



Rules and Regulations

for ships' crew on board of vessels
operated by Stichting Greenpeace Council

GREENPEACE

greenpeace international
Ottho Heldringstraat 5, 1066 AZ Amsterdam, Netherlands
t +31 20 514 8150 f +31 20 514 8151
www.greenpeace.org

Part of the Collective Labour Agreement
Between Nautilus International and
Stichting Greenpeace Council

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Rules and regulations under the Collective Bargain Agreement for ships' crew employed by Stichting Greenpeace Council.

A. Definitions

Article 1 Definitions

The terms used in these Regulations shall have the following meanings:

- 1.1 "Employer": Stichting Greenpeace Council (SGC).
- 1.2 "Crewmember(s)": All personnel employed by the Employer and operating or serving aboard a ship.
- 1.3 "Sundays": besides weekly Sundays, the following Dutch public holidays: January 1, both Easter days, Ascension Day, both Pentecost days, both Christmas days (25 and 26 December) and May 5 (once every 5 years) .
- 1.4 "Monthly Wage": as described in Article 3.
- 1.5 "Annual Wage": Monthly Wage x 12.
- 1.6 "Daily Wage": 1/365 x Annual Wage.
- 1.7 "One day": the 24 hours period from midnight to midnight.
- 1.8 "Active Service": days on board a vessel, traveling days and hand-over days.
- 1.9 "Neutral Days": days for training and/or education / work at the office. Neutral in this sense means there shall be no accumulation of or reduction in numbers of leave days.
- 1.10 "First Available Port of Disembarkation": The first available port of disembarkation taking into account, but not limited to, weather, crew changes, availability and financial consequences of flights or the Employer's operational planning.
- 1.11 "Partner": spouse established by marriage or registered partnership, both only by and in accordance with the law of the country of residence of the spouse. In case of a registered partnership, the personal information of the partner needs to be noted and registered at SGC in a similar way as if the crewmember was married to this partner.
- 1.12 "BW": Burgerlijk Wetboek, which translates as "Dutch Civil Code".
- 1.13 "Wetboek van Koophandel": the Dutch law on commerce, which translates as "Dutch Code of Commerce".
- 1.14 "UWV": Uitvoeringsinstituut Werknemersverzekeringen, which translates as "Dutch Social Security services".
- 1.15 "Nawerking" When the date of validity of the CBA has expired, Dutch labour law stipulates that all in the CBA remains in place until the moment that the CBA is renewed. (Dutch legal term = "nawerking").

B. Wages and Functions

Article 2 Functions / wage scales

2.1 Functions of crewmembers are divided in accordance with the wage scales as follows:

Wage scale	Function
B	Assistant Cook, Deckhand, Trainee communications technician *1 *3
C	Nurse, Boat Mechanic
D	Bosun
DD	Cook
E	3rd Officer
EE	3rd Engineer, Electrician
F	Communication Technician, Doctor, Electric Engineer *2 *4
G	2 nd Engineer, Chief Officer
GG	Senior Communications Technician
H	Chief Engineer
I	Captain

- *1 There will be a possibility to employ crew members who want to upgrade their career through the ranks. Examples are deckhands in training for a mate's license, or trainee communications technicians. These trainee positions, with a maximum period of 2 trips of 3 months, will be paid according to salary scale B of the CBA. Trainees are to work in a dual position. Deck and watch keeping or deck and RO room are examples. Trainee communication technician will not be in a dual position, but for training as communications technician only.
- *2 In order to qualify for the F scale, one needs to have a valid STCW III/1 certificate and experience in rank (5 years) or 10 years of experience in rank (if not holding STCW III/1 certificate).
- *3 The Employer wants to invest in training junior officers / engineers. Juniors can only sail in addition to the standard manning as described in the on board ISM manual of the ship. Juniors have less than 6 months of sea time and are paid according to the B salary scale. Crewmembers can only sail as junior when at the start of the contract they have less than 6 months of logged sea time in the relevant rank. The reason for investing is to increase the possibility to have crew members available to be called upon when lined up crew can't join. It is to reduce the need to make use of a crewing agency as last resort and to ensure that there is a match with the on board GP culture. Employer, together with the Works Council, shall concluded a training policy for all functions, including junior positions.
- *4 Assistant Communication Technician
The assistant communication technician will be promoted to the salary scale of the communication technician after having sailed in the ranks for 5 years at sea (10 years in service with GPI). The Employer is also willing to invest (within the constraints of the budget) to bridging knowledge gaps by offering external training or training on the job,

for instance by doubling with a more experienced Communication Technician. Qualifications will be part of the above mentioned training policy.

