

PROTOCOL

The year 2022, November 28th and 29th, a meeting was held in Warsaw, Poland for a revision of the CBA for Polish officers and ratings serving on NIS vessels and regarding the Model Agreement for Polish officers and ratings serving on board Non-Norwegian vessels.

Present at the meeting were:

NSA represented by:	Pål Tangen, Erik Mohn, Liv Minde and Hege Ajer Petterson
PSU represented by:	Henryk Piatkowski and Kamil Butler
NMS represented by:	Andrzej Koscik and Magdalena Karp
NMOA represented by:	Bernhard Lie-Nielsen
NUME represented by:	Håkon Eidset
NSU represented by:	Kurt Inge Angell and Line Heimstad

The parties agreed as follows:

1. Wages:

a) NIS Agreements:

Due to the termination of the social agreement between Poland and Norway the Polish seafarer will be included in the Norwegian National Insurance Scheme and the cost to social security will increase dramatically. The parties agreed to prolong the wage scales for the next two years.

b) Model Agreements:

Basic wage for all positions to increase with 2% pr 1. January 2023

Basic wage for all positions to increase with 2% pr 1. January 2024

The parties agreed this concludes the wage regulation for the period 1st January 2023 to 31st December 2024 in both NIS and MOD-agreements.

2. Art. 8 in the Model agreement

Subsistence allowance to increase from USD 13 to USD 16 per leave day.

3. Article 10B in the NIS agreement to be deleted.

Include a remark in the wage scale to pay the seafarer USD 200 if no contribution given to the seafarer's part of the Norwegian National Insurance Scheme.

4. Article 12B in the Model Agreement

The social security bonus will be increased with 20 USD from USD 180 to USD 200.

The wording in the article will be changed to:

The Company shall contribute with an amount as mentioned in the wage scale per month to the seafarer while serving onboard, to cover a part of the payment to a social security/insurance of the flag state if required or to a social security scheme at the seafarer's option. This contribution is excluded from the calculation of the union dues to Polish Seafarers' Union or National Maritime Section NSZZ Solidarnosc.

5. Article 10A a) in the NIS CBA and article 11 in the Model Agreement: To increase the death compensation from USD 97.500 to USD 100.000 and from USD 19.500 to USD 20.000 for every child under the age of 21, maximum for 4 children or USD 80.000

6. Article 10A b) in the NIS agreement and article 12A in the Model agreement
Disability compensation for officers from USD 150.000 to USD 160.000 and for ratings from USD 110.000 to USD 115.000.

7. Article 16 c) in the NIS agreement and Article Art 15 c) in the Model Agreement
Maternity - change the wording to the following:

c) from the date of repatriation, she shall be entitled to basic wage to be paid for 100 days. In addition, the seafarer shall be entitled the difference between basic wage and contractual pay for the agreed contract period. If she is entitled to sick pay from a social security scheme, this amount shall be deducted from the wage payment.

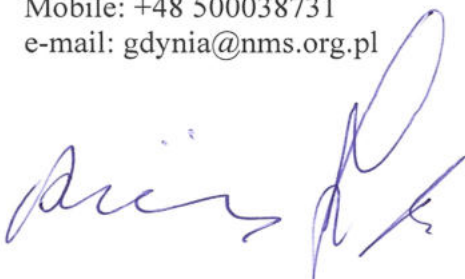
8. Article 19 in the NIS agreement and article 17 in the Model agreement:

To delete information regarding EURO payments.

9. To change the office address of Solidarnosc in both agreements to:

National Maritime Section NSZZ Solidarnosc
22 Szczecinska Str.
81-326 Gdynia
POLAND

Phone: +48 58 6218543
Mobile: +48 500038731
e-mail: gdynia@nms.org.pl

U. Jaap 



10. Art 21 in both agreements to be changed to:

This agreement shall be effective from 1 January 2023 until 31 December 2024 and further if a request for termination not is given neither by the NSA nor by PSU, Solidarnosc and the Norwegian Maritime Unions with 3 months' written notice. A notice given by the unions, PSU, Solidarnosc and the Norwegian Maritime Unions, should be agreed upon and signed by all parties.

