



**OPERATIONS TRANSFORMATION  
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.

The Company has determined a need to reduce 204 employees within the following classifications:

- Field Service Assistant (FSA) in MSAI Hubs- 158 employees (After Meter Inspection Representative reclassification included below)
- District Operations Clerk- 29 employees
- Dispatch Specialist at Monterey Park- 17 employees

Through this Agreement the Company and Union agree:

- Offer a Voluntary Retirement Enhancement Program (VREP) to represented employees (terms of VREP agreement will be included in a separate Letter of Agreement)
- This Agreement is contingent on full agreement between the parties on the VREP Letter of Agreement
- A minimum of seven weeks of termination wages will be provided to those that separate from the Company under Section 7.1
- Those who separate with termination wages under this Agreement must sign a General Release
- Existing MIR employees will be reclassified to the FSA classification within MSAI Hubs by January 30, 2026
- Beginning on February 2, 2026, all FSAs will be provided with options available under Section 7.1 of the Collective Bargaining Agreement (CBA)
  - A minimum of 66 Leak Survey Technician positions will be posted during the 10-day period outlined in Section 7.1
  - A minimum of 48 FSA positions within the MSAI Hubs will be posted during the 10-day period outlined in Section 7.1 where the operational need is (positions posted will be the only remaining FSAs within MSAI Hubs)
  - A minimum of 40 district FSA positions will be posted during the 10-day period outlined in Section 7.1 where the operational need is
- Beginning on May 4, 2026, all District Operations Clerks will be provided with options available under Section 7.1 of the Collective Bargaining Agreement (CBA)
  - A minimum of 47 District Operations Clerk positions will be posted at base locations where there is operational need during the 10-day period outlined in Section 7.1
  - The reduction of District Operation Clerk employees will be partially offset by employees who elect to retire under the VREP



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- Beginning on May 4, 2026, the least senior 17 Dispatch Specialists will be provided with options available under Section 7.1 of the Collective Bargaining Agreement (CBA)
  - The reduction of Dispatch Specialist employees will be partially offset by employees who elect to retire under the VREP
  - Rebalancing may need to occur depending on where the reduction comes from (e.g., Pico Rivera vs. Monterey Park)
- The parties will work together to identify potential job placement opportunities created by the VREP
- Total reductions may change due to attrition or other total headcount changes (e.g., transfers) within the classifications

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.

Bill Gilbertson 12-11-25  
 Bill Gilbertson Date  
 Chair, Joint Steering Committee

David Cameron 12-11-25  
 David Cameron Date  
 Manager- Labor Relations, SoCalGas