

PROTOCOL

The year 2016, 12th and 14th of October a meeting was held in Sochi, Russia for revision of the CBA for Russian officers and ratings serving on NIS vessels and regarding the Model Agreement for Russian officers and ratings serving on board Non-Norwegian vessels.

Present at the meeting were:

NSA represented by: Pål Tangen and Hege Ajer Petterson

SUR represented by: Yury Sukhorukov, Vadim Ivanov, Alexander Krasnoshtan, Alexey Belyakov, Nikolai Popov and Igor Shchekotin

NMOA represented by: Bernhard Lie-Nielsen

NUME represented by: Hege-Merethe Bengtsson

NSU represented by: Johnny Hansen and Geir Hagerupsen

The parties agreed as follows:

1. Basic wage for all positions to increase with 1,0 % pr 1. January 2017
Basic wage for all positions to increase with 2,0 % pr 1. January 2018
Basic wage for all positions to increase with 2,0 % pr 1. January 2019
The parties agreed this concludes the wage regulation for the period 1st January 2017 to 31st December 2019 in both NIS and MOD-agreements.
2. In the wage scale in both NIS and MOD agreement
Add "Refrigerating engineer/GAS engineer" on the same line as 2nd Engineer
3. New Article 13 in both NIS and MOD agreement (as a consequence the following articles to be renumbered accordingly)

Maternity

In the event that a crew member become pregnant during the period of employment:

- a) the seafarer shall advise the master as soon as the pregnancy is confirmed;
- b) the Company will repatriate the seafarer as soon as reasonably possible but in no case later than the 26th week of pregnancy and where the nature of the vessel's operations could in the circumstance be hazardous - at the first port of call;

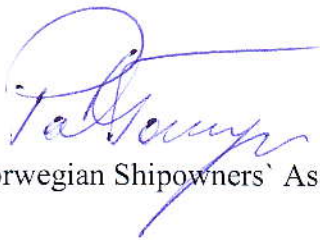


- c) the seafarer shall be entitled to basic wage for the remaining period of her employment contract - maximum 100 day basic wage. If she is entitled to sick pay this pregnancy payment is excluded.
 - d) The contract shall be considered as terminated when the seafarer signs off but she shall be afforded priority in filling a suitable vacancy in the same or equivalent position within three years following the birth of a child such a vacancy should be available.
4. Art 5 g) in the MOD agreement
"see Article 6" to be changed to "see Appendix D".
 5. Appendix E in the NIS agreement
Page 24 – delete "of the Norwegian Seamen's Act"
 6. Art. 10B in the MOD agreement
Para 6, 1st sentence – change the wording "there" to the wording "where"
 7. Give further consideration to the wording of Art. 10 B (1st paragraph) in the MOD agreement and to consult with appropriate P&I Clubs.
 8. Art 18 in the Model agreement and art 20 in the NIS agreement - Duration

This agreement shall be effective from 1. January 2017 until 31 December 2019 and further (...)

