

MARINE FIREMEN'S UNION OFFSHORE WAGE RATES**MOTOR VESSELS - APL MARINE SERVICES
EFFECTIVE OCTOBER 1, 2026**

<u>RATING</u>	<u>BASE WAGE MONTHLY</u>	<u>BASE WAGE DAILY</u>	<u>SUPPLEMENTAL WAGE DAILY</u>	<u>PENALTY RATE HOURLY</u>	<u>OVERTIME RATE HOURLY</u>	<u>MONEY PURCHASE DAILY</u>
ERJ	7,479.33	249.31	170.90	44.13	66.19	27.00
REJ	7,119.38	237.31	166.15	42.06	63.09	27.00
DJU	6,462.76	215.43	147.94	38.25	57.38	27.00
DJU (NWA)	300.00	10.00				
OILER	5,588.16	186.27	127.22	32.20	48.30	27.00
WIPER	4,368.94	145.63	106.49	26.13	39.20	27.00
				<u>STRAIGHT</u>	<u>OVERTIME</u>	
		DIRTY WORK RATE HOURLY		27.40	45.19	
		CARGO RATE HOURLY		31.75	52.14	

**OIL/CHEMICAL TANKER - MT HAINA PATRIOT - PATRIOT CONTRACT SERVICES
EFFECTIVE OCTOBER 1, 2026**

FOS	<u>BASE WAGE MONTHLY</u>	<u>BASE WAGE DAILY</u>	<u>WAGE BONUS DAILY</u>	<u>SUPPLEMENTAL WAGE DAILY</u>	<u>OVERTIME RATE HOURLY</u>	<u>MONEY PURCHASE DAILY</u>
ELECTRICIAN/OILER	6,145.39	204.85	20.49	95.61	32.88	30.00
PUMP TECH/OILER	5,604.33	186.81	18.68	87.18	30.24	30.00
OILER/UTILITY	5,134.04	171.13	17.11	79.86	27.73	30.00

**USNS SEAY AND USNS PILILAAU (56-HOUR WORK WEEK IN FOS) - PATRIOT CONTRACT SERVICES
EFFECTIVE SEPTEMBER 29, 2026**

FOS	<u>56-HOUR BASE WAGE MONTHLY</u>	<u>56-HOUR BASE WAGE DAILY</u>	<u>SUPPLEMENTAL WAGE DAILY</u>	<u>OVERTIME RATE HOURLY</u>	<u>MONEY PURCHASE DAILY</u>
ELECTRICIAN	10,719.36	357.31	161.26	38.41	30.00
OILER	7,787.63	259.59	117.16	27.89	30.00
WIPER	6,284.97	209.50	94.65	22.46	30.00
ROS/RAV	<u>BASE WAGE WEEKLY</u>	<u>BASE WAGE DAILY</u>	<u>SUPPLEMENTAL WAGE DAILY</u>	<u>OVERTIME RATE HOURLY</u>	<u>MONEY PURCHASE DAILY</u>
ELECTRICIAN	1,891.82	270.26	64.86	38.41	30.00
OILER	1,374.24	196.32	47.12	27.89	30.00
WIPER	1,129.17	161.31	38.71	22.46	30.00

**OIL/CHEMICAL TANKER - MT ALLIED PACIFIC - PATRIOT CONTRACT SERVICES
EFFECTIVE SEPTEMBER 5, 2026**

FOS	<u>BASE WAGE MONTHLY</u>	<u>BASE WAGE DAILY</u>	<u>SUPPLEMENTAL WAGE DAILY</u>	<u>OVERTIME RATE HOURLY</u>	<u>MONEY PURCHASE DAILY</u>
ELECTRICIAN/OILER	6,760.30	225.34	95.61	29.97	30.00
PUMP TECH/OILER	6,164.86	205.50	87.18	30.24	30.00
OILER/UTILITY	5,647.28	188.24	79.86	27.23	30.00

READY RESERVE FORCE - PATRIOT CONTRACT SERVICES
EFFECTIVE JULY 27, 2026

FOS	BASE WAGE <u>MONTHLY</u>	BASE WAGE <u>DAILY</u>	SUPPLEMENTAL WAGE <u>DAILY</u>	PENALTY RATE <u>HOURLY</u>	OVERTIME RATE <u>HOURLY</u>	MONEY PURCHASE <u>DAILY</u>
<u>RATING</u>						
ELECTRICIAN	7,553.61	251.79	146.04	31.04	54.76	30.00
OILER	5,079.39	169.31	98.20	23.78	46.72	30.00
WIPER	4,496.54	149.88	86.93	18.20	27.94	30.00

