

Top Three Earners - Marine Units

Earnings Type	MMP Empl 1	MMP Empl 2	MMP Empl 3		MEBA Empl 1*	MEBA Empl 2*	MEBA Empl 3*		IBU Empl 1**	IBU Empl 2**	IBU Empl 3**	
Regular												
Regular gross	\$72,253.98	\$77,310.97	\$92,769.34		\$68,564.63	\$52,854.55	\$79,208.69		\$49,372.20	\$48,205.02	\$39,924.77	
Holiday pay	\$5,790.84	\$6,305.64	\$6,305.64		\$4,749.00	\$4,646.52	\$3,804.72		\$4,502.76	\$3,259.16	\$2,322.60	
Cost of living differential (COLD)	\$17,274.40	\$17,274.40	\$17,274.40		\$16,176.51	\$16,176.51	\$13,898.70			\$7,256.70		
Minimum guarantee		\$2,913.97	\$2,006.34						\$364.44	\$123.70		
Sick Leave	\$1,579.32	\$7,452.12							\$5,920.20		\$4,948.16	
Annual Leave	\$23,689.80	\$17,197.20	\$11,751.42						\$2,060.73	\$6,418.56		
Personal Leave						\$26,082.46	\$9,726.18					
A Day Leave					\$54,147.08	\$49,367.60	\$8,961.56			\$15,437.17	\$21,147.26	
Business Leave									\$12,234.72			
Total Regular Pay	\$120,588.34	\$128,454.30	\$130,107.14		\$143,637.22	\$149,127.64	\$115,599.85		\$74,455.05	\$80,700.31	\$68,342.79	
Premium Pay												
Overtime	\$197.43	\$16,195.16	\$2,293.12		\$3,104.64	\$3,041.28	\$20,266.91		\$5,604.42	\$9,859.62	\$24,842.04	
Holiday overtime	\$3,711.68	\$4,299.60	\$5,159.52		\$2,225.06	\$2,996.28	\$3,962.29		\$2,246.16	\$2,431.20	\$1,844.76	
Holdover overtime***	\$40,933.82	\$429.96	\$18,524.11						\$26,577.60	\$15,546.50	\$976.32	
Early call back		\$11,178.96								\$3,009.00	\$443.04	
Yard overtime	\$552.80				\$5,626.35	\$2,255.60	\$9,907.12					
Nonwatch pay					\$5,757.35	\$6,703.67	\$1,748.56					
Travel pay****		\$5,254.70	\$3,726.06		\$1,101.30	\$1,273.32	\$3,674.24		\$500.16	\$3,440.36	\$660.88	
Penalty pay					\$39.00		\$299.00					
Total Premium Pay	\$45,395.73	\$37,358.38	\$29,702.81		\$17,853.70	\$16,270.15	\$39,858.12		\$34,928.34	\$34,286.68	\$28,767.04	
Other Pay												
Payment for elimination A days	\$1,504.36	\$1,504.36	\$1,504.36									
Uniform allowance	\$800.28	\$800.28	\$800.28		\$600.08	\$600.08	\$484.68		\$450.06	\$609.76	\$349.96	
Leave cash-in			\$4,777.00		\$7,096.32		\$3,161.76		\$13,039.60		\$15,463.00	
Per diem - taxable					\$8,585.00	\$4,997.81	\$1,425.00		\$7,650.00	\$1,275.00	\$2,125.00	
Per diem - nontaxable					\$6,148.00	\$4,487.19	\$888.00		\$5,460.00	\$872.00	\$1,716.00	
Lump sum in lieu of leave									\$2,625.84			
Total Other Pay	\$2,304.64	\$2,304.64	\$7,081.64		\$22,429.40	\$10,085.08	\$5,959.44		\$29,225.50	\$2,756.76	\$19,653.96	
2012 Annual Salary	\$168,288.71	\$168,117.32	\$166,891.59		\$183,920.32	\$175,482.87	\$161,417.41		\$138,608.89	\$117,743.75	\$116,763.79	
*Effective May 25, 2012 , at the union's request, the hourly rate was reduced by 11.7% and was converted to an employer pension contribution												
**COLD included in hourly rate												
***The majority of holdover overtime assignments are scheduled and planned. These assignments are filled by volunteers. If the regular relieving officer is ill or injured the officer on board is relieved within an few days unless he/she volunteers for a longer assignment. For MMP Empl 1, the vessel's scheduled hours exceeds the contractual limit which results in holdover overtime on a weekly basis.												
****Pay for time spent traveling, outside of work hours, to temporary work assignments												