9. The parties intend to have annual contact meetings in 2017 and 2018.

Sochi, 14 October 2016



Norwegian Shipowners' Association



Seafarers' Union of Russia



Norwegian Maritime Officers' Association



Norwegian Seafarers' Union



Norwegian Union of Marine Engineers

WAGE SCALE FOR RUSSIAN SEAFARERS - MODELL AGREEMENT

Valid from 1 January 2017

1. Dry cargo ships

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,838	1,703	851	117		5,509	5,709	5,909	6,109		200
Chief Officer	1,968	1,161	590	117		3,836	3,986	4,136	4,286		150
2nd Officer	1,460	861	438	117		2,876	2,951	3,026	3,101		75
3rd Officer	1,310	707	393	117		2,527	2,602	2,677	2,752		75
Radio Officer	1,460	788	438	117		2,803	2,878	2,953	3,028		75
Chief Steward	1,460	788	438	117		2,803	2,878	2,953	3,028		75
Chief Engineer	2,718	1,604	815	117		5,254	5,429	5,604	5,779		175
Chief Engineer, 2nd cl.	2,337	1,379	701	117		4,534	4,684	4,834	4,984		150
2nd/Refridge/GAS Eng	1,968	1,161	590	117		3,836	3,986	4,136	4,286		150
3rd Engineer	1,460	788	438	117		2,803	2,878	2,953	3,028		75
4th Engineer	1,249	674	375	117		2,415	2,490	2,565	2,640		75
Electrical Engineer	1,460	788	438	117		2,803	2,903	3,003	3,103		100
Junior deck officer	1,088	392	326	117		1,923					
Junior engineer officer	1,088	392	326	117		1,923					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	857	638	257	117		1,869				6.19	40
AB, Motorman, 2. Cook	766	570	230	117		1,684				5.54	40
OS, Wiper, Messman	576	428	173	117		1,294				4.16	20
Deck/Engineer cadet	280	209	84	117		690				2.03	20

2. Tankers, Chemical Tankers, Gas Tankers and OBO carriers when carrying oil.

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,838	1,703	851	117	284	5,792	5,992	6,192	6,392		200
Chief Officer	1,968	1,161	590	117	197	4,032	4,182	4,332	4,482		150
2nd Officer	1,460	861	438	117	146	3,022	3,097	3,172	3,247		75
3rd Officer	1,310	707	393	117	131	2,658	2,733	2,808	2,883		75
Radio Officer	1,460	788	438	117	146	2,949	3,024	3,099	3,174		75
Chief Steward	1,460	788	438	117	146	2,949	3,024	3,099	3,174		75
Chief Engineer	2,718	1,604	815	117	272	5,526	5,701	5,876	6,051		175
Chief Engineer, 2nd cl.	2,337	1,379	701	117	234	4,767	4,917	5,067	5,217		150
2nd Engineer	1,968	1,161	590	117	197	4,032	4,182	4,332	4,482		150
3rd Engineer	1,460	788	438	117	146	2,949	3,024	3,099	3,174		75
4th Engineer	1,249	674	375	117	125	2,540	2,615	2,690	2,765		75
Electrical Engineer	1,460	788	438	117	146	2,949	3,049	3,149	3,249		100
Junior deck officer	1,088	392	326	117	109	2,032					
Junior engineer officer	1,088	392	326	117	109	2,032					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	857	638	257	117	86	1,955				6.19	40
AB, Motorman, 2. Cook	766	570	230	117	77	1,760				5.54	40
OS, Wiper, Messman	576	428	173	117	58	1,351				4.16	20
Deck/Engineer cadet	280	209	84	117	28	718				2.03	20

Handwritten signatures and initials:
 BC
 JH
 DM
 [initials]

WAGE SCALE FOR RUSSIAN SEAFARERS ON NIS VESSELS

Valid from 1 January 2017

1. Dry cargo ships

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,838	1,703	851	117		5,509	5,709	5,909	6,109		200
Chief Officer	1,968	1,161	590	117		3,836	3,986	4,136	4,286		150
2nd Officer	1,460	861	438	117		2,876	2,951	3,026	3,101		75
3rd Officer	1,310	707	393	117		2,527	2,602	2,677	2,752		75
Radio Officer	1,460	788	438	117		2,803	2,878	2,953	3,028		75
Chief Steward	1,460	788	438	117		2,803	2,878	2,953	3,028		75
Chief Engineer	2,718	1,604	815	117		5,254	5,429	5,604	5,779		175
Chief Engineer, 2nd cl.	2,337	1,379	701	117		4,534	4,684	4,834	4,984		150
2nd/Refridge/GAS Eng	1,968	1,161	590	117		3,836	3,986	4,136	4,286		150
3rd Engineer	1,460	788	438	117		2,803	2,878	2,953	3,028		75
4th Engineer	1,249	674	375	117		2,415	2,490	2,565	2,640		75
Electrical Engineer	1,460	788	438	117		2,803	2,903	3,003	3,103		100
Junior deck officer	1,088	392	326	117		1,923					
Junior engineer officer	1,088	392	326	117		1,923					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	857	638	257	117		1,869				6.19	40
AB, Motorman, 2. Cook	766	570	230	117		1,684				5.54	40
OS, Wiper, Messman	576	428	173	117		1,294				4.16	20
Deck/Engineer cadet	280	209	84	117		690				2.03	20

