



LOCAL 522 UTILITY WORKERS UNION OF AMERICA

Pgs 1-3 NO Changes

Pg 4: 2.1(B) Contracting Out: will add 18 positions including Base Assistant, Cathodic Protection Technician, Collections Checking Clerk-2, Collections Control Clerk-5 Bilingual, Customer Billing Analyst-5, Electronic Energy Measurement Technician, Energy Technician Residential-Apprentice, Lead Collection Representative-6 Bilingual, Lead Customer Billing Analyst-6, Lead Dispatch Specialist, Lead Meter Mechanic, Meter Repair Technician, Senior Cathodic Protection Specialist, Senior Gas Storage Specialist, Senior Operations Specialist, Senior Station Maintenance Specialist, Senior Work Order Control Clerk, Transmission And Storage Inventory Administrative Technician

Pg 5 NO Change

Pg 6: 2.2(A) create paragraph 3: This collective bargaining agreement (Agreement) applies 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.

Pgs 7-18 NO Changes

Pg 19: 2.4(A) will read "This agreement shall be effective from October 1, 2024, to and including September 30, 2028"

Pg 20 NO Change

Pg 21: 2.5(A) adding UWUA 483 & UWUA 522 addresses plus emails

Pg 22: 2.5(B) change in last sentence to: The Union and Company must provide a detailed agenda of topics to be discussed four (4) business days in advance of the meeting, allowing the parties time to prepare. The Company will sustain regular straight time pay for a maximum of ten (10) active bargaining unit employees, identified by the Union, to attend Joint Steering Committee and Company interim meetings covered by this section. **2.5(C) will add:** The Company commits to collaborating with the Union regarding current updates to the Company's Illness and Injury Prevention Program regarding the process for Stop the Job. The process will include a step where the Union will be notified, unless the designated Union representative is not readily available, when Stop the Job events initiated by employees are not resolved between management, Safety, and the employee that initiated the event. The Stop the Job will remain in effect until the risk identified by the employee is resolved in compliance with the applicable state, federal, or industry SoCalGas gas standards remediation.

Pgs 23-25 NO Changes

Pg 26: Change= Gas Transmission & Storage Operations

Beaumont

Blythe/EI Centro

Victorville/Newberry Springs/Needles

Newberry Springs

Needles Base

South Needles Compressor Station

Aliso Canyon
Honor Rancho
Goleta Storage
Oxnard/Goleta/Ventura
Ventura Compressor Station/Wheeler Ridge
Taft
Brea/Olympic/Saticoy
Pico Rivera Transmission
Chatsworth HQ
Valencia/Chatsworth
Playa Del Rey

Pgs 27-40 NO Changes

Pg 41: 3.10 insert paragraph 2 “(e.g., OSHA Stop Work Authority, commonly known as Stop-the-Job) into 1st sentence

Pg 42 NO Change

Pg 43: 4.1(A)Base Wages change: 5.50% effective January 1, 2025; 5.25% effective January 1, 2026; 4.75% effective January 1, 2027; and 4.50% effective January 1, 2028

Pgs 44-56 NO Changes

Pg 57: 4.3 Premiums change: All premium rates listed in the table shall be increased 5.50% effective January 1, 2025; 5.25% effective January 1, 2026; 4.75% effective January 1, 2027; and 4.50% effective January 1, 2028. Class A/B change to \$0.50 also adds Hazmat \$0.75 effective January 1, 2025.

Pgs 58-66 NO Changes

Pg 67 1st paragraph change: ~~Employees who take a vacation of at least one workweek may add the remainder to their vacation in a later year; provided; however, that the~~ The maximum vacation allowance that may be carried over from one year to the next is ~~three~~four** calendar weeks or ~~120~~**160** hours(~~four~~ **five** calendar weeks or ~~160~~**200** hours for employees with 25 or more years of service) plus any odd hours less than one day. Holiday credits earned during the year will not be counted in calculating the ~~120~~**160**- hour or ~~160~~**200**-hour maximum that may be carried over.**

Unused holiday credits are carried over to the next year and remain holiday credits until used or cashed out when employee terminates or leaves the Company voluntarily.

Pgs 68-69 NO Changes

Pgs 70-71 change: ~~Employees shall receive short-term annual sickness allowance upon hire according to~~

~~the following table~~ In the first year of employment, employees hired into regular full-time positions will receive 48 hours of short-term sickness allowance that may be used on or after the 90th calendar day of employment.

