



TERMS AND CONDITIONS FOR NON EU SEAFARERS

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Suomen Merimies-Unioni SMU ry
Suomen Varustamot ry

TERMS AND CONDITIONS FOR NON EU SEAFARERS

1 § APPLICATION

- 1.1 These provisions set out the additional terms and conditions applicable to NON EU seafarers serving on vessels that trade under Finnish Flag. In matters not stipulated in these provisions the national Finnish Collective Agreement applicable to the vessel will apply.
- 1.2 These provisions are deemed to be incorporated into and to contain the terms and conditions of contract of employment of any seafarer to whom these provisions apply.
- 1.3 The Owner shall employ the seafarers on the terms and conditions contained in these provisions, and to enter into individual contracts of employment with any seafarer to whom these provisions applies, incorporating the terms and conditions contained in these provisions. The Company undertakes that it will comply with all the terms and conditions of these provisions. The Company shall further ensure that signed copies of these provisions are available on board in English.
- 1.4 “Seafarer” means any person who is employed or engaged or works in any capacity to whom these provisions apply. “MLC” means Maritime Labour Convention adopted by the General Conference of the International Labour Organization on 23 February 2006.

- 1.5 Each seafarer, in accordance with 1.1 above, shall be covered with these provisions with effect from the date on which they are engaged, whether they have signed Articles or not, until the date on which they sign off or if later the date until which, in accordance with these provisions, the company is liable for the payment of wages, whether or not any employment contract is executed between the seafarer and the company and whether or not the Ship's Articles are endorsed or amended to include the rates of pay specified in these provisions.

2 § PRE-EMPLOYMENT

- 2.1 Each seafarer shall undertake to serve the company competently and shall undertake that they possess, and will exercise, the skill commensurate with the certificates, which they declare to hold, which should be verified by the Company.
- 2.2 The company shall be entitled to require that any seafarer shall have a satisfactory pre-employment medical examination, at company expense, by a company-nominated doctor and that the seafarer answer faithfully any questionnaire on their state of health, which may be required. Failure to do so may affect the seafarer's entitlement to compensation as per Articles 21, 22, 23, 24 and 25. The seafarer shall be entitled to receive a copy of the medical certificate issued in respect of such an examination. The provisions of this Article shall equally apply to seafarers who were previously employed by the Company, signed-off due to medical reasons pursuant to Article 18.1 (b) and maybe willing to be re-employed upon recovery. Any such recovered seafarers shall be treated equally to the other candidates undergoing medical examination.
- 2.3 The Company shall ensure, that the standards laid down in the ILO Maritime Labour Convention (MLC) are met including the requirement that no fees or visa costs are borne directly or indirectly, in whole or in part, by the seafarers for finding employment, the right for seafarers to inspect their employment agreements and seek advice before engagement and preventing the recruitment or placement services from using means, mechanisms or lists to prevent seafarers from gaining employment for which they are qualified.

- 2.4 Each seafarer shall sign the seamen's employment contract attached as ANNEX 5.
- 2.5 Documentation as required by the Flag State shall be at Company expense.

3 § NON-SEAFARERS WORK

- 3.1 Neither ship's crews nor anyone else on board whether in permanent or temporary employment by the Company shall carry out cargo handling and other work traditionally or historically done by dock workers without the prior agreement of the ITF Dockers Union or ITF Unions concerned and provided that the individual seafarers volunteer to carry out such duties, for which they should be adequately compensated. For the purpose of this clause "cargo handling" may include but is not limited to: loading, unloading, stowing, unstowing, pouring, trimming, classifying, sizing, stacking, unstacking as well as composing and decomposing unit loads; and also services in relation with cargo or goods, such as tallying, weighing, measuring, cubing, checking, receiving, guarding, delivering, sampling and sealing, lashing and unlashng.
- 3.2 Where a vessel is in a port where an official trade dispute involving an ITF-affiliated dock workers' union is taking place, neither ship's crew nor anyone else on board whether in permanent or temporary employment by the Company shall undertake cargo handling and other work, traditionally and historically done by members of that union which would affect the resolution of such a dispute. The Company will not take any punitive measures against any seafarer who respects such dock workers' trade dispute and any such lawful act by the Seafarer shall not be treated as any breach of the Seafarer's contract of employment, provided that this act is lawful within the country it is taken.
- 3.3 For crewmembers compensation for such work performed during the normal working week, as specified in Article 5, shall be by the payment of the overtime rate specified in ANNEX 1 for each hour or part hour that such work is performed, in addition to the basic pay. Any such work performed outside the normal working week will be compensated at double the overtime rate. However the

compensation shall always be in euros at least as much as the compensation for EU seafarers according to the collective bargaining agreement “Kauppa-alussopimus”.

4 § DURATION OF EMPLOYMENT

- 4.1 A seafarer shall normally be engaged for at least 6 (six) months if not otherwise agreed between the seafarer and the Company. However, the maximum length of the agreement shall be 9 (nine) months. The employment shall be automatically terminated upon the terms of these provisions at the first arrival of the ship in port after expiration of that period.

5 § HOURS OF DUTY

- 5.1 The normal hours of duty shall be eight hours per day from Monday to Friday inclusive.