Article 3 Determining wage

3.1. The Monthly Wage per function is determined on the basis of the following table:

Monthly Wage scale in euros, as per 1 January 2017 including Holiday pay.

years	SCALES										
	B	C	D	DD	E	EE	F	G	GG	H	I
0	€1.707	€1.798	€1.936	€1.949	€2.239	€2.282	€2.518	€2.909	€2.798	€3.200	€3.608
1	€1.770	€1.908	€2.046	€2.061	€2.351	€2.396	€2.630	€3.025	€2.910	€3.316	€3.728
2	€1.881	€2.019	€2.157	€2.172	€2.462	€2.510	€2.742	€3.142	€3.022	€3.432	€3.848
3	€1.991	€2.129	€2.268	€2.283	€2.574	€2.625	€2.854	€3.258	€3.134	€3.549	€3.968
4	€2.102	€2.240	€2.378	€2.395	€2.686	€2.739	€2.966	€3.374	€3.246	€3.665	€4.088
5	€2.212	€2.351	€2.489	€2.506	€2.798	€2.853	€3.078	€3.491	€3.358	€3.782	€4.209
6	€2.323	€2.461	€2.600	€2.618	€2.910	€2.967	€3.190	€3.607	€3.470	€3.898	€4.329
7	€2.434	€2.572	€2.710	€2.729	€3.022	€3.081	€3.302	€3.723	€3.582	€4.014	€4.449
8	€2.544	€2.683	€2.821	€2.840	€3.134	€3.195	€3.414	€3.840	€3.694	€4.131	€4.570
9	€2.655	€2.793	€2.931	€2.952	€3.246	€3.309	€3.526	€3.956	€3.806	€4.247	€4.690
10	€2.765	€2.904	€3.042	€3.063	€3.358	€3.423	€3.638	€4.072	€3.918	€4.363	€4.810

- 3.2 Each Crew members' monthly wage payment shall be calculated based on the number of days for which wages are earned multiplied by the Daily Wage.
- 3.3 Crewmembers need to arrange personal pension provisions on their own account. No pension premium shall be paid to Crewmembers.
- 3.4 Holiday payment (8.33%) is included in the Monthly Wages detailed above.
- 3.5 Annually (by the end of January) the Employer shall increase the pay scales, according to cost of living increases (cola, 'cost of living adjustment') ("*CPI alle huishoudens November*" figures). Parties agreed on a cola to all employees in 2016, 2017 and 2018. The cola for 2016 is 0,7%. The wage scales for 2017 and 2018 will be added to the Rules and Regulations as an amendment when the applicable "*CPI alle huishoudens November*" figures are known.
- 3.6 The figures as stated in the Monthly Wage scale above are based upon a system of one month's work, followed by one month of paid leave.
- 3.7 If due to the pay system as described in article 3 the Monthly Wage amounts to less than the Dutch minimum monthly wage, the Dutch minimum monthly wage will be applicable. The Dutch monthly minimum wage as at January 1, 2017, including 8,33% holiday allowance is € 1.695,80.

Article 4 Years in Service

- 4.1 Commencing at the start of travel from home to embark one of the vessels, a crew member shall be placed on the scale according to the function. The increment in this scale is determined by the total of:

Experience on Merchant navy ships: actual sea time in the same or higher function logged in a seaman's book prior to this embarkation. Numbers of years on Merchant Navy ships are counted by taking the total numbers of days at sea divided by 365, but cannot exceed a total of five years.

Experience on Greenpeace operated vessels: The maximum time calculated by Sea time on board of vessels operated by Greenpeace time in the same or higher function is counted by taking the total number of days on board this ship, multiplied by 2, divided by 365.

- 4.2 Upon employment, and if applicable, a Crewmember will be scaled to a Years in Service Increment corresponding to the number of years served in the same rank / function. However, this provision will not apply if the Crewmember has not had any relevant logged sea sailing service / time for the last 4.5 years.
- 4.3 If employment is interrupted with the consent of the Employer, the accumulated Years in Service increments will continue at such time that a Crewmember recommences employment.

Article 5 Wage after promotion

- 5.1 For a Crewmember who, as a result of a promotion, is ranked in a higher function group, the accumulated Years in Service increments from the previous wage scale will be zeroed. In the new function, the Crewmember will receive the starting wage, and Years in Service increments will be applied as described in Article 4.1 above. If the starting Monthly Wage in the new function is lower than the Monthly Wage paid in the previous function, the Crewmember will receive Years in Service increments as required in order to raise the new Monthly Wage above the Monthly Wage received under the previous function.

