



PENINSULA AUTO MACHINISTS LODGE NO. 1414

INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS

150 SOUTH BOULEVARD • SAN MATEO, CALIFORNIA 94402-2470
(650) 341-2689 • FAX: (650) 341-4050



LETTER OF UNDERSTANDING

This Letter of Understanding made and entered into this 30th day of September, 2014, by and between **IAP WORLD SERVICES** hereinafter referred to as the "Employer", and the INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, AFL-CIO, DISTRICT LODGE NO. 190 AND PENINSULA AUTO MECHANICS, LOCAL LODGE NO. 1414, hereinafter referred to as the "Union".

AMES CLERICAL UNIT CBA EXTENSION

The Employer and the Union agree to extend the AMES Clerical Unit CBA for one (1) year from September 30, 2014 to September 30, 2015.

The parties further agree to the Changes concerning the following CBA Articles:

1. **Article V – Group Insurance-** Employees will continue to participate in the employer's Health and welfare plan. The Employer will contribute the following amount:

Current Amount: \$750/month
Effective 10/1/14 \$775/month

2. **Article VI – Pension Program-**The employer shall contribute to the IAM National Fund Benefit Plan C for each straight time hour worked or credited to the employee, not to exceed forty (40) straight time hours per week at the following rate:

Current Amount: \$1.15/hr.
Effective 10/1/14 \$1.20/hr.

3. **Article VIII – Job Classifications**

Section 3: Job Skill Classification and Pay Rates:

General Wage Increase:

Effective 10/1/14 Sixty (\$.60) cents/per hour across the board for all job classifications.

Job Classification	Current Rate	10/1/2014
General Clerk II	\$18.78	\$19.38
General Clerk III	\$21.10 21.01	\$21.70 21.61
Accounting Clerk*	\$21.19	\$21.79
Production Control Clerk	\$30.43	\$31.03
Drafter II (CAD Operator)	\$31.18	\$31.78

Affiliations

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed in their respective names by their authorized representatives as of the 30th day of September, 2014.

IAP WORLD SERVICES

**INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE
WORKERS, District No. 190,
Local No. 1414:**

By: *Walter E. Shields*
Employer

By: *P. Mendez*
Business Representative (RM)