6 § OVERTIME

- 6.1 Any hours of duty in excess of the 8 (eight) shall be paid for by overtime, the hourly overtime rate shall be 1.25 the basic hourly rate calculated by reference to the basic wage for the category concerned and the weekly working hours (ANNEX 1).
- 6.2 At least 103 (one hundred and three) hours guaranteed overtime shall be paid monthly to each seafarer.
- 6.3 Overtime shall be recorded individually and in duplicate either by the Master or the Head of the Department.
- 6.4 Such record, endorsed by the Master or a person authorised by the Master, shall be accessible to the Seafarer. Every month the Seafarer shall be offered to endorse the record. After the record is endorsed, it is final. On completion of his/her contract, one copy shall be provided to the Seafarer, if such information is not already contained within the Seafarer’s pay documents. A Seafarer may re-

quest a printed copy of his/her overtime records at any time during his/her contract term.

- 6.5 Any additional hours worked during an emergency directly affecting the immediate safety of the ship, its passengers, crew or cargo, of which the Master shall be the sole judge, or for safety drills or work required to give assistance to other ships or persons in immediate peril shall not count for overtime payment.
- 6.6 If no overtime records are kept as required in 6.3 and 6.4 above, the seafarer shall be paid monthly a lump sum for overtime worked calculated at 160 hours at the hourly overtime rate without prejudice to any further claim for payment for overtime hours worked in excess of this figure.

7 § HOLIDAYS

- 7.1 For the purpose of these provisions the days listed in ANNEX 2 shall be considered as holidays at sea or in port. If a holiday falls on a Saturday or a Sunday, the following working day shall be observed as a holiday.

8 § REST PERIODS

- 8.1 Each seafarer shall have a minimum of 10 hours rest in any 24 hour period and 77 hours in any seven-day period.
- 8.2 This period of 24 hours shall begin at the time a Seafarer starts work immediately after having had a period of at least 6 consecutive hours off duty.
- 8.3 The hours of rest may be divided into no more than two periods, one of which shall be at least 6 hours in length, and the interval between consecutive periods of rest shall not exceed 14 hours.
- 8.4 The company shall post in an accessible place on board a table detailing the schedule of service at sea and in port and the minimum hours of rest for each position on board in the language of the ship and in English.

- 8.5 Nothing in this Article shall be deemed to impair the right of the master of a ship to require a seafarer to perform any hours of work necessary for the immediate safety of the ship, persons on board or cargo, or for the purpose of giving assistance to other ships or persons in distress at sea. In such situation, the master may suspend the schedule of hours of work or hours of rest and require a seafarer to perform any hours of work necessary until the normal situation has been restored. As soon as practicable after the normal situation has been restored, the master shall ensure that any seafarers who have performed the work in a scheduled rest period are provided with an adequate period of rest. In addition, the STCW requirements covering overriding operational conditions shall apply, including those of STCW A-VIII/1, Article 9.
- 8.6 A short break of less than 30 minutes will not be considered as a period of rest.
- 8.7 Emergency drills and drills prescribed by national laws and regulations and by international instruments shall be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue.
- 8.8 The allocation of periods of responsibility on UMS Ships, where a continuous watchkeeping in the engine room is not carried out, shall also be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue and an adequate compensatory rest period shall be given if the normal period of rest is disturbed by call-outs.
- 8.9 Records of seafarers daily hours of rest shall be maintained to allow for monitoring of compliance with this Article.

9 § WAGES

- 9.1 The net wages of each seafarer shall be calculated in accordance with these provisions and as per the attached wage scales (ANNEX 1) and the only deductions from such wages shall be proper statutory and other deductions as recorded in these provisions and/or other deductions as authorised by the seafarer.

- 9.2 The seafarer shall be entitled to payment of their net wages, after deductions, in US dollars, or in a currency agreed with the seafarer, at the end of each calendar month together with an account of their wages, identifying the exchange rate where applicable.
- 9.3 Any wages not drawn by the seafarer shall accumulate for their account and may be drawn as a cash advance twice monthly.
- 9.4 For the purpose of calculating wages, a calendar month shall be regarded as having 30 days.
- 9.5 No seafarer employed in the Deck or Engine departments shall be paid less than the equivalent rate of an able seaman if not otherwise agreed between the Parties to this Agreement.

10 § ALLOTMENTS

- 10.1 Each seafarer to whom these provisions apply shall be allowed an allotment note, payable at monthly intervals, of up to 80% of basic wages after allowing for any deductions as specified in Article 9, in line with the provisions of ILO MLC Standard A2.2, paragraph 5.

11 § LEAVE

- 11.1 Each seafarer shall, on the termination of employment for whatever reason, be entitled to payment of 7 days' leave for each completed month of service and pro rata for a shorter period.
- 11.2 Payment for leave shall be at the rate of pay applicable at the time of termination plus a daily allowance as specified in ANNEX 3.

12 § SUBSISTENCE ALLOWANCE

- 12.1 When food and/or accommodation is not provided on board the company shall be responsible for providing food and/or accommodation of suitable quality.

