

AGREEMENT

between the

STATE OF ALASKA

operating the

**ALASKA MARINE
HIGHWAY SYSTEM**

and the

**INTERNATIONAL
ORGANIZATION OF
MASTERS, MATES,
AND PILOTS**

Pacific Maritime Region

July 1, 2011 – June 30, 2014

16.02 When changing from shipyard workweeks to running time workweeks, the hours concerned shall be combined only for the purpose of establishing minimum pay requirements within the regular pay period.

16.03 When a vessel is in maintenance/layup status, the Employer shall determine crew requirements. During all times a vessel is in layup or in a shipyard, the Master shall be the first crew member assigned and the last crew member removed, however the Employer may assign a Master or a Master and Mate(s) to a vessel and provide off vessel housing. If unlicensed crew are assigned to the vessel an additional appropriate level of Deck Officers shall be assigned to the vessel.

RULE 17 - PAY PLAN

17.01

(A) The pay rates listed below reflect the pay rates in effect on June 30, 2011 and shall remain in effect for the duration of this agreement.

JOB CLASSIFICATION	MONTHLY 182 Hours	BI MONTHLY 84 Hours	DAILY 12 Hours	STRAIGHT TIME HOURLY	OVERTIME HOURLY
MASTER/Vacation Relief Master (Hourly rate includes base pay, Masters pay of \$248.67	\$8694.14	\$4012.68	\$573.24	\$47.77	\$71.66
PILOT	\$7025.20	\$3242.40	\$463.20	\$38.60	\$57.90
CHIEF MATE/Vacation Relief C/M	\$7303.66	\$3370.92	\$481.56	\$40.13	\$60.20
SECOND MATE	\$6084.26	\$2808.12	\$401.16	\$33.43	\$50.15
THIRD MATE	\$6084.26	\$2808.12	\$401.16	\$33.43	\$50.15
THIRD MATE (TRAINEE)	\$5709.34	\$2635.08	\$376.44	\$31.37	\$47.06

Deck officers working in the positions of Chief Mate on the MV LeConte and the MV Aurora shall be ineligible for daily overtime.

If the legislature should fail to fund the provisions of 17.01 A - D above, the parties will immediately re-enter negotiations pursuant to as 23.40.070 - 260.

If an agreement is not reached within ten (10) working days thereafter, the parties shall be at impasse and both sides shall be free to take actions in accordance with as 23.40.070 - 260.

(B) **COST-OF-LIVING DIFFERENTIAL FOR ALASKA RESIDENTS**
Pursuant to AS 23.40.210, in addition to the basic wage schedule provided in Rule 17.01(A) above, those Deck Officers who are residents of

Alaska shall receive a cost-of-living differential for each pay period that they are in pay status, according to the following schedule:

<u>Job Classification</u>	<u>Per Two Week Pay Period</u>
Master	\$664.40
Pilot	559.19
Chief Mate	552.64
Second and Third Mates	483.78
Third Mate --Trainee	453.80

(C) The standard for qualification for COLD throughout the life of this contract shall be the standard which was in effect for qualification for COLD under the prior contract, unless those standards are modified by mutual agreement of the Employer and the Union.

17.02 It is agreed that the cost-of-living differential between Alaska and Seattle which is referred to in AS 23.40.210 shall be a mandatory subject for collective bargaining and shall not be changed, modified, adjusted, re-determined, or altered in any way by the State of Alaska unilaterally; and no change shall be made without the consent and Agreement of the Union.

Cost of Living Differential (COLD) payments are a geographical differential which reflects the difference in the cost of living in Alaska and Seattle, Washington.

An employee establishes eligibility for COLD payments by establishing and maintaining his or her primary place of abode within the State.

Proof of eligibility for COLD payments must be filed annually on a form provided by the AMHS. The Employer may require an employee to provide additional documentation to support claims of eligibility for COLD payments. It shall be the employee's obligation to notify the Employer when he or she relocates his or her principal place of abode in a manner which affects eligibility for COLD.