TABLE ELIMINATED

On ~~the~~ January 1st following an employee’s hire date ~~and annually thereafter~~, they will be awarded 80 hours of short-term annual sickness allowance. ~~All subsequent years, employees will receive 80 hours of short-term annual sickness allowance on an~~ Annual basis

~~Fifty~~ One hundred percent of an employee’s short-term annual accrued sickness

allowance may be used to attend to an illness or preventative care of the employee's family member as that term is defined in California state and applicable local laws.

BREAK

The Company reserves the right to verify the illness of an employee's family member **according to California law.** .

Employees may use **all of** their Short-term Annual Accrued Sickness Allowance for their own medical and dental appointments, without it counting as an occurrence.

Unused Short-term Annual Accrued Sickness Allowance at the end of a calendar year will become part of the Extended-term Paid Sickness Leave beginning the following calendar year.

Definition of Short-term Annual Accrued Sickness Allowance: any illness that is 3 days (24 hours) or less.

Pgs 72-81 NO Changes

Pgs 82-83 4.4(F) change:l. Military Leave of Absence

All employees are entitled to military leave and benefits, as provided by state and federal law, including but not limited to the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA) and the California Military and Veterans Code.

Any regular employee of the Company who ~~enters~~ **is called to active service or inactive duty, training, drills, special exercises or like activity in** the armed forces of the United States, **National Guard or State Military Reserve** under the provisions of the Uniform Services Employment and Reemployment Rights Act of 1994, or any amendment thereof, shall be subject to the practices outlined in this Section (probationary employees shall be entitled to the benefits provided by law):

The employee will notify his/her supervisor either in writing or verbally, and provide a copy of the employee's official orders, or a notice signed by an appropriate officer as defined by USERRA as far in advance as is reasonable under the circumstances. If the employee does not receive their official orders before deployment, due to no fault of the employee, the Company will receive the official order once made available to the employee.

~~(1) Any such regular employee shall automatically receive Leave of absence for the full period of active duty required, with no impairment of seniority, and with the right to return to work if requested by him or her within the 90 calendar days next following the end of such active duty, provided the Company's circumstances have not so changed as to make such return to work impossible or unreasonable. However, Life Insurance and Disability Insurance Benefits as provided by the Life Insurance Plans and the Disability Benefit Plan shall be suspended during the term of such leave.~~

(12) **Vacation** - The employee, **upon request**, ~~shall be entitled to~~ **will** be paid out for any vacation he or she may have earned at the time the employee is called to or volunteers for such active duty and, in addition, will be granted one week's time **forty (40) hours** with pay as a military ~~separation leave~~ allowance. An employee returning from active duty, whose vacation allowance is ~~reduced~~ **prorated** by one week or more in the calendar year in which he or she returns will be granted one extra week of vacation in the following year.

(2~) **Encampment Pay**• ~~The following time allowances and Leave of Absence practices shall be~~

~~observed where employees are called out for short term encampments, and intensive military training periods of less than one year; employees who are members of the Officers' Reserve, National Guard, Naval Reserve, and like organizations.~~ **When called to service as defined above, employees** will be allowed annually, in addition to their regular vacation, ~~one week's time~~ **forty (40) hours** with pay for attendance at encampments or other prescribed training. ~~The one week~~ **forty (40) hours** allowance may be made in any units of one working day or more that the employee is required to be absent from his or her job. The Company will require satisfactory evidence of attendance.

(3) Continuation of Pay ~~For the leaves identified in numbers 2 and 3 above,~~ **Employees called to active duty of more than one week, will be eligible for continuation of pay** starting with the second week of military leave and for the duration of the leave for a maximum of five (5) years, if such employee provides the Company with a copy of their first military Leave and Earnings Statement (LES) and at least one LES by the end of each quarter of the leave, ~~.The~~ **the** Company will pay such employee the **differential** amount, if any, by which the compensation he or she receives from the Government is less than his or her regular Company straight-time pay would have been for the same period. Such items as subsistence, travel, uniform, and other allowances will not be included in computing the compensation received from the Government.

