

Exhibit B

Revised U-35
ARTICLE II
BARGAINING UNIT EMPLOYEES

DATE PROPOSED: 2/24/25

SECTIONS: 2.2 (page 5), 5.9 (page 109), 5.10 (page 111)

Intent of Company Counter: To address the Union's concerns raised during negotiations, the Company is proposing to establish a new bid priority for employees in regular management or non-represented positions. Eligible/qualified management or non-represented employees would be considered for positions posted under the terms of Section 5.10 Position Opportunity and Placement only after Disability/Layoff and most senior qualified bidders (eligible employees currently within the bargaining unit) are considered. This language would be added under 5.10 (B).

Proposed CBA Modifications (Note: bolding reflects proposed new CBA language; strikethrough denotes proposed deletions to existing CBA language)

In addition, insert the following language at the beginning of Section 2.2:

This collective bargaining agreement (Agreement) applies solely to SoCalGas bargaining unit employees represented by International Chemical Workers Union Council, UFCW, AFL-CIO and Utility Workers Union of America, AFL-CIO as defined in the Recognition section of this Agreement. Non-union employees, contractors and other personnel not covered by union representation are not subject to the terms outlined herein. For clarity, the preceding sentences shall not confer rights to temporary, part-time, or prospective/probationary employees that are not expressly provided by this Agreement's terms.

5.9 – Temporary Relief Assignments

Temporary vacancies shall be filled by the qualified employee who is next in line in seniority order within the job progression, except when it is inconvenient to operations to do so, such as when the senior employee is based elsewhere, is unavailable part of the time because of vacation, etc.

Temporary relief assignments that are longer than 6 months, for which an end date is known, will be filled on an RV basis. If, at a later date, the RV position becomes a regular position, the

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current RV holder retains the position on a regular basis. In the event the previous employee returns within 18 months, the person who filled behind them at the location will be returned to his/her previous classification and bump the person filling the same job in that classification, unless the Company, at its sole discretion, opts to retain the employee being bumped in lieu of returning the employee to their prior classification.

Temporary relief assignments are filled on a V basis when the end date is not known. If the assignment is expected to be less than 6 months, the position will be filled on a V. If the assignment is expected to be longer than 6 months, the position will be filled as an RV. However, whether or not there is an expected return date, if a V assignment position lasts more than 6 months, it should be filled on an RV basis.

For bases/locations where temporary (V) relief assignments routinely cover multiple bases/locations, the relief assignment will be offered to qualified employees in seniority order from the area (bases/locations) served.

Employees interested in bidding to promotional opportunities within their job progression will be required to attend training, and accept relief assignments, when offered in seniority order, unless mutually agreed.

All temporary assignments to management will cease to accrue bargaining unit seniority, if the assignment lasts more than 18 cumulative months in a 2 ½ year period. Nevertheless, the Union and the Company recognize that in order to provide vacation relief, for work load balancing and to meet temporary operating emergencies it may be necessary to make work assignments from other than the work locations in which the vacancy occurs. It is mutually agreed that such temporary assignments may be made without regard to such job progressions and without regard to the conditions and agreements governing promotions to regular positions. Operating convenience being relatively equal, preference in such cases shall be given within the bargaining unit. **Employees on temporary assignments to management and/or non-represented positions, who have not left the bargaining unit longer than 18 cumulative months in a 2 ½ year period, will be restricted from bidding to positions filled under Section 5.10 Position Opportunity and Placement. Upon return from a temporary management and/or non-represented assignment, the employee will return to their previous bargaining unit position and will be subject to initiation fees accord to the Local's By-Laws.**

5.10 – Position Opportunity and Placement

The Company will attempt to fill vacant positions from regular and part time employees according to the following Position Opportunity System (“POS”) procedure before resorting to outside hires. The Company will maintain a list of classifications in a job index, including a job profile summary of the primary duties of the job and the minimum qualifications thereof, which will be subject to the provisions of the POS.

All jobs to be filled will be posted for 5 working days using E-Bid. It shall be the individual employee's responsibility to learn of the posting and submit a bid via E-Bid during the five-day

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posting period. When the job is filled, the name and seniority of the employee who is given the job will be posted within five working days.

When a position is going to be filled externally, the Company will notify each local union by email. Employees who have submitted a letter of interest will be selected based on seniority ahead of external candidates provided they meet the minimum qualifications posted externally. Reviewing external job postings for such positions and submitting a letter of interest (with the job requisition number noted by the employee at the top of the letter of interest) and résumé to HR Staffing in a timely manner after the position is posted externally are the responsibility of the employee. The letter of interest will only be applicable to the job requisition for which it was designated.

Any qualified employee may bid to any other job, provided that his or her current job performance is not rated less than satisfactory. Prior to submitting a bid, employees are encouraged to review the job profiles. In addition, employees must have taken any pre-qualifying examination and/or skills test required. Some jobs that require similar skills, qualifications, and work activities may be grouped by the Company in an ascending order according to training and proficiency development requirements for work performed.

Part-time employees shall be eligible to bid for full-time positions based on their part-time bidding seniority calculated as follows: Total part-time hours worked within the Company since 1998 divided by 2080 hours.

Management or non-represented employees on regular assignments in non-bargaining unit positions may submit a letter of interest for any job, provided they meet the minimum qualifications for the job requested, but will only be considered after all interested, eligible and qualified employees in bargaining unit classifications have been considered and before consideration of external candidates. In the event of a dispute and at the request of the Union, the Company will provide relevant information related to the disqualification of a bargaining unit employee. Management or non-represented employees on regular assignments in non-bargaining unit positions will be subject to initiation fees accord to the Local's By-Laws upon entering or returning to the bargaining unit.