

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.

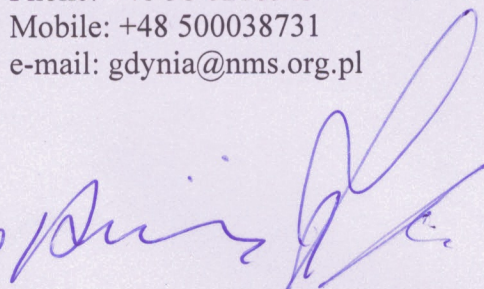
8. Article 19 in the NIS agreement and article 17 in the Model agreement:

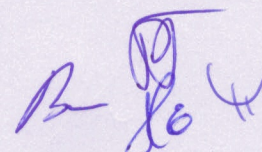
To delete information regarding EURO payments.

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

H. Vaarp 



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:

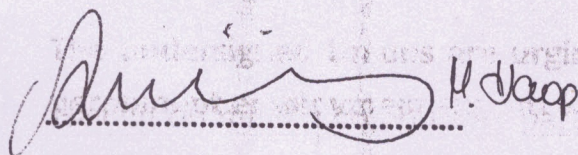
- Norwegian Social Security System is strictly linked with a time of employment and wages,
- contributions to a Norwegian Social Security System are a significant cost on employee and employer side,
- employment system based on contracts of employment for a specific time, excludes Polish Seafarers from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



National Maritime Section
NSZZ Solidarność



Polish Seafarers Union

Warszawa 28/11-2022