

AGREEMENT

Between
Southern California
Gas Company
&

Utility Workers
Union of America,
AFL-CIO

International Chemical
Workers Union Council,
UFCW, AFL-CIO

**October 1, 2018
Agreement to Extend
the March 1, 2012
Agreement &
October 1, 2015 Extension**

Respecting Rates of Pay and
Other Conditions of Employment



A  Sempra Energy utility™

**EXTENSION OF COLLECTIVE BARGAINING AGREEMENT
DATED MARCH 1, 2012 & OCTOBER 1, 2015 EXTENSION**

July 17, 2018

The undersigned parties agree to the following:

2019, 2020, and 2021 Wages:

- Base wages will be increased by 3.25% effective January 1, 2019; 3.00% effective January 1, 2020; and 3.0% effective January 1, 2021 for all full-time and part-time bargaining unit employees.
- 2019, 2020, and 2021 wage increases above will be based on employees' straight-time salary for their regular job as of December 31, 2018, December 31, 2019, and December 31, 2020.
- All premium rates listed in Section 4.3 - Premiums of the CBA will be increased by the same base wage percentages above.

2019, 2020, and 2021 Benefits:


Medical:

- Anthem Select HMO plan will be added starting January 1, 2019.

Contract Extension:

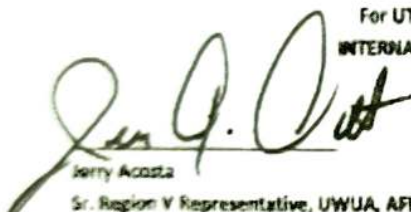
Other than those changes included in the attached proposals, the existing General Agreement and Appendices D, E, F, G, and H will be extended through September 30, 2021.

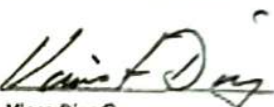
IN WITNESS WHEREOF, the parties hereto have executed this Agreement on July 17, 2018,
For SOUTHERN CALIFORNIA GAS COMPANY:



Bernadette Siden
Director, Labor Relations



David Cameron
Labor Relations Manager

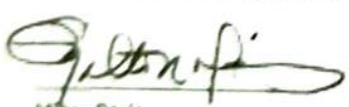
For UTILITY WORKERS UNION OF AMERICAN, AFL-CIO and
INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL-UCFW:

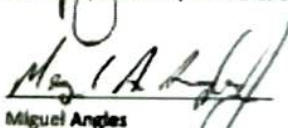

Jerry Acosta
Sr. Region V Representative, UWUA, AFL-CIO



Vince Diaz
Vice President, ICWUC-UCFW



Javier A. Solis
President, Local 132, UWUA, AFL-CIO


Aja Jaimes
President, Local 350, ICWUC-UCFW

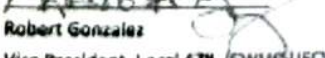

Milton Davis
Secretary/Treasurer Local 132, UWUA, AFL-CIO


Miguel Angles
Local 478, ICWUC-UCFW



Robin Downs
President, Local 488, UWUA, AFL-CIO



Linda Cortez
Local 995, ICWUC-UCFW

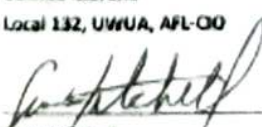

Kito Singleton
President, Local 522, UWUA, AFL-CIO


Robert Gonzalez
Vice President, Local 478, ICWUC-UCFW


Jerry Gonzalez
Local 632, UWUA, AFL-CIO


Belinda Moreno
Local 132, UWUA, AFL-CIO


Ernest Shaw
Local 132, UWUA, AFL-CIO


Sean Mitchell
Local 132, UWUA, AFL-CIO

Principle Changes from 2012 Agreement & 2015 Extension

- Section 2.4(A)** Term of the Agreement: Provides for a three year extension of the 2012 Agreement & 2015 Extension, from October 1, 2018 through September 30, 2021.
(Page 19)
- Section 4.1(A)** Base Wages: Base wages will be increased 3.25% effective 1/1/2019; 3.00% effective 1/1/2020; and 3.00% effective 1/1/2021.
(Page 41)
- Section 4.3** Premiums: All premiums listed within this section shall be adjusted 3.25% effective 1/1/2019; 3.00% effective 1/1/2020; and 3.00% effective 1/1/2021.
(Page 54)
- Appendix A** Pay Grades: Section revised to reflect new hourly pay rates, step progressions and current job titles / levels.
(Page 156)
- Appendix C** Meter Reader Base Wages: Base wages increased 3.25% effective 1/1/2019; 3.00% effective 1/1/2020; and 3.00% effective 1/1/2021
(Page 196)
- Appendix F** Medical / Dental / Vision plans: Section amended to include the following plan changes:
- The Company will provide the Anthem Select HMO medical plan, effective January 1, 2019.

