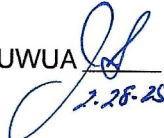




Exhibit A

The following signed tentative agreement proposals are included within this CTA:

Original Proposal Number	Proposal Topic	Description (High-level summary of the agreement, the actual signed agreement contains all terms/changes)	Tentative Agreement Date
C-1	ETR Letter Agreement	Outdated language clean-up	6/25/2024
C-2	Part Time EE Letter Agreement	Outdated language clean-up	7/18/2024
C-3	EAP Letter Agreement	Outdated language clean-up	6/25/2024
C-4	Job Progressions	To align Field Collection progression with Customer Services job progression, move Field Collection progression from Gas Distributions (page 169, CBA) to Customer Services (pg. 176-177, CBA).	6/25/2024
C-5	Uniforms	To update the CBA to reflect the classifications provided Company uniforms.	8/6/20204
C-6	Footwear	To update the CBA to reflect the classifications eligible for footwear allowance. Below are the added classifications: 1. Energy Technician Residential Apprentice 2. Laboratory Assistant Chemical/Environmental 3. Laboratory Technician Chemical/Environmental 4. Lead Lab Technician Chemical/Environmental 5. Lead Meter Mechanic 6. Lead NGV Tech 7. Measurement Electronic Technician 8. Meter Repair Tech 9. System Protection Planner	8/6/20204
C-7	Sick Time for Part Time Employees	To update the CBA to reflect the applicable changes in the law and Letter of Understanding dated February 6, 2024.	8/6/20204
C-8	Sickness Allowance (Accrual)	To update short-term sickness allowance accrual and usage guidelines to align with recent applicable law changes and Letter of Understanding dated February 6, 2024.	8/6/20204
C-9	Sickness Allowance (Occurrences)	To update language so that employees can use all short-term annual accrued sickness allowance without it counting as an occurrence.	8/6/20204
C-10	Job Progressions	To update Appendix B, progressions with positions created since 2021.	8/28/2024

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C-11	Safety Mentor Program Pilot	To eliminate the Safety Mentor Program Pilot agreement from the CBA as It has been replaced with the 2024 Transmission and Storage Safety Specialist agreement dated January 24, 2024.	7/9/2024
C-14	Paygrades - Update to reflect 2021 changes	To update to reflect changes made since the 2021 CBA.	9/10/2024
C-16	Grievance/Arbitration Procedure	To add limits to attendees and the number of company-paid Union representatives at arbitration hearings.	9/19/2024
C-17	Scheduling Discharge Arbitrations	To allow parties appropriate time to prepare for discharge arbitrations, add a requirement that the Union provide the Company with 60 days advance written notice of the arbitration hearing date for termination cases.	9/19/2024
C-19	Arbitration Panel	To make updates/enhancements to the current arbitration panel and the selection process.	8/29/2024
C-20	Field Svc Asst Side Letter Agreement	To eliminate the Side Letter Agreement as the bid right language is in Appendix B under Note 6 page 177 for the Collective Bargaining Agreement.	8/13/2024
C-21	Elimination of AMI Letter Agreement	To eliminate the entire agreement as the Advanced Meter Project is complete and the terms are no longer applicable.	10/1/2024
C-26	Interim (JSC) Meetings	To allow sufficient time for the parties to prepare for JSC meetings, including having an opportunity to review the agenda topics to maximize the productivity of each JSC meeting.	9/19/2024
C-30	Disciplinary Interviews	To provide flexibility to the Union for in-person representation during investigatory interviews. With this agreement, during the investigatory interviews, the Company will now allow union representation by the union local of which the employee is a member, from the same work location, 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.	9/19/2024
C-31	Section 5.10 Position Opportunity & Placement	To allow employees who are restricted from bidding to submit letters of interest, provided they are in good standing (not rated LTS)	9/17/2024

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		overall for performance or attendance) and to clarify the letter of interest (LOI) process.	
C-32	Section 4.5 (D) Footwear Allowance	To increase annual footwear allowance from \$110 to \$175.	9/10/2024
C-33	Appendix C - PT Employees Letter Agreement	To increase footwear allowance for part-time meter readers to \$175 and change it to a reimbursement consistent with section 4.5 (D) of the CBA.	9/10/2024
C-34	Paid Union Leave	To eliminate Advancing Wages for Union Business (UP code). This will go into effect December 31, 2025.	10/3/2024 and 11/22/2024
C-36	Savings Plan - Add Fiduciary flexibility	To improve plan design to align with fiduciary best practices, by providing the Plan Fiduciary with additional flexibility to engage in a prudent decision-making process consistent with ERISA when evaluating and establishing a menu of investment options.	9/26/2024
C-39	Contract Term	Changes term of contract from 3 to 4 years	11/22/2024
U-1	Disciplinary Interviews	To define the rights of both the Union and its members, ensuring compliance with Weingarten Rights and the provisions of the National Labor Relations Act.	9/19/2024
U-3	Stop the Job Notification	The Company will commit to providing the Union with a timely report of Stop the Job events and discuss questions/remediations resulting from those events. The Company will provide Stop the Job reports via email to the Union consistent with the regular distribution cadence to other Company personnel.	10/2/2024
U-4	Job Index - Remove Job Progression priority bidding	Removes job progression and transfer bid priority for employees placing a bid under section 5.10. As updated by the Comprehensive Tentative Agreement, the parties agree to delay implementation to 1/1/28, and to discuss any potential changes prior to 12/31/27.	8/28/24
U-13	Section 3.2 - Probationary Period for Part Time EEs	To eliminate probationary period for part-time employees who move to full-time positions, which are equivalent in duties to their part-time position (e.g., Part-time CSR to Full-time CSR).	8/28/2024
U-15	Section 6.5 (A) 1- Last Chance Agreements	To retroactively add a sunset clause to Last Chance Agreements that went into effect before October 1, 2021. 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.	9/23/2024

