

**MARINE FIREMEN'S UNION OFFSHORE WAGE RATES**

**MOTOR VESSELS**

**MATSON NAVIGATION COMPANY**

**EFFECTIVE JULY 1, 2024**

<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	7,545.27	251.51	151.33	43.58	65.42	27.00
REJ	7,182.89	239.43	147.11	41.55	62.36	27.00
DJU	6,520.74	217.36	131.01	37.78	56.70	27.00
DJU (NWA)	300.00	10.00				
WIPER	4,411.79	147.06	94.37	25.85	38.73	27.00
APW	3,830.12	127.67	31.31	16.12	24.18	10.00

**CV700 – CV KAMOKUIKI**

**MATSON NAVIGATION COMPANY**

**EFFECTIVE JULY 1, 2024**

<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>
ERO	6,258.75	208.63	71.77	34.78	52.17	27.00
OILER/UTILITY	4,470.52	149.02	51.26	21.11	31.68	27.00

**WATSON-CLASS LMSR (56-HOUR WORK WEEK)**

**PATRIOT CONTRACT SERVICES**

**EFFECTIVE APRIL 1, 2024**

<u>RATING</u>	<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	8,599.82	286.66	99.40	37.29	30.00
OILER	6,702.93	223.43	77.95	29.81	30.00
WIPER	5,085.72	169.52	59.68	22.13	30.00

<u>RATING</u>	<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	1,598.07	228.30	11.42	37.29	30.00
OILER	1,253.00	179.00	8.95	29.81	30.00
WIPER	959.54	137.08	6.85	22.13	30.00

**MARITIME SECURITY PROGRAM VESSELS**

**APL MARINE SERVICES**

**EFFECTIVE OCTOBER 1, 2023**

<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	6,508.68	216.96	133.08	38.40	57.60	27.00
REJ	6,195.44	206.51	129.38	36.60	54.90	27.00
DJU	5,623.93	187.46	115.20	33.29	49.44	27.00
DJU (NWA)	300.00	10.00				

WIPER	3,801.95	126.73	82.92	22.74	34.11	27.00
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**OIL/CHEMICAL TANKER - MT ALLIED PACIFIC  
PATRIOT CONTRACT SERVICES  
EFFECTIVE SEPTEMBER 5, 2023**

<b>FOS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>MONTHLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN/OILER	6,186.60	206.22	87.50	27.43	30.00
PUMPMAN/OILER	5,641.68	188.06	79.78	27.67	30.00
OILER/UTILITY	5,168.13	172.27	73.08	25.38	30.00

**USNS SEAY AND USNS PILILAAU (56-HOUR WORK WEEK)  
PATRIOT CONTRACT SERVICES  
EFFECTIVE AUGUST 22, 2023**

<b>FOS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>MONTHLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN	10,003.03	333.43	150.49	35.84	30.00
OILER	7,267.22	242.24	109.33	26.03	30.00
WIPER	5,864.96	195.50	88.32	20.96	30.00

<b>ROS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>WEEKLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN	1,765.40	252.20	60.53	35.84	30.00
OILER	1,282.40	183.20	43.97	26.03	30.00
WIPER	1,053.71	150.53	36.13	20.96	30.00

**SHALLOW DRAFT TANKER – MT SLNC PAX  
PATRIOT CONTRACT SERVICES  
EFFECTIVE AUGUST 3, 2023**

<b>FOS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>MONTHLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN	6,025.09	200.84	93.72	29.30	30.00
PUMPMAN	5,494.52	183.15	85.47	26.95	30.00
OILER	5,033.17	167.77	78.29	24.72	30.00

<b>ROS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>WEEKLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN	1,854.74	264.96	13.25	29.30	30.00
PUMPMAN	1,704.72	243.53	12.18	26.95	30.00
OILER	1,561.57	223.08	11.15	24.72	30.00

**SHALLOW DRAFT TANKER – MT HAINA PATRIOT  
PATRIOT CONTRACT SERVICES  
EFFECTIVE OCTOBER 1, 2022 (MODIFIED JULY 8, 2023)**

<b>FOS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>MONTHLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN/OILER	5,624.07	187.47	87.49	27.35	30.00
PUMPMAN/OILER	5,128.82	170.96	79.78	25.15	30.00
OILER/UTILITY	4,698.19	156.61	73.08	23.07	30.00

<b>ROS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>		<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>WEEKLY</u></b>	<b><u>DAILY</u></b>		<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN	1,731.29	247.33		27.35	30.00
PUMPMAN	1,591.26	227.32		25.15	30.00
OILER	1,457.64	208.23		23.07	30.00

Unlicensed personnel shall earn one and one-half (1.5) days of supplemental wages for each thirty (30) days employed in ROS, or pro rata.

**\*\*\* 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. In addition, the current Overtime rates, shall be increased by ten percent (10%) effective July 8, 2023.**

**READY RESERVE FORCE  
PATRIOT CONTRACT SERVICES  
EFFECTIVE JANUARY 27, 2023**

<b>FOS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>PENALTY RATE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>MONTHLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN	6,351.20	211.71	105.85	26.10	46.04	19.38
OILER	4,270.84	142.36	71.18	19.99	39.29	19.38
WIPER	3,780.77	126.03	63.01	15.84	23.49	19.38

<b>ROS</b>	<b>BASE WAGE</b>	<b>BASE WAGE</b>	<b>SUPPLEMENTAL WAGE</b>	<b>OVERTIME RATE</b>	<b>MONEY PURCHASE</b>
<b><u>RATING</u></b>	<b><u>WEEKLY</u></b>	<b><u>DAILY</u></b>	<b><u>DAILY</u></b>	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
ELECTRICIAN	1,825.62	260.80	17.39	45.58	19.38
WIPER	1,121.15	160.16	10.68	23.25	19.38

**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