CBA EXTENSION
NON-PRECEDENT SETTING AGREEMENT

This Non-Precedent Setting Agreement ("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 (collectively the "Union"). The Company and Union agree to the terms and conditions outlined in this Agreement.

The Collective Bargaining Agreement (CBA) dated October 1, 2021, previously expired at 11:59PM on February 7, 2025. However, through this Agreement, the Company and Union agree to reinstate the CBA as if there were no lapse and extend the terms to 11:59PM on the 7th day after the Company receives notification of the outcome of the vote to ratify the Comprehensive Tentative Agreement.

All parties agree that the terms of this Agreement are limited to the facts herein and that 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' collective bargaining agreement or management rights.

James T Slevin 2-28-2025

James Slevin Date
National President, Utility Workers Union of America, AFL-CIO

Lance E. Heasley 02/27/2025

Lance Heasley Date
National President- International Chemical Workers Union Council, UFCW

Erin Smith 2/28/2025

Erin Smith Date
SVP Chief Talent, Culture & Operations Support Officer, SoCalGas