11. A letter of intent from PSU and Solidarnosc is attached to this protocol in order to secure the seafarers rights in the Norwegian National Insurance Scheme. The parties intend to clarify all the consequences of the termination of the social agreement between Norway and Poland within the first quarter of 2023 to guide the companies and the seafarers accordingly.

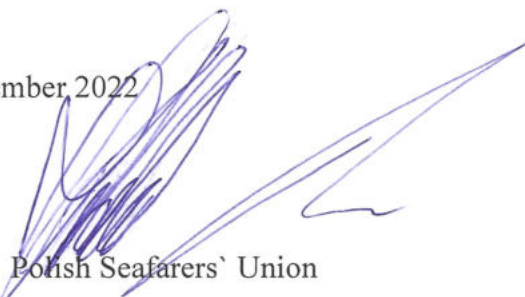
In this regard Appendix F in the NIS agreement and appendix G in the MOD agreement – Permanent rotation system - must be updated to meet new requirements in a later correspondence between the parties.

12. The parties intend to have a contact meeting autumn 2023.

Warsaw, 29 November 2022



Norwegian Shipowners' Association



Polish Seafarers' Union



National Maritime Section NSZZ Solidarnosc

V. Jaap



Norwegian Seafarers' Union



Norwegian Maritime Officers' Association



Norwegian Union of Marine Engineers

Letter of Intent

Employment of Polish Seafarers on NIS vessels under a Norwegian Social Security System

Having on mind a compulsory participation of Polish Seafarers in a Norwegian Social Security System as from 1st October 2022 and that:

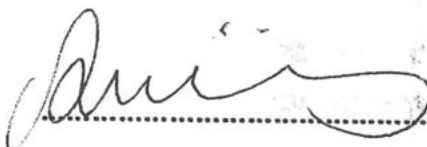
- Norwegian Social Security System is strictly linked with a time of employment and wages,
- contributions to a Norwegian Social Security System are a significant cost on employee and employer side,
- employment system based on contracts of employment for a specific time, excludes Polish Seafarers from expected coverage and benefits.

The undersigned Unions are urging a Norwegian Shipowners to introduce a permanent employment system for Polish Seafarers.

The permanent employment system based on 1:1 or 2:1 scheme and monthly remunerations should be financially comparable in a yearly perspective.

The permanent employment system implementing a continuation of social security coverage will benefit to employees as well to the employers in multiple aspects.

At the same time Unions are open for amendments regarding above subject in the existing and future Collective Bargaining Agreements for Polish Seafarers.



