

Tentatively Agreed to Renton, WA - Sept 1, 2025 Pay Rates

Rate Increase: **2.5%** *Backhaul rates are increased by \$0.01 per mile before applying the percentage increases.
Hourly Increase* **\$ 0.79** *Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

(Regular Mileage Rate)	
Miles	All Miles
Singles	\$0.72089
Two-Way	\$0.72286
Three-Way	\$0.73725
Four-Way	\$0.74381
Five-Way	\$0.75687

Backhaul Rates (Frozen Mileage Rate)	
Miles	All Miles
Singles	\$0.66998
Two-Way	\$0.67194
Three-Way	\$0.67978
Four-Way	\$0.69285
Five-Way	\$0.70592

Loads over 80 feet \$0.03903 per mile to the first drop
 Over Weight \$0.03903 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$30.12 hourly rates increased by the same amount as the NMATA Central-Southern agreement
 Light Duty \$25.60 (85% of regular hourly pay)
 Retraining \$15.06 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way
	\$61.15	\$106.08	\$151.43

Undecking FES: \$15.62 additional per FES saddle on load
 Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$60.24 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$8.67	\$17.34	\$26.01	\$34.68	\$43.35	
	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$7.53	\$15.06	\$22.59	\$30.12	\$37.65	\$45.18
DEF Additive	\$3.91	\$7.82	\$11.73	\$15.64	\$19.55	\$23.46
Border Crossing	\$7.53	per trip that crosses the US/CAN border				
Electronic Compliance	\$7.50	per trip for utilization of electronic devices				

Rental car #REF! per mile (singles backhaul rate per Article 87, Section 2)

Subsistence (SubPay) \$40.00
 Daily Meal Allowance \$35.00

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$30.48	\$45.72	\$60.96
Yard Lead Pay	\$31.48	\$47.22	\$62.96
Yard Night	\$30.73	\$46.10	\$61.46
Yard Night Lead	\$31.73	\$47.60	\$63.46
Light Duty	\$25.91	(85% of regular hourly pay)	
Retraining	\$15.24	(50% of regular hourly pay)	

OFFICE PAY RATES

	Regular	OT	DT
Office #1	\$29.58	\$44.37	\$59.16
Office #2	\$29.09	\$43.64	\$58.18

Tentatively Agreed to Renton, WA - Sept 1, 2026 Pay Rates

Rate Increase: 2.5%

Hourly Increase* \$ 0.81 *Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

(Regular Mileage Rate)	
Miles	All Miles
Singles	\$0.73891
Two-Way	\$0.74093
Three-Way	\$0.75568
Four-Way	\$0.76241
Five-Way	\$0.77579

Backhaul Rates (Frozen Mileage Rate)	
Miles	All Miles
Singles	\$0.68673
Two-Way	\$0.68874
Three-Way	\$0.69677
Four-Way	\$0.71017
Five-Way	\$0.72357

Loads over 80 feet \$0.04001 per mile to the first drop

Over Weight \$0.04001 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$30.93 hourly rates increased by the same amount as the NMATA Central-Southern agreement

Light Duty \$26.29 (85% of regular hourly pay)

Retraining \$15.47 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way
	\$62.68	\$108.73	\$155.22

Undecking FES: \$16.01 additional per FES saddle on load

Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$61.86 (additional 2 hours pay)

Split Delivery (Drop Pay) \$8.89 \$17.78 \$26.67 \$35.56 \$44.45

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$7.73	\$15.46	\$23.19	\$30.92	\$38.65	\$46.38
DEF Additive	\$4.01	\$8.02	\$12.03	\$16.04	\$20.05	\$24.06
Border Crossing	\$7.73	per trip that crosses the US/CAN border				
Electronic Compliance	\$7.50	per trip for utilization of electronic devices				

Rental car \$0.68673 per mile (singles backhaul rate per Article 87, Section 2)

Subsistence (SubPay) \$40.00

Daily Meal Allowance \$35.88

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$31.29	\$46.94	\$62.58
Yard Lead Pay	\$32.29	\$48.44	\$64.58
Yard Night	\$31.54	\$47.31	\$63.08
Yard Night Lead	\$32.54	\$48.81	\$65.08
Light Duty	\$26.60	(85% of regular hourly pay)	
Retraining	\$15.65	(50% of regular hourly pay)	

OFFICE PAY RATES

	Regular	OT	DT
Office #1	\$30.39	\$45.59	\$60.78
Office #2	\$29.90	\$44.85	\$59.80

Tentatively Agreed to Renton, WA - Sept 1, 2027 Pay Rates

Rate Increase: **3.0%**

Hourly Increase* **\$ 1.00** **Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.*

DRIVER PAY RATES

Daily Guarantee 8 hours

(Regular Mileage Rate)	
Miles	All Miles
Singles	\$0.76108
Two-Way	\$0.76316
Three-Way	\$0.77835
Four-Way	\$0.78528
Five-Way	\$0.79906

Backhaul Rates (Frozen Mileage Rate)	
Miles	All Miles
Singles	\$0.70733
Two-Way	\$0.70940
Three-Way	\$0.71767
Four-Way	\$0.73148
Five-Way	\$0.74528

Loads over 80 feet \$0.04121 per mile to the first drop

Over Weight \$0.04121 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$31.93 hourly rates increased by the same amount as the NMATA Central-Southern agreement

Light Duty \$27.14 (85% of regular hourly pay)

Retraining \$15.97 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way
	\$64.56	\$111.99	\$159.88

Undecking FES: \$16.49 additional per FES saddle on load

Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$63.86 (additional 2 hours pay)

