

NON EU -MERENKULKIJOIDEN PALKAT 1.1.2026 (USD)

ANNEX 1

	Differential	Basic Salary (40hrs)	Guaranteed Overtime (103hrs)	Overtime rate	Leave Pay (7 days)	Leave Subsistence (\$18)	Net Total	Ph.sc./ Pag-ibig	TAX (35 %)	Gross Total	Memb.sh. fee
				103	7	126		51			1,2 %
Master	3,369	3110	2310	22,43	726	126	6272	51	3404,51	9727,18	116,73
Ch. Eng	3,062	2826	2099	20,38	659	126	5710	51	3102,29	8863,69	106,36
Ch. Off	2,175	2008	1491	14,48	469	126	4094	51	2231,67	6376,21	76,51
1st Eng	2,175	2008	1491	14,48	469	126	4094	51	2231,67	6376,21	76,51
2nd Off	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
2nd Eng	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
RO	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
Elect Eng	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
Chief Stew	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
3rd Off	1,679	1550	1152	11,18	362	126	3190	51	1744,97	4985,64	59,83
3rd Eng	1,679	1550	1152	11,18	362	126	3190	51	1744,97	4985,64	59,83
Electrician	1,498	1383	1027	9,97	323	126	2859	51	1566,76	4476,46	53,72
Bosun	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Carpenter	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Fitter/Repairer	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Chief Cook	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Donkeyman	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Pumpman	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
AB	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
Fireman/motorm	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
Oiler/Greaser	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
Steward	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
2nd Cook	0,852	786	584	5,67	183	126	1679	51	931,75	2662,15	31,95
Messroom Stewa	0,852	786	584	5,67	183	126	1679	51	931,75	2662,15	31,95
OS	0,744	687	510	4,95	160	126	1483	51	826,16	2360,46	28,33
Wiper	0,744	687	510	4,95	160	126	1483	51	826,16	2360,46	28,33
Deck Boy	0,599	553	411	3,99	129	126	1219	51	683,86	1953,90	23,45
Catering Boy	0,599	553	411	3,99	129	126	1219	51	683,86	1953,90	23,45

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				103	7	126		51			1,2 %
Master	3,369	3137	2330	22,62	732	126	6325	51	3433,21	9809,18	117,71
Ch. Eng	3,062	2851	2118	20,56	665	126	5760	51	3129,13	8940,36	107,28
Ch. Off	2,175	2025	1504	14,60	473	126	4128	51	2249,96	6428,46	77,14
1st Eng	2,175	2025	1504	14,60	473	126	4128	51	2249,96	6428,46	77,14
2nd Off	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
2nd Eng	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
RO	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
Elect Eng	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
Chief Stew	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
3rd Off	1,679	1563	1161	11,27	365	126	3215	51	1758,45	5024,15	60,29
3rd Eng	1,679	1563	1161	11,27	365	126	3215	51	1758,45	5024,15	60,29
Electrician	1,498	1395	1036	10,06	326	126	2883	51	1579,58	4513,08	54,16
Bosun	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Carpenter	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Fitter/Repairer	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Chief Cook	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Donkeyman	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Pumpman	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
AB	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
Fireman/motorm	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
Oiler/Greaser	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
Steward	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
2nd Cook	0,852	793	589	5,72	185	126	1693	51	939,09	2683,13	32,20
Messroom Stewa	0,852	793	589	5,72	185	126	1693	51	939,09	2683,13	32,20
OS	0,744	693	515	5,00	162	126	1496	51	832,84	2379,54	28,55
Wiper	0,744	693	515	5,00	162	126	1496	51	832,84	2379,54	28,55
Deck Boy	0,599	558	414	4,02	130	126	1228	51	688,69	1967,69	23,61
Catering Boy	0,599	558	414	4,02	130	126	1228	51	688,69	1967,69	23,61

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)

SCHEDULE OF CASH BENEFITS

Article 25

Compensation for Loss of Life:

1. to immediate next of kin Year 2026: \$ 120,369
Year 2027: \$ 122,175

2. to each dependent child under the age of 18 (subject to a maximum of 4)
Year 2026 \$ 24,076
Year 2027 \$ 24,437

Article 11 Leave:

Daily allowance whilst on paid leave: US\$ 18

Article 17 Crew's Effects:

Maximum: US\$ 3,500, which includes cash up to \$ 350.

