

MEMORANDUM OF AGREEMENT

PAE Professional Services, LLC and the International Association of Machinists and Aerospace Workers AFL-CIO, District Lodge 725 and Local Lodge 2228 agree that the Collective Bargaining Agreement (CBA) between the above parties covering the employees working under the provisions of the Application Support Contract program at the Santa Clara, CA site due to expire March 1, 2022 will be modified as follows:

PREAMBLE

This Agreement is made and entered into on March 23, 2021, by and between PAE Professional Services, LLC (Hereinafter referred to as the Company) and the International Association of Machinists and Aerospace Workers, District Lodge 725 and Local Lodge 2228, Local Lodge 2947, Local Lodge 1125 (hereafter referred to as the Union) with respect to work performed at the USCIS California Counties of Santa Clara, Alameda, Stanislaus, Fresno, and San Diego.

RECOGNITION

The Company herein recognizes the Union as the sole and exclusive bargaining agent, as certified by the National Labor Relations Board case numbers 32-RC-268964, 32-RC-268951, 32-RC-268895, and 21-RC-268901, for the purpose of collective bargaining with respect to rates of pay, wages, and hours of employment and other conditions pertaining to employment for all of the employees in the bargaining unit. The following groups shall be accreted into the current USCIS, Santa Clara County, California collective bargaining agreement (CBA), dated February 14, 2020, and such CBA shall be amended to accommodate the accretion of those employees employed by the Company in the Counties of Alameda, Stanislaus, Fresno, and San Diego.

Clothing: Each employee shall wear a company provided shirt (five provide to each employee) with the Company logo and will allow employees to apply the IAM logo on the sleeve at the employee's or the union's expense. Employees shall not be required to change shirts to go from one area to the other.

ARTICLE 13. – VACATION AND SICK

Section 1. Vacation will be earned based on Company seniority. Company seniority is based on continuous years of service completed with the Company, predecessor employer and/or continuous service at the United States Citizenship and Immigration Services office(s).

Lead workers: Lead workers are employees who lead and direct employees and the site when the site supervisor is absent and is asked to fill in. The Company has the sole discretion to select a lead worker. The lead worker will be paid as defined in each work location's appendix.

Section 7. Vacation and Sick accruals for accreted employees will be effective the beginning of the pay week following April 1, 2021.

ARTICLE 16. – WAGES AND JOB CLASSIFICATION

The hourly rates of pay shall prevail during the term of this Agreement and are effective the start of the pay period following April 1 of each year.

When the Switchboard Operator/Receptionist performs General Clerk II/Biometric Technician duties, the employee will receive the General Clerk II/Biometric Technician hourly wage rate for the employee's applicable work location for the time in which he performs those duties.



Lead workers: Lead workers are employees who lead and direct employees at the site when the site supervisor is absent and is asked to fill in. The Company has the sole discretion to select a lead worker. The lead worker will be paid as defined in each work location's appendix for the entire week in which they work in such capacity.

ARTICLE 17. – HEALTH AND WELFARE

Section 6. Health and Welfare: Full-time employees may choose from various group health and welfare plans that are offered by the Company. The cost of the plans will be subsidized by the Company and will be deducted from the health and welfare benefit earned by the bargaining unit member employees. The health and welfare rates listed in the below tables will be effective the first full pay period following the date indicated:

Current	4/1/2020	4/1/2021
\$4.18	\$4.60	\$5.10

Section 7. Benefits described in this article shall be provided to accreted employees effective January 1, 2022.

ARTICLE 18. – 401K

Section 2. Effective the first pay period following April 1, 2021, the Company shall contribute for all accreted employees three percent (3%) of the employee's base wages, into that employees 401(K) plan per pay period.

ARTICLE 26. – GENERAL PROVISIONS

Section 5. Bargaining unit employees on TDY assignment will be covered under the current Collective Bargaining Agreement as if working at the employee's normal work location.

Section 9. Seniority Order. The following order shall prevail with regards to promotions and layoffs within the employee's normal work location. Example: if there is an opening to full-time status, the most senior part-time employee shall be first considered. If there is a layoff of full-time employees, the first laid off will be the full-time employee with the lowest seniority. The Company will first offer a part-time position if there is a position available or allow the employee to bump the least senior part-time employee. If there is a layoff of part-time employees, the first laid off will be the part-time employee with the lowest seniority. Classification seniority shall apply.

APENDIX A. – WAGES AND JOB CLASSIFICATIONS (SANTA CLARA)

CLASSIFICATION	CURRENT	4/1/2020	4/1/2021
General Clerk II / Biometric Technician	\$18.90	\$21.48	\$ 22.12
Switchboard Operator / Receptionist	\$17.21	\$19.72	\$ 20.31

Lead incentive premium: \$2.50

APENDIX B. – WAGES AND JOB CLASSIFICATIONS (FRESNO)

CLASSIFICATION	CURRENT	4/1/2021
General Clerk II / Biometric Technician	\$14.00	\$16.41

Lead incentive premium: \$0.75

APENDIX C. – WAGES AND JOB CLASSIFICATIONS (STANISLAUS)

CLASSIFICATION	CURRENT	4/1/2021
General Clerk II / Biometric Technician	\$14.38	\$16.83

Lead incentive premium: \$0.75

APENDIX D. – WAGES AND JOB CLASSIFICATIONS (ALAMEDA)

CLASSIFICATION	CURRENT	4/1/2021
General Clerk II / Biometric Technician	\$17.31	\$21.79
Switchboard Operator / Receptionist	\$17.21	\$20.52

Lead incentive premium: \$0.75

APENDIX E. – WAGES AND JOB CLASSIFICATIONS (SAN DIEGO)

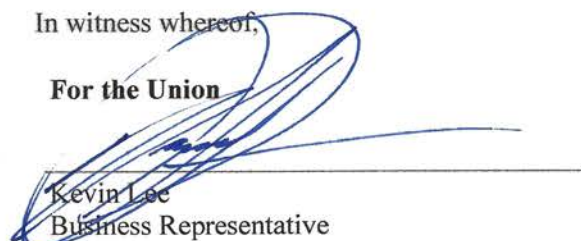
CLASSIFICATION	CURRENT	4/1/2021
General Clerk II / Biometric Technician	\$15.69	\$19.10
Switchboard Operator / Receptionist	\$15.85	\$18.11

Lead incentive premium: \$0.75

The effective date of this agreement is March 26th, 2021.

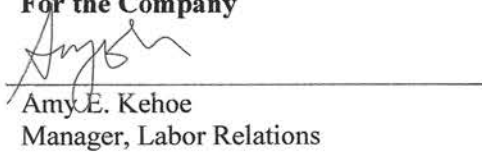
In witness whereof,

For the Union



Kevin Lee
Business Representative

For the Company



Amy E. Kehoe
Manager, Labor Relations