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U-16	Section 6.8 Grievance Procedure	To change the language in Shop Steward Selection and Grievance Investigations to allow Shop Stewards to conduct grievance investigations.	9/19/2024
U-18	Additional Fenced-In Classifications	Additional Fenced-In Classifications: 1. Cathodic Protection Specialist 2. Base Assistant 3. Collections Checking Clerk-2 4. Collections Control Clerk – 5 – Bilingual 5. Customer Billing Analyst- 5 6. Electronic Energy Measurement Technician 7. Energy Technician Residential-Apprentice 8. Lead Collection Representative- 6- Bilingual 9. Lead Customer Billing Analyst- 6 10. Lead Dispatch Specialist 11. Lead Meter Mechanic 12. Meter Repair Technician 13. Meter and Regulator Tech 14. Senior Gas Storage Specialist 15. Senior Operations Specialist 16. Senior Station Maintenance Specialist 17. Senior Work Order Control Clerk 18. Transmission and Storage Inventory Administrative Technician	9/30/2024
U-20	Distribution Company/Contractor Ration	The Company agrees to modify the current ratio from 60/40 to 70/30 by December 31, 2026.	11/22/2024
U-21	Part Time Letter Agreement - Remove advanced notice for Military Leave for PT EEs	Remove advanced notice for Military Leave for PT EEs to allow military personnel a grace period to submit military orders. Provide all eligible part-time bargaining unit employees with 16 hours of personal business (PB) upon completion of 6 months of service	9/17/2024
U-23	Section 6.8 & 6.9 - Add multiple steps to Grievance Process	Reintroducing the step one grievance process to resolve grievances at the local level.	9/20/2024
U-25	Section 5.10 (C) 1 - Remove Interviews for Represented Classifications	To remove Interviews for represented classifications in the same job families except for positions with a Senior or Lead title, or when changing job families.	9/23/2024
U-28	Distribution Ratio Agreement - Promote all LCTI to LCTII if MQ met	Provide an option to all LCTIs to promote to LCTII if minimum qualifications of LCTII classification are met, on an opt in basis.	8/28/2024

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U-31	Appendix A - Other Jobs	Remove unfilled lower paid part-time jobs from "Other Jobs", for Local 483 Classifications. Eliminate Letter Agreement Regarding Part-Time Pipeline Technician Assistant and Storage Technician Assistant.	8/6/2024
U-35	Bargaining Unit Update	Adds language that modifies priority level for management or non-represented employees wanting to enter bargaining unit.	Updated with CTA
U-36	Evaluate Replacement of PACKS	Evaluate the Replacement of PACKS with another process of re-evaluating the grade levels.	10/1/2024
U-37	Class A/B Premium	[Refer to Comprehensive Tentative Agreement for final terms]	10/3/2024 and 11/22/2024
U-38	Class A Haz/Mat Premium	[Refer to Comprehensive Tentative Agreement for final terms]	10/3/2024 and 11/22/2024
U-40	Appendix B - Job Progressions - Local 483	To expand the eligible employees to progress within Local 483. All existing language in the CBA pertaining to bidding and notes regarding the job progressions will be observed and unchanged.	9/4/2024
U-46	Section 5.10 (H) - Return Rights - Reduce Bid Restriction	To begin 35-day return rights after the employee completes all required initial training for the classification.	9/12/2024
U-53	Military Leave	To clarify the benefits to the National Guard, California Military Reserve, and Veteran's Code leaves.	9/17/2024
U-55	Additional Vacation Carryover	To increase the vacation carryover limit by 40 hours for full time represented employees.	10/2/2024
U-56	Appendix B - Base Operations Job Progression - Local 483	To add Note 2 to Base Operations progression to allow Local 483 members to bid into Pipeline Technician and/or Station Technician ahead of all other bidders outside of the certification.	9/4/2024
U-65	Appendix C - Station Tech LOA - Local 483	Remove obsolete letter agreement from the CBA.	9/4/2024
U-71	Appendix C - Sr. Safety Specialist	To establish the Safety Specialist role under the Joint Certification.	9/18/2024
U-74	Notices to the Union	To add contact information for UWUA Local 483 and UWUA Local 522 to CBA and to add a local number for UWUA Local 132.	6/25/2024
U-75	Section 2.5 (E) (1) - Shop Committee	To adjust shop committee locations for Transmission and Storage Operations.	8/6/2024
U-77	RCC Letter Agreement	To remove the letter agreement on page 239 of the CBA and allow existing CTs to transfer or bid into RCC under the provisions of 5.10 B (2) of the CBA	6/25/2024

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