

MARINE FIREMEN'S UNION OFFSHORE WAGE RATES**MOTOR VESSELS - APL MARINE SERVICES
EFFECTIVE OCTOBER 1, 2025**

<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	7,261.49	242.05	157.19	42.84	64.26	27.00
REJ	6,912.02	230.40	152.83	40.83	61.25	27.00
DJU	6,274.41	209.15	136.08	37.14	55.71	27.00
DJU (NWA)	300.00	10.00				
OILER	5,425.44	180.85	117.02	31.26	46.89	27.00
WIPER	4,241.69	141.39	97.95	25.37	38.06	27.00
				<u>STRAIGHT</u>	<u>OVERTIME</u>	
		DIRTY WORK RATE HOURLY		26.60	43.87	
		CARGO RATE HOURLY		30.83	50.62	

**OIL/CHEMICAL TANKER - MT HAINA PATRIOT - PATRIOT CONTRACT SERVICES
EFFECTIVE OCTOBER 1, 2025**

<u>RATING</u>	<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	5,966.40	198.88	19.89	87.50	31.92	30.00
PUMPMAN/OILER	5,441.10	181.37	18.14	79.78	29.36	30.00
OILER/UTILITY	4,984.50	166.15	16.62	73.08	26.92	30.00

**USNS SEAY AND USNS PILILAAU (56-HOUR WORK WEEK) - PATRIOT CONTRACT SERVICES
EFFECTIVE SEPTEMBER 29, 2025**

<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	10,407.15	346.91	156.57	37.29	30.00
OILER	7,560.81	252.03	113.74	27.08	30.00
WIPER	6,101.91	203.40	91.89	21.81	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	1,836.72	262.39	62.97	37.29	30.00
OILER	1,334.21	190.60	45.74	27.08	30.00
WIPER	1,096.28	156.61	37.59	21.81	30.00

**OIL/CHEMICAL TANKER - MT ALLIED PACIFIC - PATRIOT CONTRACT SERVICES
EFFECTIVE SEPTEMBER 5, 2025**

<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/OILER	6,563.40	218.78	92.83	29.10	30.00
PUMPMAN/OILER	5,985.30	199.51	84.64	29.36	30.00
OILER/UTILITY	5,482.80	182.76	77.53	26.92	30.00

READY RESERVE FORCE - PATRIOT CONTRACT SERVICES
EFFECTIVE AUGUST 18, 2025

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	7,126.05	237.54	137.77	29.28	51.66	21.74
OILER	4,791.88	159.37	92.64	22.43	44.08	21.74
WIPER	4,242.02	141.40	82.01	17.77	26.36	21.74
ROS/RAV						
<u>RATING</u>	<u>WEEKLY</u>	<u>DAILY</u>	<u>DAILY</u>		<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN	2,048.35	292.62	24.39		51.15	21.74
OILER	1,589.20	227.03	18.92		43.66	21.74
WIPER	1,257.93	179.70	14.98		26.09	21.74

MOTOR VESSELS - MATSON NAVIGATION COMPANY
EFFECTIVE JULY 1, 2025

	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	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
				<u>STRAIGHT</u>	<u>OVERTIME</u>	
		DIRTY WORK HOURLY		27.93	46.00	

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

	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	6,446.52	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 <u>MONTHLY</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	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						
<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

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