



**ALABAMA  
PORT AUTHORITY  
TERMINAL RAILWAY**

**IAMAW Ratified Agreement 09/10/24**

**GWI's**

**April 1, 2023 – 5.0%**

**April 1, 2024 – 4.0%**

**April 1, 2025 – 3.0%**

**April 1, 2026 – 3.0%**

**April 1, 2027 – 3.0%**

**Total = 18% over Five (5) Years**

| <b>Terminal Railway IAMAW Pay Rates - 18%</b>          |                 |                 |                 |                 |                 |                 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Classification   | April 1st, 2022 | April 1st, 2023 | April 1st, 2024 | April 1st, 2025 | April 1st, 2026 | April 1st, 2027 |
|  | Current Rate    | 5.0%            | 4.0%            | 3.0%            | 3.0%            | 3.0%            |
| <b>Machinist (Tier II)</b>                             | \$28.85         | \$30.29         | \$31.50         | \$32.45         | \$33.42         | \$34.42         |
| <b>Machinist (Tier II) Leadman \$1.50 Differential</b> | \$30.35         | \$31.79         | \$33.00         | \$33.95         | \$34.92         | \$35.92         |
| <b>Machinist (Tier II) Student</b>                     | \$23.08         | \$24.23         | \$25.20         | \$25.96         | \$26.74         | \$27.54         |

**Retroactive Pay:**

Retroactive Pay will be provided starting April 1<sup>st</sup>, 2023. Any retroactive portion of wage increases will be paid no later than 60 days after the date of the executed Agreement. A breakdown of hours used for the calculations for each listed period will be provided to the employee.

**Health and Welfare:**

Existing rules governing employee coverage will continue with the adoption of the most recent National Health & Welfare plan enhancements, a monthly cost-sharing contribution by the employee shall be made in an amount equal to 12% of the Carriers' then current Monthly Payment Rate. **Effective January 1, 2024**, the rate will have a temporary cap of \$235 (Two Hundred Thirty-Five Dollars) until a new IAMAW Agreement is negotiated and ratified starting in the 2028 negotiation rounds (at which time the full 12% employee contribution rate is reinstated unless otherwise agreed).



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**Me-Too Clause:**

Current language under Side Letter No. 1 of the Machinists agreement will be retained that reads as follows:

This is to confirm our understandings reached by the parties during our negotiations leading up to the **September 13<sup>th</sup>, 2024** agreement.

The Carrier is currently engaged in bargaining with other unions representing other unionized employees. If, during this current round of bargaining, the Carrier reaches an agreement containing changes to wages or benefits with another union which the Organization believes to be more favorable than the terms of our Agreement, the parties will meet promptly to address the differences; and, as appropriate, adjust the wage and/or benefit terms in our Agreement.

It is recognized, however, that if the more favorable wages or benefits in that other Agreement are the product of quid pro quo improvements for the Carrier, in exchange for such wages or benefits, then those more favorable wages or benefits will not constitute a basis for making any adjustments to the wage and benefit terms of our Agreement between the Terminal Railway Alabama State Docks and the International Association of Machinists and Aerospace Workers.

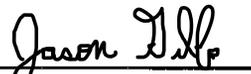
**Moratorium:**

This Agreement is intended to settle the notice served by IAMAW upon the Carrier on April 3, 2023. During the term of this Agreement the parties shall not serve any notice or proposal for the purpose of changing the subject matter of the provisions of this Agreement or which proposes matters covered by the proposals of the parties. Any proposals in pending notices are hereby withdrawn. This Agreement shall remain in effect through March 31, 2028, and hereafter until changed or modified under the terms of the Railway Labor Act, as amended. Neither party to this Agreement shall serve or progress, prior to April 1, 2028, any notice or proposal.

Nothing in this Agreement will bar the Carrier and the Union from agreeing upon any subject of mutual interest.

Date September 13<sup>th</sup>, 2024

**For The Organization:**

  
\_\_\_\_\_  
Jason Gibbs  
General Chairman  
IAMAW

**For The Carrier:**

  
\_\_\_\_\_  
Richard Clark  
COO/Deputy Director  
Alabama State Port Authority  
Terminal Railway

