



BUILDING AMERICA®

December 14, 2023

230-15
230-122
Machinist-Road Positions

Mr. Juan Estrada
Lead General Chairman
10363 Langdon Avenue
Mission Hill, CA 91345

Dear Mr. Estrada:

This letter has reference to the Agreement dated March 1, 2007, establishing the monthly-rated classification Machinist-Road, for employees you represent in maintenance operations.

Pursuant to our discussions around operational needs, we agreed to the following provisions for the seven (7) Machinist positions reporting out of West Oakland, California:

1. Current West Oakland Machinists will be converted to Monthly Rated Machinist-Road positions under the March 1, 2007 Agreement and assigned to ten (10) hour shifts, working four (4) days on; three (3) days off, effective on January 1, 2024. The General Chairperson will inform the Carrier which position each Machinist will be assigned to no later than December 27, 2023.
2. Employees will have one (1) **assigned** rest day and two (2) **scheduled** rest days each week.
3. Work weeks will be staggered to meet the Carrier's operational requirements.
4. Employees are expected to be available and on-call to work their Machinist-Road position on their assigned rest day.
5. A Machinist-Road may be used, when at home point, to perform work covered by classification of work for machinists.
6. Employees assigned to these positions will be paid at the monthly rate of \$8,690.76. This monthly rate reflects compensation for any and all skill or other differentials and COLAs in effect as of the date of this Agreement. To determine the straight time hourly rate, divide the monthly rate by 213.
7. No time will be deducted from the employee's monthly rate unless the employee lays off in non-compensated status of their own accord. An employee who lays off on their regularly scheduled shift will have ten (10) hours of pay at the hourly rate in effect for the month deducted from their time.



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8. Vacation scheduled in week blocks will be paid with no adjustment to the monthly rate and charged as if for vacation taken on a six-day work week position. Single day vacation will be used on an hourly basis, with one scheduled day requiring ten (10) hours of vacation to be used. If an employee takes a week vacation, they will be charged with one week of vacation (5 days).
9. Other paid leaves covered under the Collective Bargaining Agreement, such as bereavement leave and jury duty, will be handled in such a manner as to not cause deductions from the employee's monthly rate, as if the employee had an eight-hour day work schedule.
10. Employees on this schedule will receive 1.25 days of credit per each ten (10) hour workday for vacation credit purposes.
11. All other provisions for Machinist-Road positions under the March 1, 2007 Agreement are applicable where not amended by this Agreement.

The parties agree to work together to resolve any issues that may arise out of this Agreement, in order to find a solution that meets the needs of the operations and affected employees. However, the Carrier and Organization both reserve the right to cancel this Agreement upon sixty (60) days written notice. In the event such notice is served, the parties will meet in attempt to address the issues that caused the notice prior to the Agreement's actual cancellation.

This Agreement is made without precedent or prejudice to the position of either party and it will not be cited by either party in any future negotiations, national or local.

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Terrill L. Maxwell
General Director Labor Relations /kal

AGREED:



Juan Estrada
General Chairperson, IAMAW

December 14, 2023

Date