H. Jędrzej

National Maritime Section
NSZZ Solidarność



Polish Seafarers Union

Warszawa 28/11-2022

**MODEL
AGREEMENT**

Valid from 1. January 2023

**WAGE SCALES
FOR POLISH SEAFARERS
ON
MODEL AGREEMENT**

H. Dolep  



DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	Soc.sec Bonus	TOTAL WAGE					Overtime per h.	Seni- ority
							0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	4.870	1.623		160		200	6.853	6.918	6.983	7.048	7.113		65
Chief Officer	3.372	1.124		160		200	4.856	4.921	4.986	5.051	5.116		65
2nd. Officer	2.519	840		160		200	3.719	3.774	3.829	3.884	3.939		55
3rd Officer	2.306	769		160		200	3.434	3.489	3.544	3.599	3.654		55
Radio-officer/Chief Stew.	2.519	840		160		200	3.719	3.774	3.829	3.884	3.939		55
Chief Engineer	4.683	1.561		160		200	6.604	6.669	6.734	6.799	6.864		65
Chief Engineer, 2nd class	4.028	1.343		160		200	5.731	5.796	5.861	5.926	5.991		65
2nd Engineer	3.372	1.124		160		200	4.856	4.911	4.966	5.021	5.076		55
3rd Engineer	2.607	869		160		200	3.836	3.891	3.946	4.001	4.056		55
4th Engineer	2.306	769		160		200	3.434	3.489	3.544	3.599	3.654		55
Junior deck/engine off.	2.022	674		160		200	3.057						
Cadet	308	103		160		200	771						
Refrigerating Engineer	2.988	996		160		200	4.344	4.399	4.454	4.509	4.564		55
Electrician (ETO)	2.715	905		160		200	3.980	4.035	4.090	4.145	4.200		55
Bosun	962	321	591	160	40	200	2.274					6,95	
Pumpman	962	321	591	160	40	200	2.274					6,95	
Fitter	962	321	591	160	40	200	2.274					6,95	
Cook	962	321	591	160	40	200	2.274					6,95	
A/B	812	271	499	160	40	200	1.982					5,87	
Motorman	812	271	499	160	40	200	1.982					5,87	
1st Steward	812	271	499	160	40	200	1.982					5,87	
O/S	628	209	386	160	40	200	1.623					4,54	
Oiler	628	209	386	160	40	200	1.623					4,54	
2nd Cook	628	209	386	160	40	200	1.623					4,54	
2nd Steward	628	209	386	160	40	200	1.623					4,54	
Messboy	473	158	291	160	40	200	1.322					3,42	
Apprentice	396	132	243	160	40	200	1.171					2,86	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

TANKERS

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company Tanker Soc.sec			TOTAL WAGE					Overtime per h.	Seni- ority
					bonus ¹⁾	Bonus	Bonus	0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	4.870	1.623		160		487	200	7.340	7.405	7.470	7.535	7.600		65
Chief Officer	3.372	1.124		160		337	200	5.193	5.258	5.323	5.388	5.453		65
2nd. Officer	2.519	840		160		252	200	3.971	4.026	4.081	4.136	4.191		55
3rd Officer	2.306	769		160		231	200	3.665	3.720	3.775	3.830	3.885		55
Radio-officer/Chief Stew.	2.519	840		160		252	200	3.971	4.026	4.081	4.136	4.191		55
Chief Engineer	4.683	1.561		160		468	200	7.072	7.137	7.202	7.267	7.332		65
Chief Engineer, 2nd class	4.028	1.343		160		403	200	6.134	6.199	6.264	6.329	6.394		65
2nd Engineer	3.372	1.124		160		337	200	5.193	5.248	5.303	5.358	5.413		55
3rd Engineer	2.607	869		160		261	200	4.097	4.152	4.207	4.262	4.317		55
4th Engineer	2.306	769		160		231	200	3.665	3.720	3.775	3.830	3.885		55
Junior deck/engine off.	2.022	674		160		202	200	3.259						
Cadet	308	103		160		31	200	802						
Refrige / Gas Engineer	2.988	996		160		299	200	4.643	4.698	4.753	4.808	4.863		55
Electrician	2.715	905		160		271	200	4.251	4.306	4.361	4.416	4.471		55
Bosun	962	321	591	160	40	96	200	2.370					6,95	
Pumpman	962	321	591	160	40	96	200	2.370					6,95	
Fitter	962	321	591	160	40	96	200	2.370					6,95	
Cook	962	321	591	160	40	96	200	2.370					6,95	
A/B	812	271	499	160	40	81	200	2.063					5,87	
Motorman	812	271	499	160	40	81	200	2.063					5,87	
1st Steward	812	271	499	160	40	81	200	2.063					5,87	
O/S	628	209	386	160	40	63	200	1.686					4,54	
Oiler	628	209	386	160	40	63	200	1.686					4,54	
2nd Cook	628	209	386	160	40	63	200	1.686					4,54	
2nd Steward	628	209	386	160	40	63	200	1.686					4,54	
Messboy	473	158	291	160	40	47	200	1.369					3,42	
Apprentice	396	132	243	160	40	40	200	1.211					2,86	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