13 § WATCHKEEPING

- 13.1 Watchkeeping at sea and, when deemed necessary, in port, shall be organised where possible on a three watch basis.
- 13.2 It shall be at the discretion of the Master which seafarers are put into watches and which, if any, on day work.
- 13.3 While watchkeeping at sea, the officer of the navigational watch shall be assisted by a posted lookout during the hours of darkness and as required by any relevant national and international rules and regulations, and also whenever deemed necessary by the master or officer of the navigational watch.
- 13.4 The Master and Chief Engineer shall not normally be required to stand watches.

14 § MANNING

- 14.1 The Ship shall be competently and adequately manned so as to ensure its safe operation.

15 § SHORTHAND MANNING

- 15.1 Where the complement falls short of the agreed manning, for whatever reasons, the basic wages of the shortage category shall be paid to the affected members of the concerned department. Every effort shall be made to make good the shortage before the ship leaves the next port of call. This provision shall not affect any overtime paid in accordance with Article 6.

16 § SERVICE IN WARLIKE OPERATIONS AREAS/HIGH RISK AREAS

- 16.1 A Warlike Operations Area or High Risk Area will be designated by the Lloyd's Joint War Committee. An updated list of the Warlike Operations areas/High Risk Areas shall be kept on board the vessels and shall be accessible to the crew.

16.2 At the time of the assignment the Company shall inform the Seafarers if the vessel is bound to or may enter any Warlike Operations area/High Risk Area. If this information becomes known during the period of the Seafarers' employment on the vessel the Company shall advise the Seafarers immediately.

16.3 If the vessel enters a Warlike Operations Area/High Risk Area:

- The Seafarer shall have the right not to proceed to such area. In this event the Seafarer shall be repatriated at Company's cost with benefits accrued until the date of return to his/her home or the port of engagement.
- The Seafarer shall be entitled to a double compensation for disability and death.
- The Seafarer shall also be paid a bonus equal to 100% of the basic wage for the durations of the ship's stay in a Warlike Operations Area/High Risk Area – subject to a minimum of 5 days' pay.
- The Seafarer shall have the right to accept or decline an assignment in a Warlike Operations Area/High Risk Area without risking losing his/her employment or suffering any other detrimental effects.

16.4 In case a Seafarer may become captive or otherwise prevented from sailing as a result of an act of piracy or hijacking, irrespective whether such act takes place within or outside Warlike Operations areas/High Risk Areas referred to in this Article, the Seafarer's employment status and entitlements under this Agreement shall continue until the Seafarer's release and thereafter until the Seafarer is safely repatriated to his/her home or place of engagement or until all Company's contractual liabilities end. These continued entitlements shall, in particular, include the payment of full wages and other contractual benefits. The Company shall also make every effort to provide captured Seafarers, with extra protection, food, welfare, medical and other assistance as necessary.

17 § CREW'S EFFECTS

- 17.1 When any seafarer suffers total or partial loss of, or damage to, their personal effects whilst serving on board the ship as a result of wreck, loss stranding or abandonment of the vessel, or as a result of fire, flooding or collision, excluding any loss or damage caused by the seafarer's own fault or through theft or misappropriation, they shall be entitled to receive from the company compensation up to a maximum specified in ANNEX 3.
- 17.2 The seafarer shall certify that any information provided with regard to lost property is true to the best of their knowledge.
- 17.3 The Company shall take measures for safeguarding property left on board by sick, injured or deceased seafarers and for returning it to them or to their next of kin.

18 § TERMINATION OF EMPLOYMENT

- 18.1 The employment shall be terminated:
- a. upon the expiry of the agreed period of service identified in Article 4; or
 - b. when signing off owing to sickness or injury, after medical examination in accordance with Article 21.
- 18.2 The company may terminate the employment of a seafarer:
- a. If the seafarer has been found to be in serious default of his employment obligations in accordance with Article 20; or
 - b. upon the total loss of the ship, or when the ship has been laid up for a continuous period of at least one month or upon the sale of the ship.
- 18.3 A seafarer to whom these provisions apply may terminate employment:

- a. by giving one month's written notice of termination to the Company or the Master of the ship;
- b. when, during the course of a voyage it is confirmed that the spouse or, in the case of a single person, a parent, has fallen dangerously ill. This provision shall also be applied with regard to the partner of a seafarer provided that this partner has been nominated by the seafarer at the time of engagement as the seafarer's next of kin;
- c. if the ship is about to sail into a warlike operations area, in accordance with Article 16 of these provisions;
- d. if the seafarer was employed for a specified voyage on a specified ship, and the voyage is subsequently altered substantially, either with regard to duration of trading pattern;
- e. if the Ship is certified substandard in relation to the applicable provisions the Safety of Life at Sea Convention (SOLAS) 1974, the International Convention on Load-lines (LL) 1966, the Standards of Training Certification and Watch-keeping Convention (STCW) 1995, the International Convention for the Prevention of Pollution from Ships 1973, as modified by the Protocol of 1978 (MARPOL) or substandard in relation to ILO Convention No. 147, 1976, Minimum Standards in Merchant Ships as supplemented by the Protocol of 1996 and remains so for a period of 30 consecutive days provided that adequate living conditions and provisions are provided on board or ashore. In any event, a Ship shall be regarded as substandard if it is not in possession of the certificates required under either applicable national laws and regulations or international instruments;
- f. if the ship has been arrested and has remained under arrest for 30 days; or
- g. if after any agreed grievance procedure has been invoked, the company has not complied with the terms of these provisions.

