MARINE FIREMEN'S UNION OFFSHORE WAGE RATES

MOTOR VESSELS MATSON NAVIGATION COMPANY EFFECTIVE JULY 1, 2024

	BASE	BASE	SUPPLEMENTAL	PENALTY	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	RATE	PURCHASE
RATING	MONTHLY	DAILY	DAILY	HOURLY	HOURLY	DAILY
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

	BASE	BASE	SUPPLEMENTAL	PENALTY	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	RATE	PURCHASE
<u>RATING</u>	MONTHLY	<u>DAILY</u>	DAILY	<u>HOURLY</u>	HOURLY	DAILY
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

FOS	BASE	BASE	SUPPLEMENTAL	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	PURCHASE
RATING	MONTHLY	DAILY	DAILY	HOURLY	DAILY
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
ROS	BASE	BASE	SUPPLEMENTAL	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	PURCHASE
<u>RATING</u>	WEEKLY	DAILY	DAILY	HOURLY	DAILY
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

	BASE	BASE	SUPPLEMENTAL	PENALTY	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	RATE	PURCHASE
<u>RATING</u>	MONTHLY	<u>DAILY</u>	<u>DAILY</u>	HOURLY	HOURLY	DAILY
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			
OIL/CHEMICAL TANKER - MT ALLIED PACIFIC PATRIOT CONTRACT SERVICES EFFECTIVE SEPTEMBER 5, 2023									
FOS RATING ELECTRICIAN/OILER PUMPMAN/OILER OILER/UTILITY	BASE WAGE MONTHLY 6,186.60 5,641.68 5,168.13	BASE WAGE DAILY 206.22 188.06 172.27	SUPPLEMENTAL WAGE DAILY 87.50 79.78 73.08	_	OVERTIME RATE HOURLY 27.43 27.67 25.38	MONEY PURCHASE DAILY 30.00 30.00 30.00			
USNS SEAY AND USNS P PATRIOT CONTRACT SEF EFFECTIVE AUGUST 22,	RVICES	R WORK WEEK)							
FOS	BASE WAGE	BASE WAGE	SUPPLEMENTAI WAGE	-	OVERTIME RATE	MONEY PURCHASE			
RATING	MONTHLY	DAILY	DAILY		HOURLY	DAILY			
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			
	,								
						MONEY			
ROS	BASE	BASE	SUPPLEMENTAL	_	OVERTIME	MONEY			
ROS	WAGE	WAGE	SUPPLEMENTAI WAGE	_	OVERTIME RATE	PURCHASE			
ROS RATING				-	_				
	WAGE	WAGE	WAGE	-	RATE	PURCHASE			
<u>RATING</u>	WAGE WEEKLY	WAGE <u>DAILY</u>	WAGE <u>DAILY</u>	-	RATE HOURLY	PURCHASE <u>DAILY</u>			
<u>RATING</u> ELECTRICIAN	WAGE <u>WEEKLY</u> 1,765.40	WAGE DAILY 252.20	WAGE DAILY 60.53	_	RATE HOURLY 35.84	PURCHASE DAILY 30.00			
RATING ELECTRICIAN OILER	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX	WAGE <u>DAILY</u> 252.20 183.20 150.53	WAGE DAILY 60.53 43.97	-	RATE HOURLY 35.84 26.03	PURCHASE DAILY 30.00 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SER	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE	WAGE DAILY 252.20 183.20 150.53	WAGE DAILY 60.53 43.97 36.13		RATE HOURLY 35.84 26.03 20.96	PURCHASE <u>DAILY</u> 30.00 30.00 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 26 FOS	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE WAGE	WAGE DAILY 252.20 183.20 150.53	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE		RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 26 FOS RATING	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE WAGE MONTHLY	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY		RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72		RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30	PURCHASE <u>DAILY</u> 30.00 30.00 30.00 MONEY PURCHASE <u>DAILY</u> 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER - MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47		RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72		RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30	PURCHASE <u>DAILY</u> 30.00 30.00 30.00 MONEY PURCHASE <u>DAILY</u> 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER - MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47		RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER - MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47	_	RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN OILER	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52 5,033.17	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15 167.77	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47 78.29	_	RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95 24.72	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00 30.00			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN OILER	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52 5,033.17 BASE	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15 167.77 BASE	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47 78.29 SUPPLEMENTAL WAGE DAILY	_	RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95 24.72 OVERTIME RATE HOURLY	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN OILER ROS	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER - MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52 5,033.17 BASE WAGE WAGE WAGE	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15 167.77 BASE WAGE WAGE	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47 78.29 SUPPLEMENTAL WAGE	_	RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95 24.72 OVERTIME RATE	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00 MONEY PURCHASE			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN OILER ROS RATING	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER - MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52 5,033.17 BASE WAGE WAGE WAGE WAGE WAGE WAGE WAGE	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15 167.77 BASE WAGE DAILY	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47 78.29 SUPPLEMENTAL WAGE DAILY	_	RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95 24.72 OVERTIME RATE HOURLY	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY			
RATING ELECTRICIAN OILER WIPER SHALLOW DRAFT TANKE PATRIOT CONTRACT SEE EFFECTIVE AUGUST 3, 20 FOS RATING ELECTRICIAN PUMPMAN OILER ROS RATING ELECTRICIAN ELECTRICIAN ROS	WAGE WEEKLY 1,765.40 1,282.40 1,053.71 ER – MT SLNC PAX RVICES 023 BASE WAGE MONTHLY 6,025.09 5,494.52 5,033.17 BASE WAGE WAGE WAGE WAGE WAGE WAGE MORE WAGE WAGE WAGE WAGE WAGE WAGE WAGE WAG	WAGE DAILY 252.20 183.20 150.53 BASE WAGE DAILY 200.84 183.15 167.77 BASE WAGE DAILY 264.96	WAGE DAILY 60.53 43.97 36.13 SUPPLEMENTAL WAGE DAILY 93.72 85.47 78.29 SUPPLEMENTAL WAGE DAILY 13.25	_	RATE HOURLY 35.84 26.03 20.96 OVERTIME RATE HOURLY 29.30 26.95 24.72 OVERTIME RATE HOURLY 29.30	PURCHASE DAILY 30.00 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00 MONEY PURCHASE DAILY 30.00 30.00			