Grade 1

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$27.47	\$28.82	\$29.38	\$29.95	\$30.52
Hourly Base Rate Effective 1/1/2020	\$28.30	\$29.68	\$30.26	\$30.85	\$31.44
Hourly Base Rate Effective 1/1/2021	\$29.15	\$30.57	\$31.17	\$31.77	\$32.38

Cashier-1
 Cashier-Bilingual-1
 Facilities Helper
 Mail Payment Clerk-1

Grade 2

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$30.30	\$31.83	\$32.43	\$33.02	\$33.69
Hourly Base Rate Effective 1/1/2020	\$31.21	\$32.79	\$33.40	\$34.01	\$34.70
Hourly Base Rate Effective 1/1/2021	\$32.15	\$33.77	\$34.41	\$35.03	\$35.74

Administrative Clerk-2
 CARE Clerk-2
 Collection Checking Clerk-2
 Customer Service Representative-2
 Customer Service Representative-Bilingual-2
 Fleet Assistant
 Logistics Associate
 Mail Equipment Operator-2
 Office Clerk-2
 Payment Entry Operator-2
 PBX Operator-2

Grade 3

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$32.49	\$34.10	\$34.76	\$35.43	\$36.14
Hourly Base Rate Effective 1/1/2020	\$33.47	\$35.12	\$35.80	\$36.49	\$37.23
Hourly Base Rate Effective 1/1/2021	\$34.47	\$36.18	\$36.88	\$37.59	\$38.34

Administrative Clerk-3 Knowledge of Typing
 Administrative Clerk-3 Qualified Typist
 Administrative Clerk-Bilingual-3 Knowledge of Typing
 Administrative Clerk-Bilingual-3 Qualified Typist
 Base Assistant-3
 Customer Correspondence Clerk-3
 Data Distribution Clerk-3
 Field Service Assistant
 Instrument Shop Mechanic #2
 Mapping Aide (Non-Region)
 Meter Records Processing Clerk-3
Meter Repair Technician
MSA Inspection Representative
MSA Office Representative
MSA Office Representative - Bilingual
 Office Clerk-3 (CCC Only)
 Outbound Dialing Representative-3
 Outbound Dialing Representative-Bilingual-3
 Payment Entry Clerk-3
 Receptionist

Grade 4

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$34.67	\$36.39	\$37.12	\$37.83	\$38.57
Hourly Base Rate Effective 1/1/2020	\$35.71	\$37.48	\$38.24	\$38.97	\$39.73
Hourly Base Rate Effective 1/1/2021	\$36.78	\$38.61	\$39.39	\$40.14	\$40.92

Administrative Clerk-4

Blacksmith

CARE Processing Clerk-4

CARE Processing Clerk-4 - Bilingual

Communications Storeroom Keeper

Construction Technician

Customer Contact Representative-4

Customer Contact Representative-Bilingual-4

Customer Service Representative-4

Customer Service Representative-Bilingual-4

Field Collector

Field Technician

Headquarters Payment Control Clerk-4

Laboratory Assistant

Laboratory Assistant – Chemical/Environmental

Lead Computer Operator-4

Lead Mail Equipment Operator-4

Leakage Control Clerk-4

Logistics Representative

Materials Inspector

Meter Reading Clerk-4

Meter Reading Technician

System Protection Clerk

System Protection Technician

Station Assistant

Transportation Logistics Representative

Grade 5

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$37.25	\$39.12	\$39.90	\$40.65	\$41.47
Hourly Base Rate Effective 1/1/2020	\$38.37	\$40.29	\$41.10	\$41.87	\$42.71
Hourly Base Rate Effective 1/1/2021	\$39.52	\$41.50	\$42.33	\$43.13	\$44.00

Collections Control Clerk-5
 Collections Control Clerk-5-Bilingual
 Customer Billing Analyst-5
 Dispatch Specialist
 District Operations Clerk-5
 Energy Technician Distribution
 Energy Technician Residential
 Fabrication Shop Mechanic #1
 Gas Measurement Analyst-5
 Instrument Shop Mechanic #1
 Lead Accounts Control Clerk-5
 Lead Customer Correspondence Clerk-5
 Lead Field Collector
 Lead Meter Records Clerk-5
 Lead Outbound Dialing Representative-5
 Lead Payment Control Clerk-5
 Mapping Assistant (Non-Region)
 Meter & Regulator Clerk-5
 Meter & Regulator Technician #2
 Pipeline Planning Assistant
 Pipeline Technician
 Reconciliation Clerk-5
 Revenue Protection Clerk-5
 Senior Administrative Clerk-5
Senior Administrative Clerk-5 – Knowledge of Typing
Senior Administrative Clerk-5 – Qualified Typist
 Senior Data Control Clerk-5
 Senior Field Collector
 Senior Logistics Representative
 Station Technician
Transmission & Storage Inventory & Administrative Technician