- 18.4 A seafarer shall be entitled to receive compensation of two months' basic pay on termination of their employment in accordance with 18.2(c), 18.3(c), (d), (e), (f) and (g) above and Article 23.1.
- 18.5 It shall not be grounds for termination if, during the period of the agreement, the company transfers the seafarer to another vessel belonging or related to the same owner/manager, on the same rank and wages and all other terms, if the second vessel is engaged on the same or similar voyage patterns. There shall be no loss of earnings or entitlements during the transfer and the company shall be liable for all costs and subsistence for and during the transfer.

19 § REPATRIATION / EMBARKATION

- 19.1 Repatriation shall take place in such a manner that it takes into account the needs and reasonable requirements for comfort of the seafarer.
- 19.2 During repatriation for normal reasons, the company shall be liable for the following costs until the seafarers reach the final agreed repatriation destination, which can be either a place of original engagement or home:
- a. payment of basic wages between the time of discharge and the arrival of the seafarer at their place of original engagement or home;
 - b. the cost of accommodation and food;
 - c. reasonable personal travel and subsistence costs during the travel period; and
 - d. transport of the seafarer's personal effects up to the amount allowed free of charge by the relevant carrier agreed with the company.
- 19.3 A seafarer shall be entitled to repatriation at the company's expense on termination of employment as per Article 18 except where such termination arises under Clause 18.2(a).

19.4 The provisions of Articles 19.1, 19.2 and 19.3 shall also apply to seafarers travelling to join the vessel.

20 § MISCONDUCT

20.1 A company may terminate the employment of a seafarer following a serious default of the seafarers employment obligations which gives rise to a lawful entitlement to dismissal, provided that the company shall, where possible, prior to dismissal, give written notice to the seafarer specifying the serious default which has been the cause of the dismissal.

20.2 In the event of the dismissal of a seafarer in accordance with this clause, the company shall be entitled to recover from that seafarer's balance of wages the costs involved with repatriating the seafarer together with such costs incurred by the company as are directly attributable to the seafarers proven misconduct. Such costs do not, however, include the costs of providing a replacement for the dismissed seafarer.

20.3 For the purpose of these provisions, refusal by any seafarer to obey an order to sail the ship shall not amount to a breach of the seafarers employment obligations where:

- a. the ship is unseaworthy or otherwise substandard as defined in Clause 18.3 (e);
- b. for any reason it would be unlawful for the ship to sail;
- c. the seafarer has a genuine grievance against the company in relation to the implementation of these provisions and has complied in full with the terms of the company's grievance procedure; or
- d. the seafarer refuses to sail into a warlike area.

21 § MEDICAL ATTENTION

- 21.1 A seafarer shall be entitled to immediate medical attention when required and to dental treatment of acute pain and emergencies.
- 21.2 A seafarer who is hospitalised abroad owing to sickness or injury shall be entitled to medical attention (including hospitalisation) at the company's expense for as long as such attention is required or until the seafarer is repatriated pursuant to Article 19, whichever is the earlier.
- 21.3 A seafarer repatriated unfit as a result of sickness or injury, shall be entitled to medical attention (including hospitalisation) at the company's expense:
- a. in the case of sickness, for up to 130 days after repatriation, subject to the submission of satisfactory medical reports;
 - b. in the case of injury, for so long as medical attention is required or until a medical determination is made in accordance with clause 24.2 concerning permanent disability; or
 - c. in those cases where, following repatriation, seafarers have to meet their own medical care costs, in line with Article 21.3 (a), they may submit claims for reimbursement within 6 months, unless there are exceptional circumstances, in which case the period may be extended.
- 21.4 Proof of continued entitlement to medical attention shall be by submission of satisfactory medical reports, endorsed, where necessary, by a company appointed doctor. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly between the Company and the Union and the decision of this doctor shall be final and binding on both parties.

22 § SICK PAY

- 22.1 When a seafarer is landed at any port because of sickness or injury a pro rata payment of their basic wages plus guaranteed or, in the case of officers, fixed overtime, shall continue until they have been repatriated at the company's expense as specified in Article 19.
- 22.2 Thereafter the seafarer shall be entitled to sick pay at the rate equivalent to their basic wage while they remain sick up to a maximum of 130 days after repatriation. The provision of sick pay following repatriation shall be subject to submission of a valid medical certificate, without undue delay.
- 22.3 However, in the event of incapacity due to an accident the basic wages shall be paid until the injured seafarer has been cured or until a medical determination is made in accordance with clause 24.2 concerning permanent disability.
- 22.4 Proof of continued entitlement to sick pay shall be by submission of satisfactory medical reports, endorsed, where necessary, by a company appointed doctor. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly between the company and the seafarer and the decision of this doctor shall be final and binding on both parties.

23 § MATERNITY

- 23.1 In the event that a crew member becomes pregnant during the period of employment:
- a. the seafarer shall advise the master as soon as the pregnancy is confirmed;
 - b. the company will repatriate the seafarer as soon as reasonably possible but in no case later than the 26th week of pregnancy; and where the nature of the vessel's operations could in the circumstances be hazardous – at the first port of call;

- c. the seafarer shall be entitled to receive contractual pay for the full contract period, plus 100 days basic pay; and
- d. the seafarer shall be afforded priority in filling a suitable vacancy in the same or equivalent position within three years following the birth of a child should such a vacancy be available.