**MODEL
AGREEMENT**

Valid from 1. January 2024

**WAGE SCALES
FOR POLISH SEAFARERS
ON
MODEL AGREEMENT**

H. Vaeop 



DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	Soc.sec Bonus	TOTAL WAGE					Overtime per h.	Seni- ority
							0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	4.967	1.656		160		200	6.983	7.048	7.113	7.178	7.243		65
Chief Officer	3.440	1.147		160		200	4.946	5.011	5.076	5.141	5.206		65
2nd. Officer	2.570	857		160		200	3.786	3.841	3.896	3.951	4.006		55
3rd Officer	2.352	784		160		200	3.496	3.551	3.606	3.661	3.716		55
Radio-officer/Chief Stew.	2.570	857		160		200	3.786	3.841	3.896	3.951	4.006		55
Chief Engineer	4.776	1.592		160		200	6.729	6.794	6.859	6.924	6.989		65
Chief Engineer, 2nd class	4.109	1.370		160		200	5.838	5.903	5.968	6.033	6.098		65
2nd Engineer	3.440	1.147		160		200	4.946	5.001	5.056	5.111	5.166		55
3rd Engineer	2.659	886		160		200	3.906	3.961	4.016	4.071	4.126		55
4th Engineer	2.352	784		160		200	3.496	3.551	3.606	3.661	3.716		55
Junior deck/engine off.	2.063	688		160		200	3.111						
Cadet	314	105		160		200	779						
Refrigerating Engineer	3.048	1.016		160		200	4.424	4.479	4.534	4.589	4.644		55
Electrician (ETO)	2.769	923		160		200	4.052	4.107	4.162	4.217	4.272		55
Bosun	981	327	603	160	40	200	2.311					7,09	
Pumpman	981	327	603	160	40	200	2.311					7,09	
Fitter	981	327	603	160	40	200	2.311					7,09	
Cook	981	327	603	160	40	200	2.311					7,09	
A/B	828	276	509	160	40	200	2.013					5,99	
Motorman	828	276	509	160	40	200	2.013					5,99	
1st Steward	828	276	509	160	40	200	2.013					5,99	
O/S	641	214	393	160	40	200	1.648					4,63	
Oiler	641	214	393	160	40	200	1.648					4,63	
2nd Cook	641	214	393	160	40	200	1.648					4,63	
2nd Steward	641	214	393	160	40	200	1.648					4,63	
Messboy	483	161	297	160	40	200	1.340					3,49	
Apprentice	404	135	248	160	40	200	1.187					2,92	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