Article 6 Active Service in a higher rank / function on board

- 6.1 Service in a higher rank / function means performing a different rank / function on board (upon the directions of the Employer) than the one for which the Crewmember was originally employed.
- 6.2 Service in a higher rank / function is not considered to be an interruption of employment in the original rank / function.
- 6.3 For the period that the Crewmember serves in a higher rank / function, the Crewmember shall be placed on the Monthly Wage scale in accordance with such higher rank / function. Placement in the Monthly Wage scale will be determined in accordance with Article 5.

- 6.4 A Crewmember serving in a higher rank / function for more than three consecutive periods of Active Service shall be ranked in this higher rank / function on a permanent basis.
- 6.5 If crew members are sailing in addition to the manning table during maintenance, and if the crew member voluntary agrees to do so, payment for the additional crew members will be according to the rank offered and not in the highest rank according to article 6.4.

Article 7 Meals

- 7.1 The Employer will ensure that Crewmembers receive sufficient, nutritious and varied meals. In composing menus, modern nutrition requirements and guidelines will be followed.

C. Terms of Employment

Article 8 Employment agreement

- 8.1 An employment agreement shall be in writing and entered into for either an indefinite or limited period of time. It shall contain the date of commencement of employment and the function / rank that the Crewmember shall fulfill as described in article 2.1. The Crewmember shall be provided with a copy of the agreement.
- 8.2 Per December 31st 2016 an minimum of 50 % of the required positions will be filled by Crewmembers who will be employed for an indefinite period of time. Other functions can be filled by contracts entered into for limited periods. Yearly the Employer and Nautilus International together will evaluate the proportion between Crewmembers with fixed-term contracts and total personnel.
- 8.3 An employment agreement for a limited period of 6 months (three months on board, followed by a three months period of leave) will be terminated by operation of law with a written notice from the Employer 1 month before the agreed expiry date.
- 8.4 Next to the existing six months employment contracts (three months on board, followed by a three months period of leave) SGC can decide on offering one year contracts. It's at SGC's discretion to decide if such contracts will be offered and if so, to whom. In case of prolonging a contract, crew will receive a new contract. After conformation of the ships-unit, the captain can sign prolonged contracts.
- 8.5 To diminish job insecurity, the employer must inform crew members with a definite (temporary) contract whether or not they will be rehired as soon as possible after the assessment has arrived at the office. The provision of a new contract depends on a good assessment and the availability of a job, taking into account the needs for the upcoming campaigns. This agreement is also made between SGC and the Works Council and will be monitored by the Works Council.
- 8.6 While recognizing the right of crew members to take on employment while on paid leave, GPI maintains that in accordance with STCW Convention as amended, seafarers need to be sufficiently rested during their leave period. Without GPI's permission crew members on paid leave are not allowed to take on any employment (paid or on a voluntary base) that is likely to prevent the crew member to be fully rested / ready to re-join a GPI ship and / or that is likely to compromise the reputation of Greenpeace.

Article 9 Working hours and overtime

- 9.1 Normal working hours per day shall be as follows:
Mondays to Fridays from 08:00 to 17:00;
Saturdays from 08:00 to 12:00;
Sundays off, except for watch keepers and cook.
- 9.2 Lunch breaks will take place from 12:00 to 13:00, and coffee and tea breaks from 10:00 to 10:15 and 15:00 to 15:15, subject to circumstances.

- 9.3 Watch keepers: Watch keeping officer licensed according to STCW A-II/1, A-II/2, A-III/1, A-III/2) as per watch schedules and as described in STCW '78 Convention as amended will be observed. The look out function is filled by either a deckhand or an experienced volunteer
- 9.4 The cook is expected to work 7 days a week. Arrangements can be made, at the discretion of the Captain, for other Crewmembers on a voluntary basis, to fulfill the cook's duties on Sundays when the vessel is in port.
- 9.5 Anyone ordered by the Captain to work overtime shall carry out this instruction.
- 9.6 The following shall **not** be considered as overtime:
- Working in order to prevent an immediate danger for the crew, ship and available equipment - according to the Captain's judgment - which cannot be postponed to the following working day;
 - Being available for watch duty when the ship is in port; or
 - Internal trainings (e.g. boat training, casualty drills, etc.).
- 9.7 Notwithstanding that set out in articles 9.5 & 9.6 above, work carried out after the normal working hours per day, shall be considered as overtime.
- 9.8 Full compensation for overtime, considering time worked and Monthly Wage scale, shall be included in the monthly wages paid.
- 9.9 Work on Saturdays, Sundays outside normal working hours as mentioned in this Article 9 will be limited to the bare necessities.