24 § DISABILITY

- 24.1 A seafarer who suffers permanent disability as a result of an accident whilst in the employment of the company regardless of fault, including accidents occurring while travelling to or from the ship, and whose ability to work as a seafarer is reduced as a result thereof, shall in addition to sick pay, be entitled to compensation according to the provisions of these provisions.
- 24.2 The disability suffered by the seafarer shall be determined by a doctor appointed by the company. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly between the company and the seafarer and the decision of this doctor shall be final and binding on both parties.
- 24.3 The company shall provide disability compensation to the seafarer in accordance with the following table, with any differences, including less than 10 % disability, to be pro rata.

2015

Degree of Disability Percentage (%)	Rate of Compensation		
	Ratings	Junior Officers	Senior Officers (4) ¹
100	96,909	129,212	161,514
75	72,682	96,909	121,136
60	58,145	77,527	96,909
50	48,454	64,606	80,757
40	38,763	51,685	64,606
30	29,073	38,763	48,454
20	19,382	25,842	32,303
10	9,691	12,921	16,151

2016

Degree of Disability Percentage (%)	Rate of Compensation		
	Ratings	Junior Officers	Senior Officers (4)
100	98,848	131,797	164,745
75	74,136	98,848	123,559
60	59,308	79,078	98,848
50	49,424	65,899	82,373
40	39,539	52,719	65,899
30	29,655	39,539	49,424
20	19,770	26,359	32,950
10	9,885	13,180	16,475

2017

Degree of Disability Percentage (%)	Rate of Compensation		
	Ratings	Junior Officers	Senior Officers (4)
100	102,308	136,410	170,512
75	76,731	102,308	127,884
60	61,384	81,846	102,308
50	51,154	68,206	85,257
40	40,923	54,565	68,206
30	30,693	40,923	51,154
20	20,462	27,282	34,104
10	10,231	13,642	17,052

¹ Senior Officers for the purpose of this clause means Master, Chief Officer, Chief Engineer and 1st Engineer.

- 24.4 A seafarer whose disability, in accordance with 24.2 above is assessed at 50% or more under the attached ANNEX 4 shall, for the purpose of this paragraph, be regarded as permanently unfit for further sea service in any capacity and be entitled to 100% compensation. Furthermore, any seafarer assessed at less than 50 % disability but certified as permanently unfit for further sea service in any capacity by the company-nominated doctor, shall also be entitled to 100 % compensation. Any disagreement as to entitlement under this clause shall be resolved in accordance with the procedures set out in 24.2 above.
- 24.5 Shipowner, in discharging its's responsibilities to provide for safe and decent working conditions, should have effective arrangements for the payment of compensation for personal injury. When a valid claim arises, payment should be made promptly and in full, and there should be no pressure by the shipowner or by the representative of the insurers for a payment less than the contractual amount due under these provisions. Where the nature of the personal injury makes it difficult for the shipowner to make a full payment of the claim, consideration has to be given to the payment of an interim amount so as to avoid undue hardship.

25 § LOSS OF LIFE – DEATH IN SERVICE

- 25.1 If a Seafarer dies through any cause whilst in the employment of the Company including death from natural causes and death occurring whilst travelling to and from the vessel, or as a result of marine or other similar peril, the Company shall pay the sums specified in the attached ANNEX 3 to a nominated beneficiary and to each dependent child up to a maximum of 4 (four) under the age of 18. The Company shall also transport at its own expense the body to Seafarer's home where practical and at the families' request and pay the cost of burial expenses. If the Seafarer shall leave no nominated beneficiary, the aforementioned sum shall be paid to the person or body empowered by law or otherwise to administer the estate of the Seafarer. For the purpose of this clause a seafarer shall be regarded as "in employment of the company" for so long as the provisions of Articles 21 and 22 apply and provided the death is directly attributable to sickness or injury that caused the

seafarer's employment to be terminated in accordance with Article 18.1 b).

- 25.2 The provisions of Article 24.5 above shall also apply in the case of compensation for Loss of Life – Death in Service as specified in this Article.

26 § INSURANCE COVER

- 26.1 The Company shall conclude appropriate insurance to cover themselves fully against the possible contingencies arising from the Articles of these provisions.

27 § FOOD, ACCOMMODATION, BEDDING, AMENITIES ETC.

- 27.1 The Company shall provide, as a minimum, accommodation, recreational facilities and food and catering services in accordance with the standards specified in Title 3 to the MLC and shall give due consideration to the Guidelines in the MLC.
- 27.2 In addition, the company shall provide the galley with all items of equipment normally required for cooking purposes. All items of equipment shall be of good quality.
- 27.3 The accommodation standards should generally meet those criteria contained in relevant ILO instruments relating to crew accommodation.
- 27.4 Seafarers will have access to free call on a one-off basis linked to compassionate circumstances as per Article 18.3 emergencies.
- 27.5 Where equipment and cost allows, during off duty hours, Seafarers shall have the possibility to access internet for the purpose of communicating with home, social networking and other needs.