17.03 "A" Day Pay. All Deck Officers who achieve seniority in accordance with Rule 26.01 will receive a payment of \$57.86 per pay period that they are in pay status. This payment is for the elimination of "A" days.

17.04 Payroll Procedures

(A) Paychecks received at the Marine Highway office shall be considered timely if received by 12:00 midnight on payday.

(B) Mailed paychecks shall be considered timely if postmarked three days prior to payday. If the Employer must stop payment and reissue a

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HIGHWAY SYSTEM**

and the

**DISTRICT NO.1-PCD
MEBA (AFL-CIO)**

representing the

LICENSED ENGINEER OFFICERS

July 1, 2011- June 30, 2014

such dispute. In the event the initiating conditions of Rule 35 are not met the parties will meet and negotiate on this Rule.

**RULE 17
SOUTHEAST PAY PLAN**

17.01

(A) Basic Schedule - Chief Engineers, effective July 1, 2011:

<u>Monthly</u> (182 hours)	<u>Biweekly</u> (84 hours)	<u>Straight-Time</u> <u>Hourly</u>	<u>Overtime</u> <u>Hourly</u>
\$7,392.84	\$3,412.08	\$40.62	\$60.93 <i>(These amounts will be changed to reflect the wages in effect on 6/30/11)</i>

(B) Nonwatch Pay. In addition to the above, a Chief Engineer shall receive \$677.96 per pay period as nonwatch pay in lieu of all overtime, for vessel arrival and departure to port, repair and breakdown callout, while vessel is in operation, and he or she is in a work status.

(C) Basic Schedule - Assistant Engineers effective July 1, 2011:

<u>Monthly</u> <u>Job Classification</u>	<u>Biweekly</u> <u>(182 Hrs.)</u>	<u>(84 Hrs.)</u>	<u>Straight time</u>	<u>Overtime</u>
Firsts/Project Inspectors	\$6,368.18	\$2,939.16	\$34.99	\$52.49
Seconds	\$5,949.58	\$2,745.96	\$32.69	\$49.04
Thirds	\$5,581.94	\$2,576.28	\$30.67	\$46.01

(These amounts will be changed to reflect the wages in effect on 6/30/11).

The straight time hourly rate in effect on 6/30/11 for Firsts/Project Inspectors will increase by \$1.25 on 7/1/11. The straight time hourly rate in effect on 6/30/12 for Firsts/Project Inspectors will increase by \$1.25 on 7/1/12. The straight time hourly rate in effect on 6/30/13 for Firsts/Project Inspectors will increase by \$1.24 on 7/1/13. The straight time hourly rate in effect on 6/30/11 for Thirds will increase by \$0.50 on 7/1/11. The straight time hourly rate in effect on 6/30/12 for Thirds will increase by \$0.50 on 7/1/12. The straight time hourly rate in effect on 6/30/13 for Thirds will increase by \$0.50 on 7/1/13.

17.02 COST-OF-LIVING DIFFERENTIAL FOR ALASKA RESIDENTS.

(A) Pursuant to AS 23.40.210, as part of the basic pay provided in 17.01 and for pension purposes effective April 1, 1988, but not to be included in computing an hourly wage rate, those Engineers who are residents of Alaska shall receive a cost-of-living differential for each pay period they are in pay status according to the following schedule:

CHIEF ENGINEERS

\$601.02 Per Pay Period in Pay Status

ASSISTANT ENGINEERS

<u>Job Classification</u>	<u>Per Pay Period in Pay Status</u>
Firsts	\$518.10
Seconds	\$483.78
Thirds	\$453.80

(B) Cost of Living Differential (COLD) payments are a geographical differential which reflects the difference in the cost of living in Alaska and Seattle, Washington.

An employee establishes eligibility for COLD payments by establishing and maintaining his or her primary place of abode within the State.

An employee working in a pay period in which the employee has also worked in a classification covered by another labor agreement will have COLD payments subtracted from the COLD due under Rule 17.02. The total COLD compensation received from the two work assignments, combined, in the same pay period may not exceed the total amount that the employee could have otherwise received under Rule 17.02.