Article 10 Leave

- 10.1 For each Active Service Day, 1 leave day shall be awarded, this including a full compensation for the holiday time as described in Article 7:634 BW. No leave is awarded or subtracted for Neutral Days. See definitions.
- 10.2 After a period of approximately three months of Active Service and after arriving at the First Available Port of Disembarkation, leave will be granted for an uninterrupted period. The Employer reserves the right to recall a Crewmember from leave, once that Crewmember's balance of leave days has become 25 calendar days or less.
- 10.3 When a contract is prolonged on request of SGC for over two weeks, crew involved will receive one day of additional leave for each week after the standard 3 months period. When the period is less than two weeks no additional leave will be given.
- 10.4 When a Crewmember, at his or her own request or upon mutual agreement with the Employer, makes a trip that exceeds the period of about 3 months, no extra leave according to article 10.3 shall be granted.
- 10.5 Notwithstanding Article 10.4 a Crewmember can agree to a longer period of Active Service .Extra leave as specified in Article 10.3 above will subsequently only be granted after this agreed longer period expires.
- 10.6 The time-frame for the period of leave will be determined by the Employer, in so far as possible in accordance with the wishes of the Crewmember, in such a way that the Crewmember can make preparations for the use of his or her leave. The Employer

shall not interrupt the leave, except in urgent circumstances. In the event of unavoidable interruptions or when the commencement date of leave is postponed, the Employer shall compensate all reasonable damages and costs incurred thereby.

10.7 With consideration of the remaining paragraphs of this article, leave can be granted in advance:

a) At the request of the seafarer. The request must be submitted timely and in writing with a statement of reason. The company shall grant this request if possible, taking into account the interests of the other seafarers and the service on board.

b) At the request of the company. The company will timely announce such a measure with a statement of reason. This leave in advancement will be at the most 20 calendar days per assignment voyage, which will be settled in whole with the leave balance of the seafarer.

During the last quarter of 2017 the amount of 20 days will be evaluated in order to see if the number of days can be lowered

10.8 Upon request and at the end of the employment contract, the Employer will provide the Crewmember with a document detailing the amount of accumulated leave days outstanding.

10.9 During the period of leave the Crewmember shall be paid the monthly wage according to the agreed appointment, function and period of service.

10.10 Leave will be used as time off from work duties. In exceptional situations and only with mutual agreement in writing will leave be settled in money. When settled in money leave days and holiday allowance will be taken into account. The monetary value of one leave day shall be determined to be $1/365 \times 12 \times \text{Monthly Wage}$.

10.11 Further to Article 10.10 above, if a Crewmember has served temporarily in a higher function, the leave earned in that period will be used or calculated according to the relevant higher function / wage for the duration of such temporary period.

10.12 GPI crew that are members of Nautilus International can get a maximum of two days of leave per year when they attend a Nautilus membership meeting. Crew members will receive an attendance form from Nautilus International and have to hand in this signed attendance form to the crew department.

10.13 All types of leave, will expire 5 years after the year in which they are accrued.

Article 11 Shore leave

- 11.1 As a guideline for shore leave, the schedule on board shall be arranged in such a way that in harbors, where possible, every Crewmember is permitted to go ashore - as specified by the Captain - based on at least twice every three days, before or after fulfilling his or her daily tasks. Nevertheless, everyone is required, before going ashore, to request permission from the Captain or the Captain's designee.
- 11.2 If permission to go ashore is denied, the Captain or the Captain's designee will note this (including justified reasons) in the ship's logbook. Justified reasons for not granting such permission includes: safety of the crew, vessel or available equipment, imminent departure.
- 11.3 If a ship is at anchor for longer than 24 hours in the harbor or on the anchorage, the Captain will arrange a (free of charge) link with the shore, unless prevented by special circumstances.
- 11.4 The Captain determines the departure times from the ship as well as from the shore.

Article 12 Other leave

Special leave

- 12.1 A Crewmember during leave is at his or her request entitled to the following paid special leave:
- I. 2 days for his or her marriage;
 - II. 1 day for marriage of a child, a brother, sister, brother-in-law or sister-in-law.
- The crewmember shall show proof of being married or attendance of a marriage as mentioned in item I and II above.

Compassionate leave

- 12.2 A Crewmember during leave is at his or her request entitled to the following paid compassionate leave:
- I. 4 days for the death of a partner or one of his or her children;
 - II. 2 days for the death of one of the parents or parents-in-law or grandparents;
 - III. 1 day for the death of a brother, sister, brother-in-law or sister-in-law.