28 § PERSONAL PROTECTIVE EQUIPMENT

- 28.1 The company shall provide the necessary personal protective equipment in accordance with ISM/IMO regulations, or any applicable national regulations, which specify any additional equipment, for the use of each seafarer while serving on board.
- 28.2 The company will supply the crew with appropriate personal protective equipment for the nature of the job.
- 28.3 Seafarers should be advised of the dangerous nature and possible hazards of any work to be carried out and instructed of any necessary precautions to be taken as well as of the use of the protective equipment.
- 28.4 If the necessary safety equipment is not available to operate in compliance with any of the above regulations, seafarers should not be permitted or requested to perform the work.
- 28.5 Seafarers should use and take care of personal protective equipment at their disposal and not misuse any means provided for their own protection or the protection of others. Personal protective equipment remains the property of the company.

29 § SHIPBOARD HEALTH AND SAFETY

- 29.1 The Company shall facilitate the establishment of on board safety management system according to Finnish law.

30 § MEMBERSHIP FEES AND REPRESENTATION OF SEAFARENS

- 30.1 Subject to national legislation, in order to be covered by this agreement, all seafarers should be members of an appropriate national trade union affiliated to the ITF.

- 30.2 The Company shall arrange to pay in respect of each Seafarer the Entrance/Membership fees in accordance with the terms of the relevant organization. Membership Fees to the Finnish Seamen's Union FSU are to be deducted and paid monthly according to the normal national practice.
- 30.3 The company acknowledges the right of seafarers to participate in union activities and to be protected against acts of anti-union discrimination as per ILO Conventions Nos. 87 and 98.
- 30.4 The company acknowledges the right of the seafarers to elect a liaison representative from among the crew who shall not be dismissed nor be subject to any disciplinary proceedings as a result of the seafarer's duties as a liaison representative unless the union has been given adequate notice of the dismissal.

31 § EQUALITY

- 31.1 Each seafarer shall be entitled to work, train and live in an environment free from harassment and bullying whether sexually, racially or otherwise motivated. The company will regard breaches of this undertaking as a serious act of misconduct on the part of seafarers.

32 § WAIVERS AND ASSIGNMENTS

- 32.1 The company undertakes not to demand or request any seafarer to enter into any document whereby, by way of waiver or assignment or otherwise, the seafarer agrees or promises to accept variations to the terms of these provisions or return to the company, their servants or agents any wages (including backwages) or other emoluments due or to become due to the seafarer under these provisions and the company agrees that any such document already in existence shall be null and void and of no legal effect.

33 § BREACH OF THE AGREEMENT

- 33.1 If the Company breaches the terms of these provisions the union, for itself or acting on behalf of the seafarers, and/or any seafarer shall be entitled to take such measures against the company as may be deemed necessary to obtain redress.

ANNEX 1

NON EU - MERENKULKIJOIDEN PALKAT 1.1.2014 (USD)

	Differential	Basic Salary (40hrs)	Guaranteed Overtime (103hrs)	Overtime rate	Leave Pay (7 days)	Leave Subistence (\$18)	Net Total	Ph.sc./ Pag:ibig	TAX (35 %)	Gross total	Memb.sh. fee (1,2 %)
Master	3,369	2864	2127	20,65	668	126	5785	51,00	3142,44	8978,40	107,74
Ch. Eng	3,062	2603	1933	18,77	607	126	5269	51,00	2864,77	8185,06	98,22
Ch. Off	2,175	1849	1373	13,33	431	126	3779	51,00	2062,51	5892,89	70,71
1st Eng	2,175	1849	1373	13,33	431	126	3779	51,00	2062,51	5892,89	70,71
2nd Off	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
2nd Eng	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
RO	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
Elect Eng	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
Chief Stew	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
3rd Off	1,679	1427	1060	10,29	333	126	2946	51,00	1613,90	4611,14	55,33
3rd Eng	1,679	1427	1060	10,29	333	126	2946	51,00	1613,90	4611,14	55,33
Electrician	1,498	1273	946	9,18	297	126	2642	51,00	1450,19	4143,41	49,72
Bosun	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Carpenter	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Fitter/Repairer	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Chief Cook	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Donkeyman	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Pumpman	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
AB	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
Fireman/motorman	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
Oiler/Greaser	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
Steward	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
2nd Cook	0,852	724	538	5,22	169	126	1557	51,00	865,91	2474,03	29,69
Messroom Steward	0,852	724	538	5,22	169	126	1557	51,00	865,91	2474,03	29,69
OS	0,744	632	470	4,56	148	126	1376	51,00	768,23	2194,94	26,34
Wiper	0,744	632	470	4,56	148	126	1376	51,00	768,23	2194,94	26,34
Deck Boy	0,599	509	378	3,67	119	126	1132	51,00	637,08	1820,23	21,84
Catering Boy	0,599	509	378	3,67	119	126	1132	51,00	637,08	1820,23	21,84

ANNEX 2

HOLIDAYS

For the purpose of the provisions in Article 7 the days listed hereby shall be considered as holidays at sea or in port.