Proof of eligibility for COLD payments must be filed annually on a form provided by the AMHS. The Employer may require an employee to provide additional documentation to support claims of eligibility for COLD payments. It shall be the employee's obligation to notify the Employer when he or she relocates his or her principal place of abode in a manner which affects eligibility for COLD.

17.03 One Chief Engineer aboard each vessel shall be designated as the "Lead Chief," and shall be responsible for additional duties as prescribed by the Employer and shall be compensated for these additional duties at the rate of one hundred dollars (\$100.00) per pay period.

17.04 Overpayment(s) discovered after one (1) year from the time the overpayment was made shall be forgiven by the Employer, unless the overpayment was the result of employee fraud, deception or negligence.

17.05 The straight time hourly rate of pay and Nonwatch in effect on June 30, 2011 shall not increase.

17.06 PAY PROBLEMS Any dispute by an employee alleging an error in his or her paycheck shall be brought to the attention of the Employer on the Employee "Notice of Pay Problem" (NOPP) forms. Filing of the NOPP does not waive the filing requirements of the grievance procedure as set out in Rule 14.

17.07 PAY PROCEDURES.

(A) Method of Receiving Payment:

(1) Employees may elect in writing to receive their pay at the DOT Technical Services office in Juneau, Alaska. In the event an employee is on vacation or for other reasons will not be in work status for a period longer than one work period, it shall be the employee's responsibility to make paycheck delivery arrangements prior to departure.

(2) Employees may elect in writing to have their paychecks mailed to their homes or banks.

Collective Bargaining Agreement

Between the

STATE OF ALASKA



and the

**INLANDBOATMEN'S UNION of the PACIFIC
ALASKA REGION**



2011-2014

16.08 If a vessel is scheduled to leave service for any reason, as much notice as possible will be given to the crew members. Such notice shall include the date and place of lay-up.

16.09 Displaced Regularly Assigned Employees shall accept available assignments to their assigned out- of-service vessel before being temporarily assigned to in-service vessel.

RULE 17 - PAY PLAN

17.01 This Agreement includes a pay plan providing a cost-of-living differential between employees living in the State and those living outside the state in accordance with AS 23.40.210.

Cost of Living Differential (COLD) payments are a geographical differential which reflects the difference in the cost of living in Alaska and Seattle, Washington. An employee establishes eligibility for COLD payments by establishing and maintaining their principal place of abode within the State.

Proof of eligibility for COLD payments must be filed annually on a form provided by the AMHS. The Employer may require an employee to provide additional documentation to support claims of eligibility for COLD payments. It shall be the employee's obligation to notify the Employer when they relocate their principal place of abode in a manner which affects eligibility for COLD.

(A) Salaries for Alaska residents, effective July 1, 2011:

CLASSIFICATION	STRAIGHT-TIME HOURLY	OVERTIME HOURLY
Chief Purser	\$ 29.77	\$ 44.66
Senior Assistant Purser	\$ 26.41	\$ 39.62
Junior Assistant Purser	\$ 22.61	\$33.92
A/B Bos'n	\$ 26.59	\$ 39.89
Able Seaman	\$ 24.34	\$ 36.51
Ordinary Seaman	\$ 22.80	\$ 34.20
Ordinary Seaman- Porter	\$ 22.80	\$ 34.20
Watchman-Porter	\$ 22.80	\$ 34.20
Junior Engineer	\$ 27.56	\$ 41.34
Oiler	\$ 25.27	\$ 37.91
Wiper	\$ 22.98	\$ 34.47
Chief Steward	\$ 29.77	\$ 44.66
Second Steward	\$ 26.41	\$ 39.62
Storekeeper	\$ 25.49	\$ 38.42
Chief Cook	\$ 27.12	\$ 40.68
Second Cook	\$ 23.85	\$ 35.78

