



NON-PRECEDENT SETTLEMENT AGREEMENT

This Letter of Agreement ("Agreement") is between the Southern California Gas Company ("Company") and the Utility Workers Union of America, AFL-CIO, Local 483 (collectively the "Union"). The Company and Union agree to the terms and conditions outlined in this Agreement.

Section 4.3 (A) of the Collective Bargaining Agreement states, "Employee who are scheduled and who work on the swing or graveyard shift shall receive premium pay at the rate indicated in the premium table per hour worked on such shift. A schedule shift is one that is part of the 40-hour workweek (including holiday that fall within an employee's 40-hour workweek). Employees who are scheduled to work and who work a combination of a regular eight-hour day and a swing or combination of a regular eight-hour day and a swing or graveyard shift during a scheduled workweek of seven days shall receive triple the applicable premium rates herein and in paragraphs (C) and (D). The foregoing premium rates do not apply to temporary and part-time employees."

While the plain language in the CBA states that the aforementioned premiums apply to regular eight-hour shifts, the Company and the Union agree that the terms outlined in section 4.3 (A) of the CBA will be applied to the following classifications in the Transmission and Storage Departments, when scheduled and working 12-hour shifts: Admin Clerk-3 Knowledge Typist, Admin Clerk- 4, Sr. Admin Clerk-5, Sr. Admin Clerk-5 Qualified Typist, Base Assistant-3, Sr. Cathodic Protection Specialist, Cathodic Protection Technician, T&S Inventory & Admin Tech, Sr. Station Operations Specialist, Sr. Station Maintenance Specialist, Sr. Gas Storage Specialist, Transmission Pipeline Specialist. Transmission Welding Specialist, Gas Storage Specialist, Instrument Specialist, Station Operations Specialist, Sr. Instrument Specialist, Station Maintenance Specialist, Pipeline Technician, Station Technician, Station Assistant, Cathodic Protection Specialist and Measurement Specialist.

The triple shift premium previously ceased to be paid to 12-hour shift employees in Transmission and Storage in November 2024. As such any missed premiums will be paid retroactively to November 2024. The reinstatement of the premiums will be completed by June 30, 2025.

The parties agree to the following terms:

- The Union will not submit or file any information, other grievances, or NLRB charges related to the grievance 24-G-483-12-10-188.
- Through this Agreement, the Company and the Union consider grievance 24-G-483-12-10-188 resolved and closed.
- All other conditions of the Collective Bargaining Agreement will apply.

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 precedent of any position it wishes to assert in future disputes between the parties. All parties further agree that nothing in this NPSA modifies, in any way, any unrelated provisions of the parties' Collective Bargaining Agreement or management rights.

Dated: 3/7/2025

David Cameron
David Cameron (For the Company)

Dated: 3/7/2025

Ernest Shaw
Ernest Shaw (For the Union)