2. Tankers, Chemical Tankers, Gas Tankers and OBO carriers when carrying oil.

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,838	1,703	851	117	284	5,792	5,992	6,192	6,392		200
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2nd Officer	1,460	861	438	117	146	3,022	3,097	3,172	3,247		75
3rd Officer	1,310	707	393	117	131	2,658	2,733	2,808	2,883		75
Radio Officer	1,460	788	438	117	146	2,949	3,024	3,099	3,174		75
Chief Steward	1,460	788	438	117	146	2,949	3,024	3,099	3,174		75
Chief Engineer	2,718	1,604	815	117	272	5,526	5,701	5,876	6,051		175
Chief Engineer, 2nd cl.	2,337	1,379	701	117	234	4,767	4,917	5,067	5,217		150
2nd Engineer	1,968	1,161	590	117	197	4,032	4,182	4,332	4,482		150
3rd Engineer	1,460	788	438	117	146	2,949	3,024	3,099	3,174		75
4th Engineer	1,249	674	375	117	125	2,540	2,615	2,690	2,765		75
Electrical Engineer	1,460	788	438	117	146	2,949	3,049	3,149	3,249		100
Junior deck officer	1,088	392	326	117	109	2,032					
Junior engineer officer	1,088	392	326	117	109	2,032					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	857	638	257	117	86	1,955				6.19	40
AB, Motorman, 2. Cook	766	570	230	117	77	1,760				5.54	40
OS, Wiper, Messman	576	428	173	117	58	1,351				4.16	20
Deck/Engineer cadet	280	209	84	117	28	718				2.03	20

Handwritten signatures and initials:
 ML
 MB
 JH

WAGE SCALE FOR RUSSIAN SEAFARERS - MODELL AGREEMENT

Valid from 1 January 2018

1. Dry cargo ships

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,894	1,737	868	117		5,616	5,816	6,016	6,216		200
Chief Officer	2,007	1,184	602	117		3,910	4,060	4,210	4,360		150
2nd Officer	1,489	879	447	117		2,932	3,007	3,082	3,157		75
3rd Officer	1,336	721	401	117		2,575	2,650	2,725	2,800		75
Radio Officer	1,489	804	447	117		2,857	2,932	3,007	3,082		75
Chief Steward	1,489	804	447	117		2,857	2,932	3,007	3,082		75
Chief Engineer	2,772	1,636	832	117		5,357	5,532	5,707	5,882		175
Chief Engineer, 2nd cl.	2,384	1,406	715	117		4,622	4,772	4,922	5,072		150
2nd/Refridge/GAS Eng	2,007	1,184	602	117		3,910	4,060	4,210	4,360		150
3rd Engineer	1,489	804	447	117		2,857	2,932	3,007	3,082		75
4th Engineer	1,274	688	382	117		2,461	2,536	2,611	2,686		75
Electrical Engineer	1,489	804	447	117		2,857	2,957	3,057	3,157		100
Junior deck officer	1,110	400	333	117		1,959					
Junior engineer officer	1,110	400	333	117		1,959					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	874	651	262	117		1,904				6.32	40
AB, Motorman, 2. Cook	782	582	235	117		1,715				5.65	40
OS, Wiper, Messman	587	437	176	117		1,317				4.24	20
Deck/Engineer cadet	286	213	86	117		702				2.07	20