Grade 6

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$40.25	\$42.24	\$43.06	\$43.92	\$44.78
Hourly Base Rate Effective 1/1/2020	\$41.46	\$43.51	\$44.36	\$45.24	\$46.13
Hourly Base Rate Effective 1/1/2021	\$42.70	\$44.82	\$45.69	\$46.60	\$47.51

Assistant Telecommunication Technician
 Cathodic Protection Technician
 Commercial Services Technician
 Electronic Energy Measurement Technician
 Facilities Mechanic
Fleet Technician
 Investigation Representative-6
 Journey Facilities Mechanic
 Laboratory Technician
 Lead Branch Office Representative-6
 Lead Branch Office Representative-Bilingual-6
 Lead CARE Control Clerk-6
 Lead Collection Representative-6
 Lead Customer Billing Analyst-6
 Lead Customer Service Representative-6
 Lead Customer Service Representative-Bilingual-6
 Lead Instrument Shop Mechanic
 Lead Materials Inspector
Lead Meter Mechanic
 Lead Planning Clerk-6
 Measurement Electronic Technician
 Repair Shop Mechanic #1
 Senior Electronics Equipment Technician
 Senior Work Order Analysis Clerk
 Shop Welder
 Special Accounts Representative-6
 Station Operations Specialist
 Storage Engineering Specialist
 System Protection Specialist

Grade 7

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$43.15	\$45.28	\$46.17	\$47.08	\$47.98
Hourly Base Rate Effective 1/1/2020	\$44.45	\$46.64	\$47.55	\$48.49	\$49.42
Hourly Base Rate Effective 1/1/2021	\$45.78	\$48.04	\$48.98	\$49.94	\$50.91

Cathodic Protection Specialist
 Journey Blacksmith
 Journey Electrician
Journey Electrician - Storage
 Journey Machinist
 Journey Sheet Metal Mechanic
 Journey Welder
 Lead Construction Technician
 Lead Dispatch Specialist
 Lead Electronics Equipment Technician
 Lead Facilities Mechanic
Lead Fleet Technician
 Lead Machinist
 Lead Repair Shop Mechanic
 Mapping Associate
 Measurement and Quality Technician
 Measurement Specialist
 Measurement Technician #1
 Meter & Regulator Technician #1
 NGV Station Technician
 Office Equipment Technician
 Planning Associate
Senior Station Operations Specialist
 System Gas Dispatcher
 System Protection Planner
 Transmission Welding Specialist

Grade 8

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$46.30	\$48.61	\$49.54	\$50.54	\$51.51
Hourly Base Rate Effective 1/1/2020	\$47.69	\$50.07	\$51.03	\$52.05	\$53.05
Hourly Base Rate Effective 1/1/2021	\$49.12	\$51.57	\$52.56	\$53.61	\$54.65

Field Planning Associate

Gas Storage Specialist

Industrial Services Technician

Instrument Specialist

Lead Electrician

Lead Electrician - Storage

Lead Laboratory Technician

Lead Laboratory Technician – Chemical/Environmental

Lead Measurement Technician

Lead Meter & Regulator Technician

Lead Planning Associate

Lead Systems Protection Specialist

Metal Crafts Leader

Senior Cathodic Protection Specialist

Station Maintenance Specialist

Telecommunication Technician

Transmission Pipeline Specialist

Grade 9

6 months per step 2-year progression	Starting	First 6 Months	Second 6 Months	Third 6 Months	Standard 6 Months
Hourly Base Rate Effective 1/1/2019	\$49.63	\$52.11	\$53.13	\$54.19	\$55.22
Hourly Base Rate Effective 1/1/2020	\$51.12	\$53.67	\$54.72	\$55.81	\$56.88
Hourly Base Rate Effective 1/1/2021	\$52.65	\$55.28	\$56.36	\$57.49	\$58.58

Senior Gas Storage Specialist

Senior Instrument Specialist

Senior Station Maintenance Specialist

Senior Telecommunications Technician

LETTER AGREEMENT

Re: Meter Reader Base Wage Increases – Base wages will be increased by **3.25%** effective January 1, **2019**; **3.00%** effective January 1, **2020**; and **3.00%** effective January 1, **2021**.

January 1, **2019**

Part-time Stage 1	\$15.41 / hour
Part-time Stage 3	\$22.44 / hour
Meter Reader - R	\$26.25 / hour

January 1, **2020**

Part-time Stage 1	\$15.87 / hour
Part-time Stage 3	\$23.12 / hour
Meter Reader - R	\$27.04 / hour

January 1, **2021**

Part-time Stage 1	\$16.35 / hour
Part-time Stage 3	\$23.81 / hour
Meter Reader - R	\$27.85 / hour

David Cameron
For the Company
7/17/2018

Javier A. Salas
For the Union
7/17/2018