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

BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE	OVERTIME RATE	MONEY PURCHASE
MONTHLY	DAILY	<u>DAILY</u>	HOURLY	DAILY
5,624.07	187.47	87.49	27.35	30.00
5,128.82	170.96	79.78	25.15	30.00
4,698.19	156.61	73.08	23.07	30.00
BASE	BASE		OVERTIME	MONEY
WAGE	WAGE		RATE	PURCHASE
WEEKLY	DAILY		HOURLY	DAILY
1,731.29	247.33		27.35	30.00
	WAGE MONTHLY 5,624.07 5,128.82 4,698.19 BASE WAGE WEEKLY	WAGE MONTHLY 5,624.07 187.47 5,128.82 170.96 4,698.19 BASE WAGE WAGE WEEKLY DAILY	WAGE WAGE WAGE MONTHLY DAILY DAILY 5,624.07 187.47 87.49 5,128.82 170.96 79.78 4,698.19 156.61 73.08 BASE BASE WAGE WAGE WEEKLY DAILY	WAGE WAGE WAGE RATE MONTHLY DAILY DAILY HOURLY 5,624.07 187.47 87.49 27.35 5,128.82 170.96 79.78 25.15 4,698.19 156.61 73.08 23.07 BASE BASE OVERTIME WAGE WAGE RATE WEEKLY DAILY HOURLY

25.15

23.07

30.00

30.00

227.32

208.23

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.

READY RESERVE FORCE PATRIOT CONTRACT SERVICES EFFECTIVE JANUARY 27, 2023

PUMPMAN

OILER

FOS	BASE	BASE	SUPPLEMENTAL	PENALTY	OVERTIME	MONEY
	WAGE	WAGE	WAGE	RATE	RATE	PURCHASE
<u>RATING</u>	MONTHLY	DAILY	<u>DAILY</u>	HOURLY	HOURLY	DAILY
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
ROS	BASE	BASE	SUPPLEMENTAL		OVERTIME	MONEY
	WAGE	WAGE	WAGE		RATE	PURCHASE
RATING	WEEKLY	DAILY	DAILY		HOURLY	<u>DAILY</u>
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**

QMED-Electrician/Reefer/Junior Engineer ERJ =

QMED-Electrician/Reefer/Oiler = **ERO**

1,591.26

1,457.64

REJ = QMED-Reefer/Electrician/Junior Engineer

PUMPMAN QMED-Pumpman/Machinist = = QMED-Day Junior Engineer/Utility DJU

DJU (NWA) QMED-Day Junior Engineer/Utility (Non-Watch Allowance)

OILER = **QMED-Oiler**

= QMED-Oiler/Utility **OILER/UTILITY**

WIPER = Wiper

APW = **Advancement Program Wiper**

FOS = **Full Operating Status Reduced Operating Status** ROS

^{***} 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.