ANNEX 4

Degree of disability

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				
• Loss of all fingers of one hand	55	50		3
• Loss of one thumb and metacarpal bones	30	25		5
• Loss of one thumb		25		
• Loss of extremity of one thumb		12		5
• Loss of half of extremity one thumb		8		8
• Thumb with stiff extreme joint		5		5
• Thumb with stiff metacarpophalangeal joint		3		3
• Thumb with stiff extreme and metacarpophalangeal joints		15		40
• Loss of forefinger (second finger)		10		35
• Loss of middle and extreme joints of forefinger		10		18
• Loss of extreme forefinger		5		50
• Forefinger with stiff metacarpophalangeal joint in outstretched position		5		45
• Forefinger with 90 degrees or more stretch deficiency in middle joint		5		20
• Loss of middle finger (third finger)		10		55
• Loss of middle and extreme joints of middle finger		8		50
• Loss of extreme joint middle finger		5		25
• Middle finger with stiff metacarpophalangeal joint in outstretched position		5		20
• Middle finger with 90 degrees or more stretch deficiency in middle joint		5		10
• Loss of ring finger (fourth finger)		8		35
• Loss of middle and extreme joint of ring finger		5		30
				25
				12

	Percentage Right	Compensation Left	Percentage Right	Compensation Left
• Loss of forefinger, middle finger, ring finger and little finger (2 nd , 3 rd , 4 th and 5 th)	40	35	• Unhealed rupture of biceps	5
• Loss of middle and extreme joints of forefinger, middle finger, ring finger and little finger	35	30	• Axillary thrombosis	5
• Loss of extreme joints of forefinger, middle finger, ring finger and little finger	15		d. Elbow	
• Loss of middle finger, ring finger and little finger (3 rd , 4 th ja 5 th)	30		• Stiffness in outstretched position	45
• Loss of middle finger and extreme joints of middle finger, ring finger and little finger	20		• Stiffness in good working position	25
• Loss of extreme joints of middle finger, ring finger and little finger	10		• Stiffness in poor working position	30
• Loss of ring finger and little finger (4 th and 5 th)	20		• Cessation of rotary function of forearm ("upright position")	20
• Loss of middle and extreme joints of ring finger and little finger	15		• Elbow bending reduced to 90 degrees or less	15
• Loss of extreme joints of middle finger and ring finger or of ring finger and little finger	5		• Stretch deficiency of up to 40 degrees	3
• Middle finger and ring finger with 90 degrees or more stretch deficiency in middle joint	8		• Stretch deficiency 40-90 degrees	5
b. Hand, Wrist			e. Shoulder	
• Loss of hand	60	55	• All mobility reckoned with "unset" shoulder blade. Stiffness in shoulder (with arm alongside body)	35
• Stiffness in good working position	10		• Elevation up to 90 degrees	15
• Stiffness in poor working position	15		• Friction and some reduction of mobility	5
• Fracture of radial bone healed with some dislocation and slight functional disturbances, possible friction	5		• Habitual luxation	10
• Consequences of fracture of radial bone: Forefinger to little finger down to 2 cm from the palm of the hand	18		• Luxatio acromio-clavicularis	5
c. Arm			f. Paralysis	
• Loss of one arm	70	65	• Total paralysis of plexus brachialis	70
• Amputation of upper arm	65	60	• Total paralysis of nervus radialis on then upper arm	25
• Amputation of forearm with good elbow movement	60	55	• Total paralysis of nervus ulnaris	30
• Amputation of forearm with poor elbow movement	65	60	• Total paralysis of nervus medianus, both sensory and motoric injuries	35
			• 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 1 st toe (big toe) and some of its metatarsal bone	8
• Loss of 1 st 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
• Ischiadiscuspareisis – with good mobility	10
• Ischiadiscuspareisis – with poor mobility	30