ROS/RAV	BASE WAGE <u>WEEKLY</u>	BASE WAGE <u>DAILY</u>	SUPPLEMENTAL WAGE <u>DAILY</u>		OVERTIME RATE <u>HOURLY</u>	MONEY PURCHASE <u>DAILY</u>
<u>RATING</u>						
ELECTRICIAN	2,171.25	310.18	25.85		54.21	30.00
OILER	1,684.55	240.65	20.05		46.28	30.00
WIPER	1,333.41	190.49	15.87		27.66	30.00

MOTOR VESSELS - MATSON NAVIGATION COMPANY
EFFECTIVE JULY 1, 2026

	BASE WAGE <u>MONTHLY</u>	BASE WAGE <u>DAILY</u>	SUPPLEMENTAL WAGE <u>DAILY</u>	PENALTY RATE <u>HOURLY</u>	OVERTIME RATE <u>HOURLY</u>	MONEY PURCHASE <u>DAILY</u>
<u>RATING</u>						
ERJ	8,082.50	269.42	162.11	46.69	70.09	30.00
REJ	7,694.30	256.48	157.60	44.50	66.80	30.00
DJU	6,985.01	232.83	140.34	40.47	60.74	30.00
DJU (NWA)	300.00	10.00				
OILER	5,588.16	186.27	113.83	32.20	48.30	30.00
WIPER	4,725.90	157.53	101.09	27.70	41.50	30.00
APW	4,102.82	136.76	33.54	17.27	25.90	13.00
				<u>STRAIGHT</u>	<u>OVERTIME</u>	
		DIRTY WORK HOURLY		29.05	47.84	

CV700 – CV KAMOKUIKI - MATSON NAVIGATION COMPANY
EFFECTIVE JULY 1, 2026

	BASE WAGE <u>MONTHLY</u>	BASE WAGE <u>DAILY</u>	SUPPLEMENTAL WAGE <u>DAILY</u>	PENALTY RATE <u>HOURLY</u>	OVERTIME RATE <u>HOURLY</u>	MONEY PURCHASE <u>DAILY</u>
<u>RATING</u>						
ERO	6,704.38	223.48	76.88	37.25	55.88	27.00
OILER/UTILITY	4,788.83	159.63	54.91	22.61	33.94	27.00

WATSON-CLASS LMSR (56-HOUR WORK WEEK IN FOS) - PATRIOT CONTRACT SERVICES
EFFECTIVE APRIL 1, 2026

FOS	56-HOUR BASE WAGE <u>MONTHLY</u>	56-HOUR BASE WAGE <u>DAILY</u>	SUPPLEMENTAL WAGE <u>DAILY</u>		OVERTIME RATE <u>HOURLY</u>	MONEY PURCHASE <u>DAILY</u>
<u>RATING</u>						
ELECTRICIAN	8,947.26	298.24	103.42		38.80	30.00
OILER	6,973.73	232.46	81.10		31.02	30.00
WIPER	5,291.18	176.37	62.09		23.02	30.00
ROS/RAV	BASE WAGE <u>WEEKLY</u>	BASE WAGE <u>DAILY</u>	SUPPLEMENTAL WAGE <u>DAILY</u>		OVERTIME RATE <u>HOURLY</u>	MONEY PURCHASE <u>DAILY</u>
<u>RATING</u>						
ELECTRICIAN	1,662.63	237.52	11.88		38.80	30.00
OILER	1,303.62	186.23	9.31		31.02	30.00

WIPER	998.30	142.61	7.13	23.02	30.00
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LEGEND

ELECTRICIAN	=	QMED-Electrician
ERJ	=	QMED-Electrician/Refrigerating Engineer/Junior Engineer
ERO	=	QMED-Electrician/Refrigerating Engineer/Oiler
REJ	=	QMED-Refrigerating Engineer/Electrician/Junior Engineer
PUMP TECH	=	QMED-Pump Technician/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