Pgs 84-90 NO Changes

Pgs 91-94 4.5(A) rearranging/adding positions: ETR-A, Ld SPS, Ld NGV Tech, SPS, & SPT

Pg 95 4.5(D) change: ...\$175 upon submission of a receipt...ALSO added Pico Lab & Ld NGV Tech to list

Pgs 96-108 NO Changes

Pg 109 5.9 Temporary Relief Assignments change to last paragraph: All temporary assignments to management and/or non represented positions will cease to accrue bargaining unit seniority, ~~at the start while on such assignment,~~ if the assignment lasts more than 18 cumulative months in a 2 1/2 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 positions 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 the initiation fees according to the Local's Bylaws.**

Pg 110 5.10 Position...change begins at paragraph 3: When a position is going to be filled externally, **after the position was posted internally within E-Bid with no successful or qualified internal candidates, the following will occur:**

1. The Company will notify each Union Local by email before initiating the Letter of Interest (LOI) process. The Company will post an announcement in E-Bid for five days announcing that a position is "Ready for External Recruitment." This is the period when internal employees may submit their LOI before the position is posted externally. No LOIs will be accepted beyond the five-day period.

2. Employees are responsible for submitting an LOI and resume within the five-day period to Talent Acquisition.

3. The LOI will only apply to the job requisition for which it was designated.

4. Employees who have submitted an LOI will be selected based on seniority ahead of external candidates, provided they meet the external minimum qualifications.

5. Positions filled through this LOI process will not be posted externally.

6. Positions that are unfilled after the five-day period may be posted externally or reposted internally, in E-bid at the Company's discretion.

~~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.~~ **Employees who are restricted from bidding for reasons other than declining a second job offer or who are rated less than satisfactory overall for performance or attendance will be allowed to submit a letter of interest. If a position is offered the provisions of section 5.10 (B) 3 will apply. Employees who move into a new classification via letter of interest through this section will be restricted from bidding or submitting subsequent letters of interest for a period of twelve months or the established restriction period for that specific classification.**

~~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 resume 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.~~

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.

Pg 111-113 5.10(A) change: (A) Prescreening for Employees: Some jobs require successful completion of a pre-qualifying examination, skills test, and physical ability tests. **When identified in the job profile, formal pass or fail interviews will be required for job moves into Lead and Senior classifications or into a new job progression that requires a different pre-qualifying examination than from an employee's existing classification, such as moving from an office position to a field position or vice versa. Employees that have satisfactorily held a classification within the last five (5) years will not be required to interview should they return to that classification. Jobs not requiring an interview may still have an expectations meeting.** For such jobs, employees must meet minimum qualifications, as well as all pre-qualifying requirements to be selected . Also, an employee's performance must not be rated less than satisfactory in the job from which the move is requested. Bids will not be accepted if an employee's performance is rated less than satisfactory and/or if he or she has not met pre-screening requirements.

With the exception of Physical Ability testing , all testing sessions will be conducted electronically at the employee's work location. In situations where electronic testing at the work location is not feasible, testing will be administered at a Company site as determined by the Company. Scores for all tests will

be available in E-Bid for bidding purposes within three business days of completing the assessment. Physical Abilities testing will be conducted at a Company site, as determined by the Company.

The Company will provide on-line study guides for certain pre-qualification examinations to assist employees in preparing for the exams. Each job classification is assessed by the Company to determine the job family and required pre-qualification examination(s). The job family and the required pre-qualification examination(s) for each classification will be provided online in E-bid and accessible to all employees.

Employees who do not pass an examination will not be eligible to re-test again for **four** months from the date of disqualification, with the exception of employees with disability bid rights. Employees who do not pass a skills test, such as keyboard proficiency, or a physical abilities test may re-test after four months.

~~Current colored battery tests will be valid for a maximum period of five years, but in no case longer than 12/31/2023. Newly created assessments to replace the current colored battery tests will not expire. Skills tests will be valid for two years and physical abilities tests are valid for one year. Employees who have held a job for one year or more in the last five years and whose performance is not rated less than satisfactory in the job need not take an examination for the same job family to be selected. However, a skills test or physical abilities test may be required. Some jobs may require certification. For such jobs, recertification will be required as established by the Company.~~

Employees who transfer from a job at one work location to the same job at a different work location are not required to take a pre-qualifying examination, provided the new job does not require additional skills which the employee has not performed or for which he or she has not tested.

Any employee who bids for a position that requires the same pre-qualification, skills test, or physical abilities test, as the current job held, will be exempt from having to take the same test for the new job, providing the employee has previously passed the pre-qualification test on file.

Employees who do not pass any pre-qualification test **or interview** may request a test score feedback report **or verbal feedback related to the scoring of their interview**, where available.

