



Agreement in Principle

Between The IAMAW & SM Cargo



staff management | SMX

A TRUEBLUE COMPANY

SMX Cargo & Machinists Union's 5-Year Deal: More Holidays, Better Overtime, and Enhanced Sick Benefits

Celebrating major wins, this contract introduces Martin Luther King Day holiday, extends overtime minimum to 4 hours, increases sick leave, and allows for sick time carry-over, all while ensuring job security and recognizing 'Senior Lead Agent' roles. A significant step forward in employee rights.

5-Year Agreement

The proposed agreement will be in place for five years, bringing stability to our jobs.

Management Cannot Take Our Work

If ratified, our work will be contractually protected from being outsourced to management. Managers will not be allowed to do our work.

Better Holiday Rules

The Agreement will recognize **Martin Luther King Day** as a paid holiday. It will also provide a grace period of 15-minutes on holidays, to prevent the company from disciplining us for being late on recognized holidays.

Longevity Signing Bonus

Every year for the next 5 years

Seniority at

Date of Ratification	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Less than 1 year	\$70	\$70	\$70	\$70	\$70	\$350
1 year	\$70	\$70	\$70	\$70	\$70	\$350
2 years	\$70	\$70	\$70	\$70	\$70	\$350
3 years	\$90	\$90	\$90	\$90	\$90	\$450
4 years	\$110	\$110	\$110	\$110	\$110	\$550
5 years	\$130	\$130	\$130	\$130	\$130	\$650
6 years	\$150	\$150	\$150	\$150	\$150	\$750
7 years	\$170	\$170	\$170	\$170	\$170	\$850

General Wage Increase

1 year	4%
2 years	3.5%
3 years	3%
4 years	3%
5 years	3%

Sick Time Accruals and Improvements

1 year of service: **1 day of sick time**
2 years of service: **2 days of sick time**
3 - 4 years of service: **3 days of sick time**
5 years or more: **4 days of sick time**

Sick hours will carry over to the following year and create a bank.
Removal of "Use it or Lose it" in a year.
Doctor verification requirement increased to 3 days

Also:

* **Recognition of 'Senior Lead Agent' Classification**

* **Six month early opener for future contract talks**

Contract Anniversary increases will now be paid on base wage rates plus any applicable premiums

The First raise is retroactive to 11/2/23

Premiums:

Dangerous Good Specialist:

Increase to \$1.00

Lead Agent: Premium increased to \$1.75 above base rate. Leads in Houston may receive the Lead Premium as well as the Certified Security Screener / Dangerous goods Specialist Premiums.

Senior Lead Agent: Premium \$1.00 above Lead Agent Rate. May be added on top of Lead, Security, and Dangerous Goods Premiums.

HIGHLIGHTS