Care leave

12.3 Palliative leave will be considered and granted according to Dutch Law. If applicable, the Crewmember and Employer together will apply for the right under the Law on Financing Career interruptions in order to finance this leave.

- 12.4 Maternity leave will be considered and granted according to Dutch Law.
Paternity leave: on the expected date of birth or adoption of a child, the child's father will be granted 10 neutral days of paid leave. These days are to be taken in the period between one (1) month before the expected day of birth or arrival of the child to eleven (11) months after the birth or arrival of the child.

Accumulated leave

- 12.5. Accumulated leave during sickness will be considered and granted according to Dutch Law.

Leave due to work in enclosed spaces

12.6. For work in enclosed spaces, there will be an additional day of paid leave when working in these spaces for over an hour. Enclosed spaces on board of the ships are fuel tanks, ballast tanks, anchor chain lockers, and void spaces like cofferdams where mechanical de-rusting, cleaning and coating work is required to be undertaken by crew under prior instruction and with permission in writing from the office. During normal maintenance periods such work will be contracted to experienced shore labour contractors, during which period crew are not entitled to any benefits. Cleaning, cement wash and coating of fresh water tanks are not considered to be work in enclosed spaces.

Article 13 Education and Courses

13.1 Upon request, or as assigned by the Employer, a Crewmember can attend an appropriate course or a course organized by the Employer. Time involved in this will be deducted from the accumulated leave, with the exception of attending those courses as required by the Employer or by law, which will be regarded as Neutral Days.

D. Miscellaneous

Article 14 Fumigation

14.1 When the Captain gives the order not to stay onboard for eating and/or sleeping due to fumigation of the ship, the Employer will arrange for food and/or sleeping accommodation on shore.

Article 15 Bedding and Sanitation

15.1 The Employer, in full consultation with the Works Council, will make arrangements on board to provide Crewmembers with bedding, linen and tableware, as well as cleaning of (working) clothes, free of charge.

Article 16 Travel costs

16.1 The Employer bears all travel costs made by Crewmembers to and from the vessel and on the Employer's business.

16.2 The Employer bears all travel costs of Crewmembers asked to attend the office of the Employer.

16.3 The Employer shall only bear the travel costs if a Crewmember's travel fully complies with the Employer's travel policy. This policy will be made available to any Crewmember upon first request.

Article 17 Communication

17.1 Crewmembers can use the following means of communications while on board and if reasonably available (e.g. considering safety, costs, etc.): email, telephone and mail.

17.2 At the discretion of the Captain, Crewmembers will have free access to the phone. Crewmembers will record all personal calls in the telephone log to allow the Radio Operator to calculate communications costs. These costs can be paid in cash on-board or reported in the cashbook and deducted from the Crewmember's monthly wage payment.

Article 18 Health Insurance

18.1 Any Crewmember not insured under Dutch Social Security regulations (Wet langdurige zorg (long term care act, formerly AWBZ, (Algemene Wet Bijzondere Ziektekosten - General Act on Exceptional medical Expenses) / Zorgverzekeringswet (Healthcare Insurance Act)) will receive an insurance cost contribution from the Employer equal to the Employer's share of the premium of the comparable compulsory Health Insurance. On the moment this percentage is zero.

Article 19 Short-term disability

- 19.1 Crewmembers unable to work due to sickness or temporary disability, and insured under Dutch Social Security regulations, will receive 80% of the last earned Monthly Wage (according to the Dutch Sickness Benefits Act) (Ziektewet) for a maximum period of the first 104 weeks, in accordance with all applicable Dutch laws and regulations.
- 19.2 Crewmembers not insured under Dutch Social Security regulations will receive 80% of the last earned Monthly Wage for a maximum period of 52 weeks, in accordance with Article 7:734d Burgerlijk Wetboek (sick pay). The Employer will arrange insurance for these Crewmembers with Vereniging Zeerisico.