2. Tankers, Chemical Tankers, Gas Tankers and OBO carriers when carrying oil.

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,894	1,737	868	117	289	5,906	6,106	6,306	6,506		200
Chief Officer	2,007	1,184	602	117	201	4,111	4,261	4,411	4,561		150
2nd Officer	1,489	879	447	117	149	3,081	3,156	3,231	3,306		75
3rd Officer	1,336	721	401	117	134	2,709	2,784	2,859	2,934		75
Radio Officer	1,489	804	447	117	149	3,006	3,081	3,156	3,231		75
Chief Steward	1,489	804	447	117	149	3,006	3,081	3,156	3,231		75
Chief Engineer	2,772	1,636	832	117	277	5,634	5,809	5,984	6,159		175
Chief Engineer, 2nd cl.	2,384	1,406	715	117	238	4,860	5,010	5,160	5,310		150
2nd Engineer	2,007	1,184	602	117	201	4,111	4,261	4,411	4,561		150
3rd Engineer	1,489	804	447	117	149	3,006	3,081	3,156	3,231		75
4th Engineer	1,274	688	382	117	127	2,588	2,663	2,738	2,813		75
Electrical Engineer	1,489	804	447	117	149	3,006	3,106	3,206	3,306		100
Junior deck officer	1,110	400	333	117	111	2,070					
Junior engineer officer	1,110	400	333	117	111	2,070					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	874	651	262	117	87	1,992				6.32	40
AB, Motorman, 2. Cook	782	582	235	117	78	1,793				5.65	40
OS, Wiper, Messman	587	437	176	117	59	1,376				4.24	20
Deck/Engineer cadet	286	213	86	117	29	730				2.07	20

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WAGE SCALE FOR RUSSIAN SEAFARERS ON NIS VESSELS

Valid from 1 January 2018

1. Dry cargo ships

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,894	1,737	868	117		5,616	5,816	6,016	6,216		200
Chief Officer	2,007	1,184	602	117		3,910	4,060	4,210	4,360		150
2nd Officer	1,489	879	447	117		2,932	3,007	3,082	3,157		75
3rd Officer	1,336	721	401	117		2,575	2,650	2,725	2,800		75
Radio Officer	1,489	804	447	117		2,857	2,932	3,007	3,082		75
Chief Steward	1,489	804	447	117		2,857	2,932	3,007	3,082		75
Chief Engineer	2,772	1,636	832	117		5,357	5,532	5,707	5,882		175
Chief Engineer, 2nd cl.	2,384	1,406	715	117		4,622	4,772	4,922	5,072		150
2nd/Refridge/GAS Eng	2,007	1,184	602	117		3,910	4,060	4,210	4,360		150
3rd Engineer	1,489	804	447	117		2,857	2,932	3,007	3,082		75
4th Engineer	1,274	688	382	117		2,461	2,536	2,611	2,686		75
Electrical Engineer	1,489	804	447	117		2,857	2,957	3,057	3,157		100
Junior deck officer	1,110	400	333	117		1,959					
Junior engineer officer	1,110	400	333	117		1,959					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	874	651	262	117		1,904				6.32	40
AB, Motorman, 2. Cook	782	582	235	117		1,715				5.65	40
OS, Wiper, Messman	587	437	176	117		1,317				4.24	20
Deck/Engineer cadet	286	213	86	117		702				2.07	20

2. Tankers, Chemical Tankers, Gas Tankers and OBO carriers when carrying oil.

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,894	1,737	868	117	289	5,906	6,106	6,306	6,506		200
Chief Officer	2,007	1,184	602	117	201	4,111	4,261	4,411	4,561		150
2nd Officer	1,489	879	447	117	149	3,081	3,156	3,231	3,306		75
3rd Officer	1,336	721	401	117	134	2,709	2,784	2,859	2,934		75
Radio Officer	1,489	804	447	117	149	3,006	3,081	3,156	3,231		75
Chief Steward	1,489	804	447	117	149	3,006	3,081	3,156	3,231		75
Chief Engineer	2,772	1,636	832	117	277	5,634	5,809	5,984	6,159		175
Chief Engineer, 2nd cl.	2,384	1,406	715	117	238	4,860	5,010	5,160	5,310		150
2nd Engineer	2,007	1,184	602	117	201	4,111	4,261	4,411	4,561		150
3rd Engineer	1,489	804	447	117	149	3,006	3,081	3,156	3,231		75
4th Engineer	1,274	688	382	117	127	2,588	2,663	2,738	2,813		75
Electrical Engineer	1,489	804	447	117	149	3,006	3,106	3,206	3,306		100
Junior deck officer	1,110	400	333	117	111	2,070					
Junior engineer officer	1,110	400	333	117	111	2,070					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	874	651	262	117	87	1,992				6.32	40
AB, Motorman, 2. Cook	782	582	235	117	78	1,793				5.65	40
OS, Wiper, Messman	587	437	176	117	59	1,376				4.24	20
Deck/Engineer cadet	286	213	86	117	29	730				2.07	20

