

**MARINE FIREMEN’S UNION OFFSHORE WAGE RATES****MOTOR VESSELS****MATSON NAVIGATION COMPANY****EFFECTIVE JULY 1, 2025**

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

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

<b>FOS</b>	<b>BASE WAGE <u>MONTHLY</u></b>	<b>BASE WAGE <u>DAILY</u></b>	<b>SUPPLEMENTAL WAGE <u>DAILY</u></b>	<b>OVERTIME RATE <u>HOURLY</u></b>	<b>MONEY PURCHASE <u>DAILY</u></b>
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**

<b><u>RATING</u></b>	<b>BASE WAGE <u>WEEKLY</u></b>	<b>BASE WAGE <u>DAILY</u></b>	<b>SUPPLEMENTAL WAGE <u>DAILY</u></b>	<b>OVERTIME RATE <u>HOURLY</u></b>	<b>MONEY PURCHASE <u>DAILY</u></b>
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**

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

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**

<b>FOS</b>	<b>BASE</b>	<b>BASE</b>	<b>SUPPLEMENTAL</b>	<b>OVERTIME</b>	<b>MONEY</b>
<b><u>RATING</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>RATE</u></b>	<b><u>PURCHASE</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	5,792.79	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**

<b>FOS</b>	<b>BASE</b>	<b>BASE</b>	<b>SUPPLEMENTAL</b>	<b>OVERTIME</b>	<b>MONEY</b>
<b><u>RATING</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>RATE</u></b>	<b><u>PURCHASE</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	10,203.09	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

  

<b>ROS/RAV</b>	<b>BASE</b>	<b>BASE</b>	<b>SUPPLEMENTAL</b>	<b>OVERTIME</b>	<b>MONEY</b>
<b><u>RATING</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>RATE</u></b>	<b><u>PURCHASE</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	1,800.71	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**

<b>FOS</b>	<b>BASE</b>	<b>BASE</b>	<b>SUPPLEMENTAL</b>	<b>OVERTIME</b>	<b>MONEY</b>
<b><u>RATING</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>WAGE</u></b>	<b><u>RATE</u></b>	<b><u>PURCHASE</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	6,372.20	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

**READY RESERVE FORCE  
PATRIOT CONTRACT SERVICES  
EFFECTIVE JULY 27, 2024**

<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	7,126.05	237.54	118.77	29.28	51.66	21.74
OILER	4,791.88	159.37	79.86	22.43	44.08	21.74
WIPER	4,242.02	141.40	70.70	17.77	26.36	21.74

<b>ROS/RAV</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	2,048.35	292.62	24.39		51.15	21.74
WIPER	1,257.93	179.70	14.98		26.09	21.74

**LEGEND**

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