Article 20 Long-term disability

- 20.1 The appropriate Dutch Social Security institution (currently the UWV) will determine whether and to what extent Crewmembers insured under Dutch Social Security regulations are entitled to Disability Benefits after 104 weeks of disability, in accordance with all applicable Dutch laws and regulations.
- 20.2 To ensure equal treatment and an equal level of insurance for all Crewmembers, any Crewmember not insured under Dutch Social Security regulations will, in the case of an accident, receive the benefits as stated in Article 7:415 e Burgerlijk Wetboek . In addition to the insurance by Vereniging Zeerisico, the Employer will arrange a private insurance for long-term disability (after 52 weeks) for such Crewmembers. If it is not possible to arrange this private insurance, such Crewmembers will receive an insurance cost contribution from the Employer equal to the Employer's share of the comparable Dutch WIA (Wet Werk en Inkomen naar Arbeidsvermogen; Benefits for work and income according to capacity to work Act) premium. Such Crewmembers need to arrange personal insurance provisions.
- 20.3 The benefits and duties as described in this Article 20 shall not in any way influence or affect the duration or ending of the employment agreement, as defined in Article 8 and the BW.

Article 21 War Risk Insurance

- 21.1 The Employer shall undertake to insure Crewmembers sufficiently against the risk of accident in a war zone or caused by a war situation. The premium for this insurance shall be borne by the Employer. The Employer shall provide any Crewmember with a copy of the regulations upon that Crewmember's request.

Article 22 War Zone Allowance

- 22.1 As the Employer's vessels do not enter areas of war or comparable circumstances - or does so only in exceptional situations and only with the full and voluntary consent of any Crewmembers so concerned - a Crewmember serving on a ship in a designated war zone area (according to the ships insurer or information of the Dutch Ministry of Foreign Affairs or the local Dutch Embassy) or in an area where acts of war take place is not entitled to a supplement on the Daily Wages. Full and voluntary sailing in dangerous areas is defined between the Royal Association of Netherlands Shipowners - Koninklijke

Vereniging van Nederlandse Reders (KVNR) and Nautilus International. In this text, next to voluntary, timely communication in advance from both sides and travel costs involved for account of employer is emphasized. The actual version is available on the website of Nautilus International www.nautilusint.org.

Article 23: Law on reintegration of labour handicapped

23.1 The Employer will discuss the labour-related consequences of any specific cases that occur with the Crewmember concerned.

Article 24 Certificate of competence

24.1 The Employer will bear 100% of the costs in connection with the obligatory renewal of certificates of competence.

Article 25 Medical examination

25.1 As of 1 January, 2005, the rules on the examination have changed. Only full-integrated medical examinations are being carried out. If the examination is passed the employee will receive one certificate for physical as well for ears and eyes. This certificate will remain valid for two years. The Employer will bear 100% of the costs for obtaining and/or renewing medical certificates.

Article 26 The need for current passport, medical certificate and Certificate of Competence

26.1 It is the primary responsibility of a crew member to keep the passport, Medical Certificate and Certificate of Competence current. Without these current documents a crew member can't join a ship. Definite contracts will be void. For those crew members employed on an indefinite contract, this will lead to no work and no salary till these documents are current again and there will be a ship to (re)join. No contract will become void / payment won't stop if crew members visa is withdrawn due to Greenpeace actions taken part in. Nor will the article be applicable in cases of force majeure (for example: loss of these documents due to fire or theft)

In order to stream line this process GPI has purchased crew software so crew members can be informed on the expiry date of relevant documents.

Article 27 Termination

27.1 Either party can terminate the employment agreement in writing and with notice of one month. This shall not in any way restrict the rights the Crewmember and the Employer may have under Articles 7:669/ 686 BW and under Wet Werk en Zekerheid (Work and Security Act)

27.2 The Crewmember will be repatriated in the First Available Port of Disembarkation after the resignation period.

27.3 If a Crewmember resigns while on Active Service, without the agreed notice of one month, or if the Employer terminates the Crewmember's employment on the basis of 7:677 and / or 7:678 BW, the Crewmember shall bear 100% of the costs of repatriation and replacement.

Article 28 Pension

28.1 Employment shall terminate by operation of law and without further notice on the day the employee would be eligible for AOW (Dutch State retirement pension).

28.2 The Crewmember shall arrange his or her own pension provisions and bears all risks, obligations and rights thereof personally and in full.

28.3 During the duration of this CBA, SGC will investigate if a pension plan for crew members can be introduced. If so, SGC will facilitate, but not financially contribute to crew pension plans. The pension date as determined by Dutch Government, will gradually go up and will be followed in the CBA.

Article 29 Final Payment upon termination

29.1 The Crewmember is entitled to full compensation for unused leave days as referred to in Article 10 upon the date of termination of employment.

29.2 The compensation for each working day or part of it equals the daily wage for that day or part of it.

Article 30 Qualification / letter of reference

30.1 Upon termination of employment Crewmembers have the right to receive a written qualification / letter of reference as referred to in Article 7: 656 BW.

