

PROTOCOL

The 18 December 2020 a negotiation meeting took place the Norwegian Shipowners' Association's office in Raadhusgaten 25 between Norwegian Shipowners Association and the Norwegian Maritime Unions for making amendments to the protocol dated 27 April 2015 regarding warlike area in Yemen.

Present at the meeting were:

NSA represented by:	Pål Tangen and Hege Ajer Petterson
NMOA represented by:	Bernhard Lie-Nielsen
NUME represented by:	Represented by NMOA and NSU
NSU represented by:	Line Heimstad

Based on the change of risk in the area and the latest development regarding definition of risk zones by major stakeholders within the international maritime industries, the parties have revised the warlike area outside the coast of Yemen.

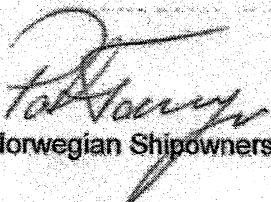
The amendments will apply with effect from 24 of December 2020, 24:00 Norwegian time:

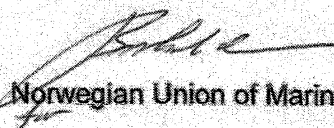
1. The seafarers will be entitled to a high risk bonus equal to one (1) day basic wage for each day, minimum 5 days, the ship is operates/transiting/berthed in ports inside the Yemini territorial waters extending up to 12 nautical miles limit from the border of Yemen with Saudi Arabia in the Red Sea and the border of Yemen and Oman in the Gulf of Aden, with the exception of the Maritime Security Transit Corridor (MSTC) in the Red Sea where the lanes of these safe passage corridor overlap with this Warlike Area.
2. The bonus shall not be included in the basis of calculation for holidays. The bonus does not include any other payments which according to law or collective agreements are based on basic wage.
3. On vessels sailing in these areas there shall be implemented special security measures in accordance with the last issued Best Management Practice (BMP) in relation to vessel category, the size of the ship, height of the freeboard and vessel speed.
4. In case of vessels transiting to this defined area, the Norwegian Ship Labour Act § 9-5 (1) litra d), "The right to leave service" will apply. For those temporary employed on NIS or MOD agreements the article 5, "Termination of Service in Exceptional Circumstances" will apply if the seafarer is not informed about this risk before signing the SAE.
5. This protocol covers NOR and Nordic NIS agreements between the Parties. The agreement also covers the agreements for NIS ships and Model


Agreements for foreign flagged vessels for non-Norwegian seafarers. This includes the special compensation for death and disability in the collective agreements for seafarers on NOR, Nordic NIS (protocol dated 12 February 2019) and the international agreements (attachment in the NIS and Model Agreements).

6. This Agreement may by either party be terminated with immediate effect. The parties have agreed to meet again on short notice if the situation should change.
7. This protocol replaces the protocol dated 27 April 2015 which are entered between the same parties.

Oslo 22 December 2020


Norwegian Shipowners' Association


Norwegian Union of Marine Engineers


Norwegian Maritime Officers' Association


Norwegian Seafarers' Union