Employees, who register for test sessions, and are unable to complete the session in the assigned time frame are encouraged to reschedule.

5.10(B)2 Transfer/Progression change: (Effective 1/1/2028) ~~The most senior of the following two types of job requests:~~

~~a) Employees requesting a transfer to the same job at a different work location.~~

~~b) Employees in the same or same type of job progressions (such as Field Technician to Energy Technician Residential).~~

2. J-.Bid: Employees may bid for any job, provided they meet the minimum qualifications for the job requested.

Pgs 114-118 NO Changes

Pg 119 5.10(H) Return to Prior Position change: Within 15 business days of an employee moving into a new job classification, the supervisor will meet with the employee to jointly discuss the employee's progress to date. If, after discussions, the supervisor or employee believes the employee

might not be capable of performing satisfactorily in the new position, the employee may exercise the option to return to her/his position within 35 calendar days. When no formal training is required, the 35-day period begins on the effective date of the new classification (when the employee actually moves to the new job). If formal training is required, the 35-day period begins after successful completion of **all phases of initial training and the employee becomes effective in the new classification.** ~~or upon successful completion of the initial training course.~~ Following a return, the employee will be restricted from bidding for one (1) year.

Employees who exercise their return rights will be returned to the job from which he or she came and displace the employee who replaced him or her, when filled on a Regular basis, unless the Company at its sole discretion, opts to retain the employee being bumped in lieu of returning the employee to their prior position. In situations where the returning employee's position was filled on an RV, the terms of Section 5.9 will govern.

Pgs 120-130 NO Changes

Pgs 131-132 6.4 Disciplinary Interviews change: When a supervisor interviews a regular employee with the intention of issuing a written warning letter under Section 6.6 of this Agreement, or of assessing a disciplinary layoff, demotion, or discharge, or with the intention of developing facts in the interview to support disciplinary action that is being considered against such employee, the employee upon request shall be entitled to have a Union representative present in order for the interview to continue. The Company will allow union representation by the union local of which the employee is a member, from the same work location, ~~or~~ closest work location, **or a work location that is within 50 miles of the employee's work location, whichever is closer. For outlying areas where the closest work location to the employee's work location is more than 75 miles away, the Company will allow representation by the union local of which the employee is a member from the closest work location to the employee's work location with Company pay.** In the event the supervisor fails to grant such a request, the employee may refuse to answer any questions, and the Company shall be precluded from relying upon any statements made by the employee during the interview, after such request, as a basis for assessing or upholding the discipline. However, the Company shall not be foreclosed from independently ascertaining any facts contained in the employee's statements and relying upon such independently ascertained facts. It shall be the policy of the Company to encourage supervision to notify employees of their right to Union representation in the disciplinary or investigatory interview described above. The absence of such notification, however, shall not invalidate any information received or action taken in the interview.

REMOVE paragraph 3

“The role of the Union representative in a disciplinary interview is not that of an adversary; he or she is there as a witness to counsel the employee and to clarify to the employee if necessary the employee's rights under the Agreement. Any protest of the action being taken shall be reserved for the procedure set forth in Section 6.5.”

Pg 133 6.5(A)(1) change: ...All last chance agreements ~~will~~ have a maximum period of effectiveness of 10 years, unless the parties negotiate a different period. **This applies retroactively to any existing agreements. Any employee who was previously terminated for violating a last chance agreement that was in effect prior to October 1, 2021 will not be considered for reinstatement.**

Pgs 134-139 NO Changes

Pg 140 6.8 last paragraph remove: “Grievance Investigation Training: The Union agrees to train all new shop stewards, area officers, unit officers, and local presidents with regard to grievance

investigations on Company time. This training must be completed within 30 days of the officer taking office. Further, if the Union fails to train the above mentioned officer, the officer will be precluded from conducting such grievance investigation on Company time.”