The Head

A. The Face	
• Loss of all teeth (double dentures)	5
• Loss of outer ear	5
• Scalping	5
• One-sided paralysis of the facialis nerve	10
• Two-sided paralysis of the facialis nerves	15
• Loss of sense of smell	10
• One-sided paralysis of vocal chords with considerable speech difficulties	10
• Paralysis of sensory (trigeminal) nerve to the face	5

B. The Brain	
a. Demens	
• Mild demens	15
• Mild-medium severe demens	25
• Medium severe demens	40
• Severe demens	65
• Total demens	100

b. Postcommotional Syndrome

Reduction of visual power of one or both eyes is assessed in accordance with the following decimal table or fraction table:

Desimal table

S	0,6	0,5	0,4	0,3	0,2	0,1	0
0,6	0	0	5	10	10	15	20
0,5	0	5	5	10	10	15	20
0,4	5	5	10	15	15	20	30

0,3	10	10	15	25	35	45	55
0,2	10	10	15	35	45	60	70
0,1	15	15	20	45	60	75	85
0	20	20	30	55	70	85	100

C. The Eye

- Loss of one eye 20
- Loss of both eyes 100
- Loss of sight on one eye 20
- Loss of sight of both eyes 100
- Loss of sight of one eye with complications (e.g. glaucoma and/or contracted eye) 25
- Loss of sight of one eye with possibility of improvement via operation (reserve eye) 18
- Double vision 10
- Double vision in outermost position 3
- Loss of binocular vision (e.g. aphakia with visual power of at least 6/60) 15
- Aphakia with good contact glass function 8
- Total one-sided ptosis 18
- Flood of tears 3
- Hemianopsia 40
- Rightsided hemianopsia as a result of brain injury 50

Fraction Table

S	6/6	6/12	6/18	6/24	6/36	6/60	2/60	0
6/6	0	0	5	8	10	12	15	20
6/12	0	5	10	10	12	15	18	20
6/18	5	10	20	30	35	40	45	50
6/24	8	10	30	35	45	50	55	60
6/36	10	12	35	45	55	65	70	75
6/60	12	15	40	50	65	75	80	85
2/60	15	18	45	55	70	80	95	10
0	20	20	50	60	75	85	100	100

Visual power is assessed with the best available glasses.

D. Ears

- Loss of outer ear, see under II.A. - The Face
- Total loss of hearing in one ear 10
- Total loss of hearing in both ears 75

Loss of hearing based on speech audiometry: assessed or calculated binaural loss of hearing in dB with well adjusted hearing aid.

Degree of Loss of Hearing	HH:0	HH:1	HH:2	HH:3	HH:4	HH:5
CH:0	0	5	-	-	-	-
CH:1	-	8	15	30	-	-
CH:2	-	12	20	35	50	-
CH:3	-	-	30	40	55	65
CH:4	-	-	-	50	60	70
CH:5	-	-	-	-	65	75

HH = Hearing handicap

CH = Communication handicap:
icap

0 no hand-

- 1 slight handicap
- 2 mild to medium handicap
- 3 considerable handicap
- 4 severe handicap
- 5 total handicap

Normally no compensation is paid solely in respect of use of a hearing aid.

- Hampering tinnitus and distortion of hearing 3

Neck and Back

A. Vertebral Column

Fracture of body of the vertebra without discharge of medulla spinalis or nerves:

Minor Fracture

- With minor reduction of mobility 5

Medium severe fracture

- Without reduction of mobility 8
- With reduction of mobility 12

Very severe fracture or several medium severe fractures, possibly with formation of gibbus (hump)

- Slight to some reduction of mobility 15
- Very severe reduction of mobility 20
- If support (neck collar or support corset) is used 5
- Pain - local or transmitted to extremities 2

Fracture with Discharge of Medulla Spinalis or Nerves

Assessed in accordance with the above rules with a supplementary degree for the discharge of nerves assessed in accordance with the rules specified in the table.