Article 31 Personal effects left behind

31.1 If a Crewmember remains behind on shore, the Captain is obliged to store any of such Crewmember's possessions found on board, following the drawing up of an inventory in the presence of two Crewmembers. The Captain and these two Crewmembers will sign such inventory.

31.2 The Employer shall ensure that the possessions will be made available for collection by the Crewmember concerned, or other party as advised by the Crewmember in a reasonable time. Possessions that have not been claimed within a month after they have been made available will be stored at the expense of the Crewmember concerned.

31.3 The Employer shall be entitled to charge the Crewmember all and any costs incurred for the transport and/or storage of the possessions if it appears to be the fault of the Crewmember or due to his or her negligence that the Crewmember is left on shore. The Employer can offset these costs against any wages due or other entitlements for leave, overtime etc., taken the law into account.

31.4 Possessions that have not been reclaimed within a year after they have been made available for collection can be either sold or destroyed by the Employer at its own discretion.

31.5 Neither the Employer nor the Captain bears any responsibility for the condition in which the goods are found upon collection.

Article 32 Living conditions on board

32.1 The Employer shall comply with the following documents drafted in the context of the International Labor Organization (ILO), as amended from time to time:

- Convention concerning crew accommodation on board ships (supplementary provisions) 1970;
- Recommendation concerning air condition of crew accommodation and certain other spaces on board ships, 1970
- Recommendation concerning control of harmful noise in crew accommodation and working spaces on ships, 1970;
- Recommendation concerning seafarer's welfare at sea and in port, 1987.

Article 33 Safety

33.1 The Employer and Crewmembers shall promote safety on board. Crewmembers are obliged to follow the safety instructions and procedures issued by or on behalf of the ship owner or the Employer in general and in particular those for safe working practices. Crewmembers shall apply the prescribed safety measures and use the personal means of protection provided. The Employer will discuss safety with the Works Council, according to Dutch Law.

Article 34 Applicable law and Competent Court

34.1 The Collective Labour Agreement, these Regulations and any individual employment agreement entered into between a Crewmember and the Employer, and any dispute arising from any of them shall be subject to Dutch law, and shall initially be submitted to the competent court in Rotterdam.

Article 35 Facilitate payment of Nautilus International membership

35.1 The Employer is willing to facilitate the payment of the contribution of Nautilus International via its administration. The individual Crewmember has the freedom of choice to make use of this facility. Once paid, the membership contribution will be deducted from the salary.

Article 36 Annual meeting Nautilus International / Greenpeace

36.1 Once every year representatives of Nautilus International and Stichting Greenpeace Council will meet to discuss developments.

Article 37 Annual currency conversion rate

37.1 As wages are set out in Euros, it is agreed that the annual currency conversion rate shall be set as per January of that year. This conversion rate shall be determined according to the average Inter-Bank Rate of the previous year.

Article 38 Repatriation

38.1 Notwithstanding the provision of article 27.3, the Seafarer is at all times entitled to repatriation in accordance with Article 7:718 of the Dutch Civil Code.

Appendix 1

APPLICABLE ONLY TO CREW WHO SAILED WITH EMPLOYER BEFORE THE FIRST CBA CAME INTO FORCE .

Option for extra work for Crewmembers on a permanent contract

It will no longer be an annual choice to sail an additional 20 days for crew members who sailed when the CBA come into place. All who are sailing the additional days can continue to do so. Once one chooses not to sail these 20 days anymore, it cannot be undone. If not sailing the additional days, one can no longer choose to do so.

For those currently sailing the additional 20 days per year, the following applies:

The extra work per annum equals 20 days on board, or 40 days in the office or any combination of the two.

Due to administrative reasons, the Employer will reduce the leave balance by 20 days. If a Crewmember works the full extra 20 days in a year, the balance will be back to zero.

If the Employer provides the extra work, but an individual Crewmember chooses not to make use of the work opportunity, this will mean that the leave balance will remain negative.

If the Crewmember is willing and able to do extra work, but the Employer fails to provide the work, the Crewmember's wages will not be affected.

Employment agreement

The number of crew members holding an indefinite contract is in line with the stipulations of the CBA. Information on the number of crew members on an indefinite contract and those on a one-year contract will be sent to Nautilus.