New Years Day (Uudenvuodenpäivä)	(1st of January)
Twelfth Day (Loppiainen)	(6th of January)
Good Friday (Pitkäperjantai)	(Friday before Easter Sunday)
Easter Sunday (Pääsiäispäivä)	(For example 8.4.2012, 31.3.2013, 20.4.2014 and 5.4.2015)
Easter Monday (Toinen pääsiäispäivä)	(Monday after Easter Sunday)
1st of May (Vappu)	
Ascension Day (Helatorstai)	(40th day after Easter Sunday, always Thursday)
Whit Sunday (Helluntai)	(10th day after Ascension Day, always Sunday)
Midsummer Day (Juhannuspäivä)	(First Saturday after 19th of June)
All Saint Day (Pyhäinpäivä)	(Saturday between 31.10. and 6.11., for example 3.11.2012, 2.11.2013, 1.11.2014 and 31.10.2015)
Independence Day (Itsenäisyyspäivä)	(6th of December in Finland, 12th of June in Philippines)
Christmas Day (Joulupäivä)	(25th of December)
Boxing Day (Tapaninpäivä)	(Day after Christmas Day)

ANNEX 3

SCHEDULE OF CASH BENEFITS

Article 25

Compensation for Loss of Life:

1. to immediate next of kin

Year 2015:	\$96,909
Year 2016:	\$98,848
Year 2017:	\$102,308

2. to each dependent child under the age of 18 (subject to a maximum of 4)

Year 2015	\$19,382
Year 2016	\$19,770
Year 2017	\$20,462

Article 11

Leave:

Daily allowance whilst on paid leave: US\$ 18

Article 17

Crew's Effects:

Maximum: US\$ 3,300, which includes cash up to \$330.

Degree of disability

I. Injuries to Extremities

Hand, Arm, Shoulder

(If a person is left-handed, his/her left hand is assessed as a right hand, and vice versa.)

	Percentage Right	Compensation Left		Percentage Right	Compensation Left
a. Fingers			• Ring finger with 90 degrees or more stretch deficiency in middle joint	5	
• Loss of all fingers of one hand	55	50	• Loss of little finger (fifth finger)	8	
• Loss of one thumb and metacarpal bones	30	25	• Loss of middle and extreme joints of little finger	5	
• Loss of one thumb		25	• Loss of extreme joint of little finger	3	
• Loss of extremity of one thumb		12	• Loss of thumb and forefinger (1st and 2nd fingers)	40	35
• Loss of half of extremity of one thumb		8	• Loss of extreme joints of thumb and forefinger	18	
• Thumb with stiff extreme joint		5	• Loss of thumb, forefinger and middle finger	50	45
• Thumb with stiff metacarpophalangeal joint		3	• Loss of extreme joints of thumb, forefinger and middle finger	20	
• Thumb with stiff extreme and metacarpophalangeal joints		15	• Loss of thumb, forefinger, middle finger and ring finger (1st, 2nd, 3rd and 4th fingers)	55	50
• Loss of forefinger (second finger)		10	• Loss of forefinger and middle finger (2nd and 3rd)	25	
• Loss of middle and extreme joints of forefinger		10	• Loss of middle and extreme joints of forefinger and middle finger	20	
• Loss of extreme forefinger		5	• Loss of extreme joint of forefinger and middle finger	10	
• Forefinger with stiff metacarpophalangeal joint in outstretched position		5	• Loss of forefinger, middle finger and ring finger	35	30
• Forefinger with 90 degrees or more stretch deficiency in middle joint		5	• Loss of middle and extreme joints of forefinger, middle finger and ring finger	25	
• Loss of middle finger (third finger)		10	• Loss of extreme joints of forefinger, middle finger and ring finger	12	
• Loss of middle and extreme joints of middle finger		8	• Loss of forefinger, middle finger, ring finger and little finger (2nd, 3rd, 4th and 5th)	40	35
• Loss of extreme joint of middle finger		5	• Loss of middle and extreme joints of forefinger, middle finger, ring finger and little finger	35	30
• Middle finger with stiff metacarpophalangeal joint in outstretched position		5	• Loss of extreme joints of forefinger, middle finger, ring finger and little finger	15	
• Middle finger with 90 degrees or more stretch deficiency in middle joint		5			
• Loss of ring finger (fourth finger)		8			
• Loss of middle and extreme joints of ring finger		5			
• Loss of extreme joint of ring finger		3			
• Ring finger with stiff metacarpophalangeal joint in outstretched position		5			

ANNEX 4 2(3)

	Percentage Right	Compensation Left	Percentage Right	Compensation Left
• Loss of middle finger, ring finger and little finger (3rd, 4th and 5th)	30		25	20
• Loss of middle and extreme joints of middle finger, ring finger and little finger	20		30	25
• Loss of extreme joints of middle finger, ring finger and little finger	10		20	15
• Loss of ring finger and little finger (4th and 5th)	20		15	12
• Loss of middle and extreme joints of ring finger and little finger	15		3	5
• Loss of extreme joints of middle finger and ring finger or of ring finger and little finger	5			
• Middle finger and ring finger with 90 degrees or more stretch deficiency in middle joint	8			
b. Hand, Wrist				
• Loss of one hand	60	55		
• Stiffness in good working position	10			
• Stiffness in poor working position	15			
• Fracture of radial bone healed with some dislocation and slight functional disturbances, possible friction	5			
• Consequences of fracture of radial bone: Forefinger to little finger down to 2 cm from the palm of the hand	18			
c. Arm				
• Loss of one arm	70	65		
• Amputation of upper arm	65	60		
• Amputation of forearm with good elbow movement	60	55		
• Amputation of forearm with poor elbow movement	65	60		
• Unhealed rupture of biceps	5			
• Axillary thrombosis	5			
d. Elbow				
• Stiffness in outstretched position	45	40		
• Stiffness in good working position			25	20
• Stiffness in poor working position			30	25
• Cessation of rotary function of forearm ("upright position")			20	15
• Elbow bending reduced to 90 degrees or less			15	12
• Stretch deficiency of up to 40 degrees				3
• Stretch deficiency 40-90 degrees				5
e. Shoulder				
• All mobility reckoned with "unset" shoulder blade. Stiffness in shoulder (with arm alongside body)			35	
• Elevation up to 90 degrees			15	
• Friction and some reduction of mobility			5	
• Habitual luxation			10	
• Luxatio acromio-clavicularis			5	
f. Paralysis				
• Total paralysis of plexus brachialis			70	65
• Total paralysis of nervus radialis on the upper arm			25	20
• Total paralysis of nervus ulnaris			30	25
• Total paralysis of nervus medianus, both sensory and motoric injuries			35	30
• For sensory injuries only				10