Pg 142-143 6.8 starting paragraph 2 change: The grievance complaint shall set forth all the facts necessary to understanding of the issues involved, and it shall be free from charges or language not germane to the real issue or conducive to subsequent calm deliberations. **In cases where the written grievance is vague or lacks sufficient information for the Company to perform a meaningful investigation, the Company may, within two business days following its receipt of the grievance, request additional details related to the grievance from the Union (i.e. set forth all the fact necessary to understand the issues involved). The Union shall have two business days to respond to any such request. A request for additional information shall not impact the timeliness of the grievance; however, in the event of such a request, the Company's response to the grievance shall be provided no later than ten days from its receipt of the additional information from the Union. These time limits may only be extended by mutual agreement. The grievance complaint shall also include the date and name of the management representative that the local Union representative discussed the grievance issue with. So far as possible, the Union and the Company shall avoid publicizing any grievance or complaint founded thereon prior to the final determination of the issue, other than as a matter of internal communication.**

(B) Filing of the Grievance: Grievances which are appealed to Step 1 in timely fashion electronically submitted to the Company and approved by the Union, signed and dated by the aggrieved and his or her Union representative, and filed with the local management representative delegated to receive such local grievances on behalf of the Company. The Union will be advised of the appointment of local management representatives. In the event that doubt exists as to the identity of such local management representative, the grievance complaint may be addressed to "Appropriate Local Management Representative, c/o Director, Labor Relations." Such grievances will be forwarded immediately to the Company representative to whom authority for handling the grievance has been delegated.

(C) Company Investigation and Response: The local management representative will commence a prompt investigation of the facts and will reach a conclusion at the earliest date consistent with the nature of the investigation and with the normal conduct of necessary business. Upon reaching such conclusion, but in any event, within ten working days of the receipt of the grievance, the local management representative will reply in writing, stating the Company's position on the issues raised in the complaint.

(D) Meeting with Management : If the Union wishes to discuss the grievance further with the local management representative, the Union will, within ten working days after receipt of the statement of the Company's position, so notify the local management representative, who will arrange to hold a local grievance meeting within the ten working days following such request. Attendance at such meeting shall normally be limited to the employee or employees whose grievance is under discussion, two representatives of management, including a manager or department manager responsible for the area or department in which the grievance was filed, and two representatives of the Union. Discussion shall be limited to the issues raised in the grievance complaint. An earnest effort shall be made to arrive at and state a decision in this meeting; however, oral agreements, reached in the local grievance meeting, shall be regarded as purely tentative and without force

Pg 144-145 NO Changes

Pg 146 6.9 Step 3 add paragraph 6: Any grievance or non-discharge protest not calendared for arbitration within 36 months from the date of the grievance will be considered moot and closed. Additionally, once calendared, the parties may each postpone the arbitration hearing no more than

once, or the grievance will be considered moot and closed.

The Company will sustain pay and reimburse the casual mileage rate of not more than two-employees {three in the case of Joint grievances where employees from more than one Union attend); The Union's presenter and panel member will not count toward the number of Union representatives. Provided, however, this limitation as to the number to be reimbursed may be revised on a case-by-case request by mutual agreement.

Pgs 147-155 NO Changes

Pgs 156-165 changes include: adding positions created since 2021. Eliminating Part Time 483 positions from table on page 165.

Pgs 166-183 changes include: adding positions created since 2021. Rearranging some positions to correct job families.

Pgs 184-197 NO Changes

Pg 198 Eliminate “FSA Letter Agreement”

Pgs 199-206 NO Changes

Pgs 207-208 Eliminate Letter Agreement for Military

Pgs 209-224 Eliminate AMI agreement

Pg 225 Panel of Arbitrators Letter Agreement change:

Norman Brand

Mark Burstein

Chris Cameron

Douglas Collins

Walter F. Daugherty **Retired**

Judy A. Gust **Retired**

Fred Horowitz

Ken Perea

Michael Prihar

Richard Solomon

Jan Stiglitz

TBD

TBD

TBD

TBD

The parties agree to maintain a panel of arbitrators that include no less than fourteen (14) arbitrators. Once selected to be on the panel, an arbitrator shall remain on the panel until the arbitrator is no longer accepting new cases, or upon mutual agreement by the parties. For each vacancy created, the parties shall jointly and immediately request a list of arbitrators from qualified associations such as FMCS, AAA, and/or National Academy of Arbitrators. The list of arbitrators shall be comprised of arbitrators experienced in labor arbitration and geographically within a 250 mile radius from Los Angeles, CA. The parties will work together within thirty (30) days to mutually establish a list of seven (7) arbitrators qualified to act on said panel for each vacancy remaining on the panel from the names received. The Union and the Company representatives shall each have the right to strike three (3) names from said list with the party striking first determined by coin flip. Representatives of the Company and the Union shall thereafter each alternately eliminate one name until only one name remains. The seventh or remaining person shall thereupon be accepted by the Union and the Company as a member of the Arbitration panel. The parties may mutually agree to try a new arbitrator who is not on the panel. Such arbitrator may subsequently be added to the panel only by mutual consent of both parties.