Split Delivery (Drop Pay) \$9.16 \$18.32 \$27.48 \$36.64 \$45.80

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$7.98	\$15.96	\$23.94	\$31.92	\$39.90	\$47.88
DEF Additive	\$4.13	\$8.26	\$12.39	\$16.52	\$20.65	\$24.78
Border Crossing	\$7.98 per trip that crosses the US/CAN border					
Electronic Compliance	\$7.50 per trip for utilization of electronic devices					

Rental car \$0.70733 per mile (singles backhaul rate per Article 87, Section 2)

Subsistence (SubPay) \$40.00

Daily Meal Allowance \$36.96

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$32.29	\$48.44	\$64.58
Yard Lead Pay	\$33.29	\$49.94	\$66.58
Yard Night	\$32.54	\$48.81	\$65.08
Yard Night Lead	\$33.54	\$50.31	\$67.08
Light Duty	\$27.45 (85% of regular hourly pay)		
Retraining	\$16.15 (50% of regular hourly pay)		

OFFICE PAY RATES

	Regular	OT	DT
Office #1	\$31.39	\$47.09	\$62.78
Office #2	\$30.90	\$46.35	\$61.80

Tentatively Agreed to Renton, WA - Sept 1, 2028 Pay Rates

Rate Increase: **4.0%**

Hourly Increase* **\$ 1.37** *Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

(Regular Mileage Rate)	
Miles	All Miles
Singles	\$0.79152
Two-Way	\$0.79369
Three-Way	\$0.80948
Four-Way	\$0.81669
Five-Way	\$0.83102

Backhaul Rates (Frozen Mileage Rate)	
Miles	All Miles
Singles	\$0.73562
Two-Way	\$0.73778
Three-Way	\$0.74638
Four-Way	\$0.76074
Five-Way	\$0.77509

Loads over 80 feet \$0.04286 per mile to the first drop

Over Weight \$0.04286 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$33.30 hourly rates increased by the same amount as the NMATA Central-Southern agreement

Light Duty \$28.31 (85% of regular hourly pay)

Retraining \$16.65 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way
	\$67.14	\$116.47	\$166.28

Undecking FES: \$17.15 additional per FES saddle on load

Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$66.60 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$9.53	\$19.06	\$28.59	\$38.12	\$47.65	
	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$8.33	\$16.66	\$24.99	\$33.32	\$41.65	\$49.98
DEF Additive	\$4.30	\$8.60	\$12.90	\$17.20	\$21.50	\$25.80
Border Crossing	\$8.33	<small>per trip that crosses the US/CAN border</small>				
Electronic Compliance	\$7.50	<small>per trip for utilization of electronic devices</small>				

Rental car \$0.73562 per mile (singles backhaul rate per Article 87, Section 2)

Subsistence (SubPay) \$40.00

Daily Meal Allowance \$38.44

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$33.66	\$50.49	\$67.32
Yard Lead Pay	\$34.66	\$51.99	\$69.32
Yard Night	\$33.91	\$50.87	\$67.82
Yard Night Lead	\$34.91	\$52.37	\$69.82

Light Duty \$28.61 (85% of regular hourly pay)

Retraining \$16.83 (50% of regular hourly pay)

OFFICE PAY RATES

	Regular	OT	DT
Office #1	\$32.76	\$49.14	\$65.52
Office #2	\$32.27	\$48.41	\$64.54

Tentatively Agreed to Renton, WA - Sept 1, 2029 Pay Rates

Rate Increase: **4.0%**

Hourly Increase* **\$ 1.43** **Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.*

DRIVER PAY RATES

Daily Guarantee 8 hours

(Regular Mileage Rate)	
Miles	All Miles
Singles	\$0.82318
Two-Way	\$0.82544
Three-Way	\$0.84186
Four-Way	\$0.84936
Five-Way	\$0.86426

Backhaul Rates (Frozen Mileage Rate)	
Miles	All Miles
Singles	\$0.76504
Two-Way	\$0.76729
Three-Way	\$0.77624
Four-Way	\$0.79117
Five-Way	\$0.80609

Loads over 80 feet \$0.04457 per mile to the first drop

Over Weight \$0.04457 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$34.73 hourly rates increased by the same amount as the NMATA Central-Southern agreement

Light Duty \$29.52 (85% of regular hourly pay)

Retraining \$17.37 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way
	\$69.83	\$121.13	\$172.93

Undecking FES: \$17.84 additional per FES saddle on load

Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$69.46 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$9.91	\$19.82	\$29.73	\$39.64	\$49.55
---------------------------	--------	---------	---------	---------	---------

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$8.68	\$17.36	\$26.04	\$34.72	\$43.40	\$52.08
DEF Additive	\$4.47	\$8.94	\$13.41	\$17.88	\$22.35	\$26.82
Border Crossing	\$8.68	per trip that crosses the US/CAN border				
Electronic Compliance	\$7.50	per trip for utilization of electronic devices				

Rental car \$0.76504 per mile (singles backhaul rate per Article 87, Section 2)

Subsistence (SubPay) \$40.00

Daily Meal Allowance \$39.98

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$35.09	\$52.64	\$70.18
Yard Lead Pay	\$36.09	\$54.14	\$72.18
Yard Night	\$35.34	\$53.01	\$70.68
Yard Night Lead	\$36.34	\$54.51	\$72.68

Light Duty \$29.83 (85% of regular hourly pay)

Retraining \$17.55 (50% of regular hourly pay)

OFFICE PAY RATES

	Regular	OT	DT
Office #1	\$34.19	\$51.29	\$68.38
Office #2	\$33.70	\$50.55	\$67.40