  
AGREEMENT**

This Non-Precedent Setting Agreement ("Agreement") is an agreement between the Southern California Gas Company ("Company") and the Utility Workers Union of America, AFL-CIO, and International Chemical Workers Union Council, UFCW (collectively the "Union"). Nothing herein shall be deemed as establishing any precedent, practice, or pattern for any party in subsequent agreements, bargaining discussions, or disputes related thereto.

In connection with the 2026 Voluntary Retirement Enhancement Program (VREP), the Company agrees to backfill the following classifications behind employees who elect to take the VREP:

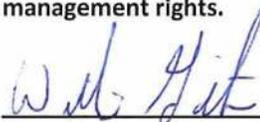
1. Instrument Specialist
2. Sr Instrument Specialist
3. Pipeline Technician
4. Sr Station Operations Specialist
5. Transmission Welding Specialist
6. Ld Collections Control Clerk\*
7. Ld Collections Control Clerk Bilingual\*
8. Collections Control Clerk\*
9. Collections Control Clerk Bilingual\*
10. Ld Billing Analyst\*
11. Billing Analyst\*
12. Energy Technician Distribution\*\*
13. Lead Construction Technician I\*\*
14. Lead Construction Technician II\*\*
15. Lead M&R Instrument Specialist\*\*
16. Lead System Protection Specialist\*\*
17. Industrial Service Technician\*\*
18. Commercial Service Technician\*\*

\*At a minimum would backfill to 80% of existing headcount

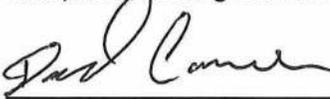
\*\*Positions may be backfilled at same or different location based on operational need

The parties agree that this Agreement is contingent on a fully executed 2026 VERP Letter of Agreement.

All parties agree that the terms of this Agreement are limited to the terms, conditions, and facts herein. Neither party shall refer to this Agreement as a precedent of any position it wishes to assert in future disputes between the parties. All parties further agree that nothing in this Agreement modifies, in any way, any unrelated provisions of the parties' CBA or management rights.

 12/11/25  
Date

Bill Gilbertson  
Chair, Joint Steering Committee

 12-11-25  
Date

David Cameron  
Manager- Labor Relations, SoCalGas