



21 February, 2024

Dear SM Cargo Member:

As President of District 141, I am proud to announce that your negotiating team has reached a Tentative Agreement at SM Cargo. This agreement includes general wage increases and other significant improvements to the SM Cargo workplace.

It will remain in effect for five years and allows for a 6-month early opener for the next round of negotiations, bringing much-needed stability to the workforce.

I want to thank Chief Steward Julius Broady for working diligently on your behalf to help reach this new agreement. I would also like to recognize the work of Special Representative Gary Welch and Assistant General Chair Rich Robinson, whose work was vital in bringing this agreement to you.

I strongly urge you to study the new agreement, which is available at **[IAM141.org](https://iam141.org)**.

Your negotiating committee and I unanimously recommend a "yes" vote.

Voting will be held on **March 5** between the hours of **6:00 AM - 6:00 PM** at Local Lodge 811, located at **15355 Vantage Pkwy W, Houston, TX 77032**. Please take the time to make your voice heard; your participation is vital.

If you have any questions regarding the Tentative Agreement or voting please contact a member of the negotiating committee.

In Solidarity,

Michael G. Klemm

President and Directing General Chairman

IAMAW, District Lodge 141