Pg 226 Part-Time Employees: Footwear changing to \$175 annually

Pgs 227-231 NO Changes

Pgs 232-233 Part-Time Employees: have more sick time amnesty; 16 hours of Personal Business after working 1040 hours carried over annually; Eliminate stipend for waiving benefits

Pgs 234-238 NO Changes

Pg 239 Eliminate Both Letter Agreements(Roving Crews & Pipeline Tech/Station Tech Assistant)

Pg 241 Replace 483 Safety Mentor Position with 2024 Safety Specialist Position

Pgs 242-243 Replace Safety Mentor with:

I. CLASSIFICATION

- a. The Company will add a Safety Specialist job classification within the bargaining unit.
- b. The primary job duties, requirements, and minimum qualifications are outlined in the existing Safety Specialist job profile. Additions/modifications to the existing job profile are reflected in Attachment A and Attachment B.
- c. Safety Specialist positions may be filled at any location. The Union will be notified in advance of where and how many Safety Specialist positions the Company intends to fill.
- d. The Safety Specialist position may have a specific department focus (e.g., Customer Services Field, Gas Distribution, Call Center, Dispatch, etc.).
- e. The Safety Specialist job classification is a stand-alone position. Employees within the Safety

Specialist job classification will retain all rights from their previous classification for the purposes of bidding, layoff, and other terms of the Collective Bargaining Agreement (CBA).

II. PAY GRADE

- a. Employees who are appointed to a Safety Specialist position will receive an upgrade by one pay grade from their previous position.
- b. Employees selected to be a Safety Specialist previously in a level 9 pay grade will have a starting hourly wage of \$64.56 for their first six months, \$65.91 for their second six months, \$67.21 for their third six months, and \$68.48 for their standard six months.
- c. These wages will be subject to all wage increases negotiated by the Company and the Union during CBA negotiations.

III. OTHER TERMS AND CONDITIONS

- a. Eligible employees may apply for the Safety Specialist position through a designated Letter of Interest Form.
- B. The Union will select candidates for the Safety Specialist positions based on Letters of Interest received.
- c. For each vacancy, the Union may select up to four qualified employees to interview that are in good standing, rated satisfactorily, and with at least 5 years of relevant experience.
- d. The Company and the Union will conduct joint interviews with the selected candidates and select the candidate for appointment to the Safety Specialist position by mutual agreement.
 - 1. Interviews will be conducted by a panel consisting of equal Union and Company leadership. Panel will not exceed four people.
 - 2. Should there be more than one equally qualified candidate, the assignment will be based on seniority.
- e. The Safety Specialist position will report to the Health and Safety Team Lead or another position designated by the Safety Organization.
 - 1. Safety Specialist shall meet monthly with joint Union/Company leadership to give reports of safety-related activities.
- g. On some assignments, Safety Specialists may be required to maintain operator qualifications from their previous position.
- h. An employee accepting an appointment to the Safety Specialist position is not eligible for overtime and shift preference in their regular classification during the period of said assignment unless the employee requests to be removed from this appointment and returned to their previous classification.
- i. Any written documentation prepared by the Safety Specialist(s) that proposes or otherwise records areas of improvement will not be utilized for disciplinary purposes.
 - 1. No Name - No Blame Program

j. Employees selected for the Safety Specialist position who are unable to successfully meet the minimum qualifications of the position will be returned to their previous position/job classification.

k. Appraisals every 12-15 months will be reviewed to evaluate the Safety Specialist.

l. After review by Union leadership and the Company Safety Organization leadership, a Safety Specialist who is unable to perform satisfactorily will be removed from the appointment and returned to their previous position.

1. The Safety Specialist classification will be eligible for uniforms and footwear allowance as described in Section 4.5(A)(0) of the CBA.

m. All other terms of the parties' CBA shall apply.

Pgs 244-255 NO Changes

Pgs 256-259 Distribution Ratio and Improvements Side Letter: References to “60/40” ratio change to “70/30” meaning 70% within, 30% contracted out

Pg 260 PACKS Side Letter change: Classifications set to be PACKS include Instrument Spec. and Trans. & Storage Inventory Admin. Tech.

Pg 262 Paid Union Leave change: Eliminate Union Pay Code(UP) effective January 1, 2026

Pg 263 EAP Letter Agreement change: Eliminate

Pgs 264-277 NO Changes