TANKERS

Rank	Altern. +							TOTAL WAGE					Overtime per h.	Seni- ority
	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Company bonus ¹⁾	Tanker Bonus	Soc.sec Bonus	0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	4.967	1.656		160		497	200	7.480	7.545	7.610	7.675	7.740		65
Chief Officer	3.440	1.147		160		344	200	5.290	5.355	5.420	5.485	5.550		65
2nd. Officer	2.570	857		160		257	200	4.043	4.098	4.153	4.208	4.263		55
3rd Officer	2.352	784		160		235	200	3.731	3.786	3.841	3.896	3.951		55
Radio-officer/Chief Stew.	2.570	857		160		257	200	4.043	4.098	4.153	4.208	4.263		55
Chief Engineer	4.776	1.592		160		478	200	7.206	7.271	7.336	7.401	7.466		65
Chief Engineer, 2nd class	4.109	1.370		160		411	200	6.249	6.314	6.379	6.444	6.509		65
2nd Engineer	3.440	1.147		160		344	200	5.290	5.345	5.400	5.455	5.510		55
3rd Engineer	2.659	886		160		266	200	4.172	4.227	4.282	4.337	4.392		55
4th Engineer	2.352	784		160		235	200	3.731	3.786	3.841	3.896	3.951		55
Junior deck/engine off.	2.063	688		160		206	200	3.317						
Cadet	314	105		160		31	200	811						
Refrige / Gas Engineer	3.048	1.016		160		305	200	4.729	4.784	4.839	4.894	4.949		55
Electrician	2.769	923		160		277	200	4.329	4.384	4.439	4.494	4.549		55
Bosun	981	327	603	160	40	98	200	2.409					7,09	
Pumpman	981	327	603	160	40	98	200	2.409					7,09	
Fitter	981	327	603	160	40	98	200	2.409					7,09	
Cook	981	327	603	160	40	98	200	2.409					7,09	
A/B	828	276	509	160	40	83	200	2.096					5,99	
Motorman	828	276	509	160	40	83	200	2.096					5,99	
1st Steward	828	276	509	160	40	83	200	2.096					5,99	
O/S	641	214	393	160	40	64	200	1.712					4,63	
Oiler	641	214	393	160	40	64	200	1.712					4,63	
2nd Cook	641	214	393	160	40	64	200	1.712					4,63	
2nd Steward	641	214	393	160	40	64	200	1.712					4,63	
Messboy	483	161	297	160	40	48	200	1.389					3,49	
Apprentice	404	135	248	160	40	40	200	1.227					2,92	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

WAGE SCALES

FOR POLISH SEAFARERS

ON

NIS VESSELS

H. Vagstad

R. P. Se

DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	TOTAL WAGE					Overtime per h.	Soc.sec bonus ³⁾	Seni- ority
						0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	4 774	1 591		130		6 496	6 561	6 626	6 691	6 756		200	65
Chief Officer	3 306	1 102		130		4 538	4 603	4 668	4 733	4 798		200	65
2nd. Officer	2 470	823		130		3 423	3 478	3 533	3 588	3 643		200	55
3rd Officer	2 261	754		130		3 144	3 199	3 254	3 309	3 364		200	55
Radio-officer/Chief Stew.	2 470	823		130		3 423	3 478	3 533	3 588	3 643		200	55
Chief Engineer	4 591	1 530		130		6 251	6 316	6 381	6 446	6 511		200	65
Chief Engineer, 2nd class	3 949	1 316		130		5 396	5 461	5 526	5 591	5 656		200	65
2nd Engineer	3 306	1 102		130		4 538	4 593	4 648	4 703	4 758		200	55
3rd Engineer	2 556	852		130		3 538	3 593	3 648	3 703	3 758		200	55
4th Engineer	2 261	754		130		3 144	3 199	3 254	3 309	3 364		200	55
Junior deck/engine off.	1 983	661		130		2 774						200	
Cadet	302	101		130		533						200	
Refrigerating Engineer	2 930	977		130		4 036	4 091	4 146	4 201	4 256		200	55
Electrician (ETO)	2 662	887		130		3 679	3 734	3 789	3 844	3 899		200	55
Bosun	943	314	579	130	40	2 007					6,82	200	
Pumpman	943	314	579	130	40	2 007					6,82	200	
Fitter	943	314	579	130	40	2 007					6,82	200	
Cook	943	314	579	130	40	2 007					6,82	200	
A/B	796	265	489	130	40	1 721					5,75	200	
Motorman	796	265	489	130	40	1 721					5,75	200	
1st Steward	796	265	489	130	40	1 721					5,75	200	
O/S	616	205	378	130	40	1 369					4,45	200	
Oiler	616	205	378	130	40	1 369					4,45	200	
2nd Cook	616	205	378	130	40	1 369					4,45	200	
2nd Steward	616	205	378	130	40	1 369					4,45	200	
Messboy	464	155	285	130	40	1 074					3,35	200	
Apprentice	388	129	238	130	40	926					2,81	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

