

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

**MOTOR VESSELS - MATSON NAVIGATION COMPANY  
EFFECTIVE JULY 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	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>DIRTY WORK HOURLY</u>	<u>STRAIGHT</u>	<u>OVERTIME</u>
					29.05	47.84

**CV700 – CV KAMOKUIKI - MATSON NAVIGATION COMPANY  
EFFECTIVE JULY 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>
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) - PATRIOT CONTRACT SERVICES  
EFFECTIVE APRIL 1, 2026**

<u>FOS</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	8,947.26	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
<u>ROS/RAV</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	1,662.63	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

**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**

FOS	BASE WAGE	BASE WAGE	WAGE BONUS	SUPPLEMENTAL WAGE	OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN/OILER	5,966.40	198.88	19.89	87.50	31.92	30.00
PUMP TECH/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**

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

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

FOS	BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE	OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>DAILY</u>
ELECTRICIAN/OILER	6,563.40	218.78	92.83	29.10	30.00
PUMP TECH/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	BASE WAGE	SUPPLEMENTAL WAGE	PENALTY RATE	OVERTIME RATE	MONEY PURCHASE
<u>RATING</u>	<u>MONTHLY</u>	<u>DAILY</u>	<u>DAILY</u>	<u>HOURLY</u>	<u>HOURLY</u>	<u>DAILY</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	BASE WAGE	BASE WAGE	SUPPLEMENTAL WAGE	OVERTIME RATE	MONEY PURCHASE
<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

**LEGEND**

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