Handwritten signatures and initials in blue ink, including "BL", "MB", and "JU".

WAGE SCALE FOR RUSSIAN SEAFARERS ON NIS VESSELS

Valid from 1 January 2019

1. Dry cargo ships

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,952	1,771	886	117		5,726	5,926	6,126	6,326		200
Chief Officer	2,047	1,208	614	117		3,986	4,136	4,286	4,436		150
2nd Officer	1,519	896	456	117		2,988	3,063	3,138	3,213		75
3rd Officer	1,363	736	409	117		2,625	2,700	2,775	2,850		75
Radio Officer	1,519	820	456	117		2,912	2,987	3,062	3,137		75
Chief Steward	1,519	820	456	117		2,912	2,987	3,062	3,137		75
Chief Engineer	2,828	1,668	848	117		5,462	5,637	5,812	5,987		175
Chief Engineer, 2nd cl.	2,431	1,434	729	117		4,712	4,862	5,012	5,162		150
2nd/Refridge/GAS Engi	2,047	1,208	614	117		3,986	4,136	4,286	4,436		150
3rd Engineer	1,519	820	456	117		2,912	2,987	3,062	3,137		75
4th Engineer	1,299	702	390	117		2,508	2,583	2,658	2,733		75
Electrical Engineer	1,519	820	456	117		2,912	3,012	3,112	3,212		100
Junior deck officer	1,132	408	340	117		1,996					
Junior engineer officer	1,132	408	340	117		1,996					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	892	664	268	117		1,940				6.44	40
AB, Motorman, 2. Cook	797	593	239	117		1,747				5.76	40
OS, Wiper, Messman	599	446	180	117		1,341				4.33	20
Deck/Engineer cadet	292	217	88	117		713				2.11	20

2. Tankers, Chemical Tankers, Gas Tankers and OBO carriers when carrying oil.

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,952	1,771	886	117	295	6,022	6,222	6,422	6,622		200
Chief Officer	2,047	1,208	614	117	205	4,191	4,341	4,491	4,641		150
2nd Officer	1,519	896	456	117	152	3,140	3,215	3,290	3,365		75
3rd Officer	1,363	736	409	117	136	2,761	2,836	2,911	2,986		75
Radio Officer	1,519	820	456	117	152	3,064	3,139	3,214	3,289		75
Chief Steward	1,519	820	456	117	152	3,064	3,139	3,214	3,289		75
Chief Engineer	2,828	1,668	848	117	283	5,745	5,920	6,095	6,270		175
Chief Engineer, 2nd cl.	2,431	1,434	729	117	243	4,955	5,105	5,255	5,405		150
2nd Engineer	2,047	1,208	614	117	205	4,191	4,341	4,491	4,641		150
3rd Engineer	1,519	820	456	117	152	3,064	3,139	3,214	3,289		75
4th Engineer	1,299	702	390	117	130	2,638	2,713	2,788	2,863		75
Electrical Engineer	1,519	820	456	117	152	3,064	3,164	3,264	3,364		100
Junior deck officer	1,132	408	340	117	113	2,109					
Junior engineer officer	1,132	408	340	117	113	2,109					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	892	664	268	117	89	2,029				6.44	40
AB, Motorman, 2. Cook	797	593	239	117	80	1,827				5.76	40
OS, Wiper, Messman	599	446	180	117	60	1,401				4.33	20
Deck/Engineer cadet	292	217	88	117	29	742				2.11	20