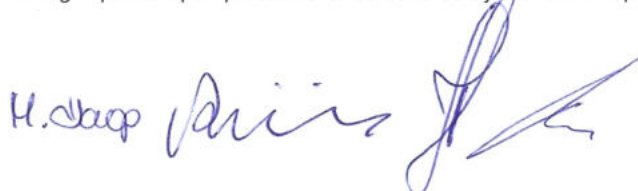
3) To be paid to the seafarer if the company do not cover seafarers part to SSS

TANKERS

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company Tanker bonus ¹⁾	TOTAL WAGE					Overtime per h.	Soc.sec bonus ³⁾	Seni- ority
						0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	4 774	1 591		130	477	6 973	7 038	7 103	7 168	7 233		200	65
Chief Officer	3 306	1 102		130	331	4 869	4 934	4 999	5 064	5 129		200	65
2nd. Officer	2 470	823		130	247	3 670	3 725	3 780	3 835	3 890		200	55
3rd Officer	2 261	754		130	226	3 370	3 425	3 480	3 535	3 590		200	55
Radio-officer/Chief Stew.	2 470	823		130	247	3 670	3 725	3 780	3 835	3 890		200	55
Chief Engineer	4 591	1 530		130	459	6 710	6 775	6 840	6 905	6 970		200	65
Chief Engineer, 2nd class	3 949	1 316		130	395	5 791	5 856	5 921	5 986	6 051		200	65
2nd Engineer	3 306	1 102		130	331	4 869	4 924	4 979	5 034	5 089		200	55
3rd Engineer	2 556	852		130	256	3 794	3 849	3 904	3 959	4 014		200	55
4th Engineer	2 261	754		130	226	3 370	3 425	3 480	3 535	3 590		200	55
Junior deck/engine off.	1 983	661		130	198	2 972						200	
Cadet	302	101		130	30	563						200	
Refrige / Gas Engineer	2 930	977		130	293	4 329	4 384	4 439	4 494	4 549		200	55
Electrician	2 662	887		130	266	3 945	4 000	4 055	4 110	4 165		200	55
Bosun	943	314	579	130	40	94					6,82	200	
Pumpman	943	314	579	130	40	94					6,82	200	
Fitter	943	314	579	130	40	94					6,82	200	
Cook	943	314	579	130	40	94					6,82	200	
A/B	796	265	489	130	40	80	1 800				5,75	200	
Motorman	796	265	489	130	40	80	1 800				5,75	200	
1st Steward	796	265	489	130	40	80	1 800				5,75	200	
O/S	616	205	378	130	40	62	1 431				4,45	200	
Oiler	616	205	378	130	40	62	1 431				4,45	200	
2nd Cook	616	205	378	130	40	62	1 431				4,45	200	
2nd Steward	616	205	378	130	40	62	1 431				4,45	200	
Messboy	464	155	285	130	40	46	1 120				3,35	200	
Apprentice	388	129	238	130	40	39	965				2,81	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position