Foot, Leg, Hip		
a. Foot		
• Loss of foot with good function of prosthesis	30	
• Loss of foot with poor function of prosthesis	35	
• Amputation of tarsus with stump capable of bearing	15	
• Loss of all toes on one foot	10	
• Loss of 1st toe (big toe) and some of its metatarsal bone	8	
• Loss of 1st toe (big toe)	5	
• Loss of extreme joint of big toe	3	
• Big toe with stiffness in metatarsophalangeal joint	5	
• Loss of one of the other toes	3	
• Ankle joint stiff at right angle or slight talipes equinus (up to 15 degrees)	15	
• Ankle joint stiff in pronounced talipes equinus position	20	
• Ankle joint where rotary mobility has ceased	5	
• Fallen arches aggravated by pains	8	
• Traumatic fallen arches	10	
b. Leg		
• Loss of one leg	65	
• Amputation at the knee or thigh with good function of prosthesis	50	
• Amputation at the knee or thigh with poor function of prosthesis	55	
• Loss of crus (shank) with good function of prosthesis	30	
• Loss of crus with poor function of prosthesis	35	
• Shortening by less than 3 cm	3	
• Shortening of at least 3 cm	10	
• Thigh shrinkage of at least 3 cm		
• (Is not, however, added to the compensation for shortening or reduction of mobility)	8	
• Postthrombotic syndrome in one leg	5	
• Essential deterioration of varicose veins or leg sores	8	
• Knee stiff in good position	25	
• Knee with stretch deficiency of up to 5 degrees	3	
• Knee with bending capacity reduced to 90 degrees or less	10	
• Knee with hampering looseness	10	
• Knee with strong friction during movements, with muscle wastage exceeding 2 cm as measured 10 cm above the patella and reduction of mobility	8	
• Knee with somewhat regular and hampering incarcerations	5	
• Habitual luxation of kneecap	5	
• Loss of kneecap	5	
• Well functioning totally artificial kneecap	15	
c. Hip		
• Hip with stiffness in favorable position	30	
• Hip with severe insufficiency of hip function	50	
• Well functioning totally artificial hip joint	10	
d. Paralysis		
• Total paralysis of nervus fibularis	10	
• Total paralysis of nervus femoralis	20	
• Ischiadiscusparesis - with good mobility	10	
• Ischiadiscusparesis - with poor mobility	30	

Terms and Conditions for Non Eu Seafarers

ANNEX 5

SEAFARER'S EMPLOYMENT AGREEMENT (model)

Seafarer	1 Surname		2 Given names		3 Male Female	
	4 Date of Birth/Social security no.		5 Place of Birth		6 Nationality	
	7 Passport number		8 Validity of passport		9 Seaman's book	
	11 Certificate of Competency		10 Medical certificate issued			
	12 Dispensations and restrictions					
	13 Full home address and phone number					
Employer	14 Next of kin and his/her contact details (incl. phone number)					
	15 Name, address and contact details of employer (incl. phone number)					
	16 Vessel's name		17 Callsign / IMO number	18 GT	19 kW	20 Port of registry
	21 Flag					
Terms of the contract	22 Position onboard			23 Date of employment		
	24 Type of contract			25 Duration of contract		26 Trial period
	<input type="checkbox"/> Permanent	<input type="checkbox"/> Temporary (reason p.29)				
	27 Working hours		28 Annual leave		29 Health and social security protection	
	30 Remuneration and pay period		31 Pay-day and manner of payment		32 Collective Agreement	
	33 Additional terms and conditions, reason for temporary contract, reason for lay-offs, appendices, etc.					
Signatures/ On signing	34 Place and date					
	35 Signature of master or employer					
	36 Signature of employee					
Termination of agreement prematurely	37 Date of notice or termination		38 Cause for giving notice or cause of termination without notice			
	39 Signature of master or employer			40 Signature of employee		
Repartriation	41 Place and date			42 Free transport to the employee's home country requested		
	43 Signature of master or employer			44 Signature of employee		
Continuation of agreement	45 Contract continued until		46 Signature of master or employer		47 Signature of employee	

4 copies: Employer (2 copies), Master (1 copy), Employee (1 copy)