



***VOLUNTARY RETIREMENT
ENHANCEMENT PROGRAM
LETTER AGREEMENT***

This Letter of 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”). The Company and the Union agree to offer represented employees a Voluntary Retirement Enhancement Program (“VREP”) based on the conditions outlined below.

The VREP will be offered to represented employees who as of April 30, 2026, are retirement eligible with at least 55 years of age with fifteen years of vesting service, or at least 65 years of age with 5 years of vesting service.

All employees who would like to elect the VREP must submit their request to the Company during the enrollment period, scheduled to begin on January 30, 2026, and close on March 20, 2026. Those employees approved for the VREP will be notified by March 27, 2026. Retirements under the program will be effective May 1, 2026, except for the classifications listed below, which will have an effective retirement date of September 1, 2026. Separations under the program will take effect on April 30, 2026, except for the classifications listed below, which will have an effective separation date of August 31, 2026.

Eligible employees in the following classifications who are approved for the VREP will have an effective retirement date of September 1, 2026, and an effective separation date of August 31, 2026:

- Lead Collections Representative
- Lead Collections Representative Bilingual
- Collections Control Clerk
- Collections Control Clerk Bilingual
- Customer Billing Analyst
- Special Accounts Representative
- Cathodic Protection Specialist
- Gas Storage Specialist
- Instrument Specialist
- Measurement Specialist
- Sr Cathodic Protection Specialist
- Sr Gas Storage Specialist
- Lead Customer Billing Analyst
- Lead Electrician – Storage
- Sr Instrument Specialist
- Sr Station Maintenance Spec
- Sr Station Operations Specialist
- Station Maintenance Specialist
- Station Operations Specialist
- Cathodic Protection Technician
- Transmission Pipeline Specialist



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Transmission Welding Specialist
Lead M&R Instrument Specialist
Lead System Protection Specialist

The Company will provide a post-retirement benefit, known as a Healthcare Reimbursement Account (HRA), to each employee who retires under the VREP. The Company will credit a recordkeeping account for each HRA with a one-time amount of \$100,000. The HRA provides a tax-free benefit for out-of-pocket health-related expenses, such as medical and Medicare premiums, pharmaceutical costs, and other medical expenses during retirement. Those who accept the VREP must sign one or more General Release Agreements.

The proposed offer is voluntary, and any employee approved for this VREP will not be eligible for any benefits under Article VII (Seniority in Layoff) of the Collective Bargaining Agreement (CBA).

All parties agree that the terms of this Agreement are limited to the facts herein, and nothing in this Agreement modifies the parties' Collective Bargaining Agreement.

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

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