

MARINE FIREMEN’S UNION OFFSHORE WAGE RATES**READY RESERVE FORCE
PATRIOT CONTRACT SERVICES
EFFECTIVE JULY 27, 2025**

FOS	BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE	PENALTY RATE	OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN	7,553.61	251.79	146.04	31.04	54.76	23.58
OILER	5,079.39	169.31	98.20	23.78	46.72	23.58
WIPER	4,496.54	149.88	86.93	18.84	27.94	23.58
ROS/RAV	BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE		OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>WEEKLY</u>	<u>DAILY</u>	<u>DAILY</u>		<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN	2,171.25	310.18	25.85		54.21	23.58
WIPER	1,333.41	190.49	15.87		27.66	23.58

**MOTOR VESSELS
MATSON NAVIGATION COMPANY
EFFECTIVE JULY 1, 2025**

	BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE	PENALTY RATE	OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>HOURLY</u>	<u>DAILY</u>
ERJ	7,771.63	259.05	155.87	44.89	67.39	27.00
REJ	7,398.37	246.61	151.53	42.79	64.23	27.00
DJU	6,716.36	223.88	134.95	38.91	58.40	27.00
DJU (NWA)	300.00	10.00				
WIPER	4,544.13	151.47	97.20	26.63	39.90	27.00
APW	3,945.02	131.50	32.25	16.61	24.90	10.00

**CV700 – CV KAMOKUIKI
MATSON NAVIGATION COMPANY
EFFECTIVE JULY 1, 2024**

	BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE	PENALTY RATE	OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>HOURLY</u>	<u>DAILY</u>
ERO	6,446.52	214.88	73.92	35.82	53.73	27.00
OILER/UTILITY	4,604.64	153.49	52.80	21.74	32.63	27.00

**WATSON-CLASS LMSR (56-HOUR WORK WEEK)
PATRIOT CONTRACT SERVICES
EFFECTIVE APRIL 1, 2025**

FOS	BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE		OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>		<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN	8,771.82	292.39	101.39		38.04	30.00

OILER	6,836.99	227.90	79.51	30.41	30.00
WIPER	5,187.43	172.91	60.87	22.58	30.00
ROS/RAV	BASE	BASE	SUPPLEMENTAL	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	PURCHASE
<u>RATING</u>	<u>WEEKLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN	1,630.03	232.86	11.65	38.04	30.00
OILER	1,278.06	182.58	9.13	30.41	30.00
WIPER	978.73	139.82	6.99	22.58	30.00

MARITIME SECURITY PROGRAM VESSELS
APL MARINE SERVICES
EFFECTIVE OCTOBER 1, 2024

	BASE	BASE	SUPPLEMENTAL	PENALTY	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	RATE	PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>HOURLY</u>	<u>DAILY</u>
ERJ	6,882.93	229.43	149.00	40.61	60.91	27.00
REJ	6,551.68	218.39	144.86	38.70	58.06	27.00
DJU	5,947.31	198.24	128.99	35.20	52.81	27.00
DJU (NWA)	300.00	10.00				
OILER	5,142.56	171.42	110.92	29.63	44.45	27.00
WIPER	4,020.56	134.02	92.85	24.05	36.07	27.00

OIL/CHEMICAL TANKER - MT HAINA PATRIOT
PATRIOT CONTRACT SERVICES
EFFECTIVE OCTOBER 1, 2024

FOS	BASE	BASE	SUPPLEMENTAL		OVERTIME	MONEY
	WAGE	WAGE	WAGE		RATE	PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>		<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN/OILER	5,792.79	193.09	87.50		30.99	30.00
PUMPMAN/OILER	5,282.68	176.09	79.78		28.50	30.00
OILER/UTILITY	4,839.14	161.31	73.08		26.14	30.00

*** Effective July 8, 2023, Unlicensed Personnel employed in the MT HAINA PATRIOT will receive an increase equal to ten percent (10%) of the current base wage rates listed above.

USNS SEAY AND USNS PILILAAU (56-HOUR WORK WEEK)
PATRIOT CONTRACT SERVICES
EFFECTIVE SEPTEMBER 29, 2024

FOS	BASE	BASE	SUPPLEMENTAL		OVERTIME	MONEY
	WAGE	WAGE	WAGE		RATE	PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>		<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN	10,203.09	340.10	153.50		36.56	30.00
OILER	7,412.56	247.08	111.52		26.55	30.00
WIPER	5,982.26	199.41	90.09		21.38	30.00
ROS/RAV	BASE	BASE	SUPPLEMENTAL		OVERTIME	MONEY

<u>RATING</u>	<u>WAGE</u> <u>WEEKLY</u>	<u>WAGE</u> <u>DAILY</u>	<u>WAGE</u> <u>DAILY</u>	<u>RATE</u> <u>HOURLY</u>	<u>PURCHASE</u> <u>DAILY</u>
ELECTRICIAN	1,800.71	257.24	61.74	36.56	30.00
OILER	1,308.05	186.86	44.85	26.55	30.00
WIPER	1,074.78	153.54	36.85	21.38	30.00

OIL/CHEMICAL TANKER - MT ALLIED PACIFIC
PATRIOT CONTRACT SERVICES
EFFECTIVE SEPTEMBER 5, 2024

<u>FOS</u>	<u>BASE</u> <u>WAGE</u> <u>MONTHLY</u>	<u>BASE</u> <u>WAGE</u> <u>DAILY</u>	<u>SUPPLEMENTAL</u> <u>WAGE</u> <u>DAILY</u>	<u>OVERTIME</u> <u>RATE</u> <u>HOURLY</u>	<u>MONEY</u> <u>PURCHASE</u> <u>DAILY</u>
ELECTRICIAN/OILER	6,372.20	212.41	90.13	28.25	30.00
PUMPMAN/OILER	5,810.93	193.70	82.17	28.50	30.00
OILER/UTILITY	5,323.17	177.44	75.27	26.14	30.00

LEGEND

ELECTRICIAN	=	QMED-Electrician
ERJ	=	QMED-Electrician/Reefer/Junior Engineer
ERO	=	QMED-Electrician/Reefer/Oiler
REJ	=	QMED-Reefer/Electrician/Junior Engineer
PUMPMAN	=	QMED-Pumpman/Machinist
DJU	=	QMED-Day Junior Engineer/Utility
DJU (NWA)	=	QMED-Day Junior Engineer/Utility (Non-Watch Allowance)
OILER	=	QMED-Oiler
OILER/UTILITY	=	QMED-Oiler/Utility
WIPER	=	Wiper
APW	=	Advancement Program Wiper
FOS	=	Full Operating Status
ROS	=	Reduced Operating Status
RAV	=	Repair Availability Status