WAGE SCALES

FOR POLISH SEAFARERS

ON

NIS VESSELS

H. Vagstad 



DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	TOTAL WAGE					Overtime per h.	Soc.sec bonus ³⁾	Seni- ority
						0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	4 774	1 591		130		6 496	6 561	6 626	6 691	6 756		200	65
Chief Officer	3 306	1 102		130		4 538	4 603	4 668	4 733	4 798		200	65
2nd. Officer	2 470	823		130		3 423	3 478	3 533	3 588	3 643		200	55
3rd Officer	2 261	754		130		3 144	3 199	3 254	3 309	3 364		200	55
Radio-officer/Chief Stew.	2 470	823		130		3 423	3 478	3 533	3 588	3 643		200	55
Chief Engineer	4 591	1 530		130		6 251	6 316	6 381	6 446	6 511		200	65
Chief Engineer, 2nd class	3 949	1 316		130		5 396	5 461	5 526	5 591	5 656		200	65
2nd Engineer	3 306	1 102		130		4 538	4 593	4 648	4 703	4 758		200	55
3rd Engineer	2 556	852		130		3 538	3 593	3 648	3 703	3 758		200	55
4th Engineer	2 261	754		130		3 144	3 199	3 254	3 309	3 364		200	55
Junior deck/engine off.	1 983	661		130		2 774						200	
Cadet	302	101		130		533						200	
Refrigerating Engineer	2 930	977		130		4 036	4 091	4 146	4 201	4 256		200	55
Electrician (ETO)	2 662	887		130		3 679	3 734	3 789	3 844	3 899		200	55
Bosun	943	314	579	130	40	2 007					6,82	200	
Pumpman	943	314	579	130	40	2 007					6,82	200	
Fitter	943	314	579	130	40	2 007					6,82	200	
Cook	943	314	579	130	40	2 007					6,82	200	
A/B	796	265	489	130	40	1 721					5,75	200	
Motorman	796	265	489	130	40	1 721					5,75	200	
1st Steward	796	265	489	130	40	1 721					5,75	200	
O/S	616	205	378	130	40	1 369					4,45	200	
Oiler	616	205	378	130	40	1 369					4,45	200	
2nd Cook	616	205	378	130	40	1 369					4,45	200	
2nd Steward	616	205	378	130	40	1 369					4,45	200	
Messboy	464	155	285	130	40	1 074					3,35	200	
Apprentice	388	129	238	130	40	926					2,81	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

3) To be paid to the seafarer if the company do not cover seafarers part to SSS

TANKERS

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company Tanker bonus ¹⁾	TOTAL WAGE					Overtime per h.	Soc.sec bonus ³⁾	Seni- ority
						0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	4 774	1 591		130	477	6 973	7 038	7 103	7 168	7 233		200	65
Chief Officer	3 306	1 102		130	331	4 869	4 934	4 999	5 064	5 129		200	65
2nd. Officer	2 470	823		130	247	3 670	3 725	3 780	3 835	3 890		200	55
3rd Officer	2 261	754		130	226	3 370	3 425	3 480	3 535	3 590		200	55
Radio-officer/Chief Stew.	2 470	823		130	247	3 670	3 725	3 780	3 835	3 890		200	55
Chief Engineer	4 591	1 530		130	459	6 710	6 775	6 840	6 905	6 970		200	65
Chief Engineer, 2nd class	3 949	1 316		130	395	5 791	5 856	5 921	5 986	6 051		200	65
2nd Engineer	3 306	1 102		130	331	4 869	4 924	4 979	5 034	5 089		200	55
3rd Engineer	2 556	852		130	256	3 794	3 849	3 904	3 959	4 014		200	55
4th Engineer	2 261	754		130	226	3 370	3 425	3 480	3 535	3 590		200	55
Junior deck/engine off.	1 983	661		130	198	2 972						200	
Cadet	302	101		130	30	563						200	
Refrige / Gas Engineer	2 930	977		130	293	4 329	4 384	4 439	4 494	4 549		200	55
Electrician	2 662	887		130	266	3 945	4 000	4 055	4 110	4 165		200	55
Bosun	943	314	579	130	40	94					6,82	200	
Pumpman	943	314	579	130	40	94					6,82	200	
Fitter	943	314	579	130	40	94					6,82	200	
Cook	943	314	579	130	40	94					6,82	200	
A/B	796	265	489	130	40	80					5,75	200	
Motorman	796	265	489	130	40	80					5,75	200	
1st Steward	796	265	489	130	40	80					5,75	200	
O/S	616	205	378	130	40	62					4,45	200	
Oiler	616	205	378	130	40	62					4,45	200	
2nd Cook	616	205	378	130	40	62					4,45	200	
2nd Steward	616	205	378	130	40	62					4,45	200	
Messboy	464	155	285	130	40	46					3,35	200	
Apprentice	388	129	238	130	40	39					2,81	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position