B. Consequences of Slipped Disc 12

C. Other Back Injuries

a. Cervical Column

- Some reduction of mobility and/or local pains 8
- If a supportive device (neck collar) is used 12
- Radiating pains - root irritating 12

b. Other Parts of the Vertebral Column

- Back pains without reduction of mobility 5
- If a supportive device (corset) is used 8
- Back pains with some reduction of mobility 12
- Back pains with considerable reduction of mobility 25

D. Injuries to the Medulla Spinalis

- Mild but lasting consequences - without bladder (possibly defecation) symptoms (objectively determinable neurological symptoms on a modest scale) 20
- Mild but lasting consequences - with bladder (possibly defecation) symptoms (objectively determinable neurological symptoms on a modest scale) 25
- Other lasting consequences without bladder symptoms as defined above 30
- Other lasting consequences with bladder symptoms as defined above 35
- Incontinence – please see Section V.

Heart and Lungs

Heart and lung ailments are assessed with regard to the limiting of the functional capacity caused by the ailment, applying the following division into function groups:

1. No limitation of physical activity 3

2. Minor limitation of physical activity. Symptoms appear only during strenuous activity 20
3. Considerable limitation of physical activity. Symptoms also appear during low levels of activity 45
4. Any form of physical activity produces symptoms, which can also be present during periods of rest 70

Steps are taken to support the division into functions by means of objective measurements for lung function, such as the forced exhalation volume in the first second, FEV 1.0.

Assuming that the case is one of permanent reduction of FEV 1.0. FEV 1.0 of over 2 litres corresponds roughly to function group 1, FEV 1.0 of 1.5-2 litres corresponds roughly to function group 2, FEV 1.0 of about 1 litre corresponds roughly to function groups 3, and FEV 1.0 of about 0.5 litre corresponds roughly to function group 4

Abdominal Cavity and Pelvis

- Loss of spleen 5
- Loss of one kidney 10
- Well functioning transplanted kidney 25
- Anus preternaturalis 10
- Minor incontinence (i.e. imperious urination, possibly defecation) 10
- Expulsive incontinence 25
- Abdominal hernia, inoperable 20
- Loss of both testicles 10
- Loss of both ovaries before menopause 10
- Loss of both ovaries after menopause 3
- Loss of one or both epididymides 3
- Urethra stricture, if a bougie must be used 15
- Impotence Not covered

ANNEX 5

SEAFARER'S EMPLOYMENT AGREEMENT (model)

Seafarer	1 Surname	2 Given names	3 <input checked="" type="checkbox"/> Male <input type="checkbox"/> 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	10 Medical certificate issued	
	11 Certificate of Competency		12 Dispensations and restrictions		
	13 Full home address and phone number				
	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 <input type="checkbox"/> Permanent <input type="checkbox"/> Temporary (reason p.29)		25 Duration of contract		26 Trial period
	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	

ANNEX 6**Non-Seafarers Work (Article 3) – Implementation**

The parties fully subscribe to the intent and the principles of Article 3 of this CBA. However, they also acknowledge that, depending on the location of the port and the type of the vessel, a full implementation of the provisions contained, specifically, in the text of Articles 3.1 and 3.2 may imply prior contact between the Company and various third parties, such as Charterers.

Therefore, where such communication between the Company and respective third parties is necessary, the parties agree that the full implementation of the provisions of Articles 3.1 and 3.2 shall be deferred for a transitional period to be identified in each specific case between the parties of the CBA.

Such deferment shall not be longer than 1st January 2020 for container vessels operating in the following areas; Baltic Sea, Canada, North Europe and West Europe excluding Mediterranean Sea (European sub-regions as defined by the European Union).

During any deferment of Articles 3.1 and 3.2 as identified above the following provisions shall apply:

- 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 unlapping.
- 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.

The provisions of Article 3.3 shall apply with immediate effect as written in this CBA.