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WAGE SCALE FOR RUSSIAN SEAFARERS - MODELL AGREEMENT

Valid from 1 January 2019

1. Dry cargo ships

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,952	1,771	886	117		5,726	5,926	6,126	6,326		200
Chief Officer	2,047	1,208	614	117		3,986	4,136	4,286	4,436		150
2nd Officer	1,519	896	456	117		2,988	3,063	3,138	3,213		75
3rd Officer	1,363	736	409	117		2,625	2,700	2,775	2,850		75
Radio Officer	1,519	820	456	117		2,912	2,987	3,062	3,137		75
Chief Steward	1,519	820	456	117		2,912	2,987	3,062	3,137		75
Chief Engineer	2,828	1,668	848	117		5,462	5,637	5,812	5,987		175
Chief Engineer, 2nd cl.	2,431	1,434	729	117		4,712	4,862	5,012	5,162		150
2nd/Refridge/GAS Eng	2,047	1,208	614	117		3,986	4,136	4,286	4,436		150
3rd Engineer	1,519	820	456	117		2,912	2,987	3,062	3,137		75
4th Engineer	1,299	702	390	117		2,508	2,583	2,658	2,733		75
Electrical Engineer	1,519	820	456	117		2,912	3,012	3,112	3,212		100
Junior deck officer	1,132	408	340	117		1,996					
Junior engineer officer	1,132	408	340	117		1,996					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	892	664	268	117		1,940				6.44	40
AB, Motorman, 2. Cook	797	593	239	117		1,747				5.76	40
OS, Wiper, Messman	599	446	180	117		1,341				4.33	20
Deck/Engineer cadet	292	217	88	117		713				2.11	20

2. Tankers, Chemical Tankers, Gas Tankers and OBO carriers when carrying oil.

	Basic Wage	Fixed O/T	Leave 9 days	Subsist	Tanker bonus	First 12 months	13 - 36 months	37 - 60 months	Over 60 months	O.time per h.	Seni- ority
Master	2,952	1,771	886	117	295	6,022	6,222	6,422	6,622		200
Chief Officer	2,047	1,208	614	117	205	4,191	4,341	4,491	4,641		150
2nd Officer	1,519	896	456	117	152	3,140	3,215	3,290	3,365		75
3rd Officer	1,363	736	409	117	136	2,761	2,836	2,911	2,986		75
Radio Officer	1,519	820	456	117	152	3,064	3,139	3,214	3,289		75
Chief Steward	1,519	820	456	117	152	3,064	3,139	3,214	3,289		75
Chief Engineer	2,828	1,668	848	117	283	5,745	5,920	6,095	6,270		175
Chief Engineer, 2nd cl.	2,431	1,434	729	117	243	4,955	5,105	5,255	5,405		150
2nd Engineer	2,047	1,208	614	117	205	4,191	4,341	4,491	4,641		150
3rd Engineer	1,519	820	456	117	152	3,064	3,139	3,214	3,289		75
4th Engineer	1,299	702	390	117	130	2,638	2,713	2,788	2,863		75
Electrical Engineer	1,519	820	456	117	152	3,064	3,164	3,264	3,364		100
Junior deck officer	1,132	408	340	117	113	2,109					
Junior engineer officer	1,132	408	340	117	113	2,109					
	Basic Wage	Guar. overt. 103 h.	Leave 9 days	Subsist	Tanker bonus	Total				O.time per h.	Company bonus
Bosun/Chief Cook/ Fitter/Pumpman/ Carpenter	892	664	268	117	89	2,029				6.44	40
AB, Motorman, 2. Cook	797	593	239	117	80	1,827				5.76	40
OS, Wiper, Messman	599	446	180	117	60	1,401				4.33	20
Deck/Engineer cadet	292	217	88	117	29	742				2.11	20

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