Assistant Second Cook	\$ 22.61	\$ 33.92
Bartender	\$ 22.61	\$ 33.92
Headwaiter	\$ 22.61	\$ 33.92
Head Bedroom Steward	\$ 22.61	\$ 33.92
Mess Steward	\$ 22.52	\$ 33.78
Cashier/Gift Shop Operator	\$ 22.52	\$ 33.78
Officer's B/R	\$ 22.35	\$ 33.78
Waiter/Waitress	\$ 22.35	\$ 33.78
Steward	\$ 22.35	\$ 33.53

(B) Salary schedule for employees residing outside Alaska, effective July 1, 2011:

CLASSIFICATION	STRAIGHT-TIME HOURLY	OVERTIME HOURLY
Chief Purser	\$ 24.63	\$ 36.95
Senior Assistant Purser	\$ 21.56	\$ 32.34
Junior Assistant Purser	\$ 18.44	\$27.66
A/B Bos'n	\$ 21.73	\$ 32.60
Able Seaman	\$ 19.86	\$ 29.79
Ordinary Seaman	\$ 18.60	\$ 27.90
Ordinary Seaman-Porter	\$ 18.60	\$ 27.90
Watchman-Porter	\$ 18.60	\$ 27.90
Junior Engineer	\$ 22.51	\$ 33.77
Oiler	\$ 20.63	\$ 30.95
Wiper	\$ 18.76	\$ 28.14
Chief Steward	\$ 24.63	\$ 36.95
Second Steward	\$ 21.56	\$ 32.34
Storekeeper	\$ 20.86	\$ 31.29
Chief Cook	\$ 22.11	\$ 33.17
Second Cook	\$ 19.44	\$ 29.16
Assistant Second Cook	\$ 18.44	\$ 27.66
Bartender	\$ 18.44	\$ 27.66
Headwaiter	\$ 18.44	\$ 27.66
Head Bedroom Steward	\$ 18.44	\$ 27.66
Mess Steward	\$ 18.36	\$ 27.54
Cashier/Gift Shop Operator	\$ 18.36	\$ 27.54
Officer's B/R	\$ 18.36	\$ 27.54
Waiter/Waitress	\$ 18.29	\$ 27.44

Steward

\$ 18.29

\$ 27.44

(D) Effective July 1, 2012, the straight time hourly rate of pay (in effect June 30, 2012) for all classifications shall be increased by two percent (2%).

(E) Effective July 1, 2013, the straight time hourly rate of pay (in effect June 30, 2013) for all classifications shall be increased by one percent (1%).

17.02 Probationary employees who are working in one (1) of the Steward entry-level classifications shall be paid at 90 percent of the hourly rates established for that classification. Beginning with the first pay period in the month following when the employee completes the probationary period, the employee shall receive 100 percent of the hourly rates established for that classification.

17.03

(A) Upon request, one (1) Sailor's draw may be granted to an employee, of up to 50 percent gross straight-time wages earned at the time of the draw, not to exceed one thousand dollars (\$1,000.00).

(B) Upon request in shipyard, one (1) Sailor's draw per week may be granted to an employee of up to 50 percent gross straight-time wages earned at the time of the draw, not to exceed five hundred dollars (\$500.00).

(C) In an emergency situation, one (1) Sailor's draw per pay period of up to 50 percent gross straight-time wages earned at the time of the draw, not to exceed one thousand dollars (\$1,000.00) may be approved by Alaska Marine Highway System personnel staff with proper verification. An approved draw may be issued by a Purser on a vessel or by Juneau Central Office, Alaska Marine Highway System.

17.04 An employee's vacation and sick leave will be totaled on the employee's time sheet copy at least once every quarter.

17.05 Premium pay shall not be paid in addition to any premium pay (pyramiding of premium pay is prohibited).

17.06 An employee who establishes eligibility for vacation under Rule 23.01(B), will seven (7) years after establishing such eligibility, begin receiving an annual lump sum payment equal to eighty-four (84) times that employee's straight-time hourly rate.

17.07 In the event that work performed places the employee in one (1) or more classifications when so directed by the Employer, the Employer agrees to pay such employee according to the highest-rated classification worked, provided that when the employee works more than one-half (1/2) of their regular workday at the higher-rated classification at the direction of the Employer, they shall be paid at