

# WEST GULF MARITIME ASSOCIATION

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## FULLY AUTOMATED WAGE RATES FOR THE 2024-2025 CONTRACT YEAR

The below rates are the current rates for fully automated container vessel operations, fully automated RO/RO vessel operations, and all vessel and barge operations at the Fully Automated facilities.

As of March 14, 2024, there are five fully automated wage tiers. A worker's starting wage tier is determined by their wage tier on October 1, 2024. For each year after, starting October 1, 2025, a worker will increase to the next wage tier if the worker had at least 800 hours in the prior contract year.

For the year October 1, 2024 to September 30, 2025, the following base wages are associated with the new wage tiers. Skill differentials will continue to apply as found below.

WT-0: \$27.00  
WT-1: \$31.50  
WT-2: \$36.00  
WT-3: \$40.50  
WT-4: \$45.00

### Clerks and Checkers Fully Automated Rates as of October 1, 2024 (WT-4)

Classification	S/T Rate
Clerk-in-Charge/Timekeeper	48.25
Clerk Working Ship	48.25
Clerk	46.00
Clerk/Timekeeper	46.00
Checker	45.00
Checker-in-Hold	45.10

### Warehouse "Fully Automated" Wage Rates as of October 1, 2024 (WT-4)

Classification	S/T Rate
Walking Foreman	48.25
Warehouseman	47.00
Gang Foreman	45.90
Transtainer/RTG Operator	45.50
M&R Repairman (Includes Chassis Repair, Refrigerated Container Repair, etc.)	45.00
Lift Truck or Top Loader Operator Over 50,000 Rated Capacity	45.30
Truck Tractor Driver	45.25

Utilityman	45.30
Pencil Operator	45.30
Bracer (with own tools)	45.50

**Deep Sea "Fully Automated" Rates as of October 1, 2024 (WT-4)**

Classification	S/T Rate
Walking Foreman	48.25
Longshoreman	45.00
Gang Foreman	46.00
Special Equipment Operator	45.50
Class I Truck Driver	45.50
Class II Truck Driver	45.25
Shoreside Crane Operator	46.00

Please note that there is the possibility that an exception to these rules will apply. If a worker's wage is currently higher than what he or she is entitled to based on the qualifying years of service, the wage rate will stay at the higher level until the worker is entitled to move to the next level based on the qualifying years of service.

Please call me if you have any questions.

Very truly yours,

West Gulf Maritime Association

Chelsea Wauson