Appendix 2: Annual salaries in different currencies per 1-1-2016 and 2017 cola included

Salary scales 2016

Cola 0,7%

Function
Scale B Assistant Cook - Deckhand

			1,4777	1,4188	0,7264	1,5916	1,1103
Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	20.222	20.363	30.091	28.891	14.792	32.410	22.609
1	20.965	21.112	31.197	29.953	15.336	33.601	23.440
2	22.276	22.432	33.147	31.826	16.294	35.702	24.906
3	23.586	23.752	35.098	33.699	17.253	37.803	26.371
4	24.896	25.070	37.046	35.570	18.211	39.902	27.836
5	26.207	26.390	38.997	37.442	19.170	42.003	29.301
6	27.518	27.710	40.947	39.315	20.129	44.103	30.767
7	28.827	29.029	42.896	41.186	21.087	46.202	32.231
8	30.138	30.349	44.846	43.059	22.045	48.303	33.696
9	31.449	31.669	46.797	44.932	23.004	50.404	35.162
10	32.758	32.988	48.746	46.803	23.962	52.503	36.626

Function
Scale C Nurse (medic) Asst.Eng - Boat Mechanic Fitter/Welder

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 21.293	€ 21.442	31.684	30.422	15.575	34.127	23.807
1	€ 22.603	€ 22.762	33.635	32.294	16.534	36.227	25.272
2	€ 23.914	€ 24.082	35.585	34.167	17.493	38.328	26.738
3	€ 25.224	€ 25.400	37.534	36.038	18.451	40.427	28.202
4	€ 26.534	€ 26.720	39.484	37.911	19.410	42.528	29.667
5	€ 27.845	€ 28.040	41.435	39.783	20.368	44.629	31.133
6	€ 29.155	€ 29.359	43.384	41.654	21.326	46.728	32.597
7	€ 30.466	€ 30.679	45.334	43.527	22.285	48.828	34.063
8	€ 31.776	€ 31.999	47.285	45.400	23.244	50.929	35.528
9	€ 33.086	€ 33.318	49.233	47.271	24.202	53.028	36.992
10	€ 34.397	€ 34.637	51.184	49.144	25.161	55.129	38.458

Function
Scale D Bosun

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 22.931	€ 23.092	34.122	32.762	16.774	36.753	25.639
1	€ 24.242	€ 24.412	36.073	34.635	17.733	38.853	27.104
2	€ 25.551	€ 25.730	38.022	36.506	18.690	40.952	28.568
3	€ 26.862	€ 27.050	39.972	38.379	19.649	43.053	30.034
4	€ 28.173	€ 28.370	41.923	40.252	20.608	45.154	31.499
5	€ 29.483	€ 29.689	43.871	42.123	21.566	47.253	32.964
6	€ 30.793	€ 31.009	45.822	43.995	22.525	49.354	34.429
7	€ 32.104	€ 32.329	47.772	45.868	23.484	51.454	35.895
8	€ 33.414	€ 33.647	49.721	47.739	24.442	53.553	37.359
9	€ 34.724	€ 34.967	51.671	49.612	25.400	55.654	38.824
10	€ 36.034	€ 36.286	53.620	51.483	26.358	57.753	40.289

Function **Cook**
Scale DD

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 23.090	€ 23.251	34.358	32.989	16.890	37.007	25.816
1	€ 24.409	€ 24.580	36.322	34.874	17.855	39.122	27.291
2	€ 25.728	€ 25.908	38.284	36.758	18.820	41.235	28.766
3	€ 27.048	€ 27.237	40.248	38.644	19.785	43.351	30.241
4	€ 28.368	€ 28.566	42.212	40.530	20.750	45.466	31.717
5	€ 29.686	€ 29.894	44.174	42.414	21.715	47.579	33.191
6	€ 31.006	€ 31.223	46.138	44.299	22.680	49.695	34.667
7	€ 32.326	€ 32.552	48.102	46.185	23.646	51.810	36.143
8	€ 33.644	€ 33.880	50.064	48.069	24.610	53.923	37.617
9	€ 34.964	€ 35.209	52.028	49.955	25.576	56.039	39.093
10	€ 36.283	€ 36.537	53.991	51.839	26.540	58.152	40.567

Function **3/O**
Scale E

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 26.517	€ 26.703	39.459	37.886	19.397	42.500	29.648
1	€ 27.844	€ 28.038	41.432	39.781	20.367	44.626	31.131
2	€ 29.169	€ 29.373	43.404	41.674	21.336	46.750	32.613
3	€ 30.495	€ 30.708	45.378	43.569	22.307	48.875	34.095
4	€ 31.821	€ 32.044	47.351	45.464	23.277	51.001	35.578
5	€ 33.146	€ 33.378	49.323	47.357	24.246	53.125	37.060
6	€ 34.473	€ 34.714	51.297	49.252	25.216	55.251	38.543
7	€ 35.799	€ 36.049	53.270	51.147	26.186	57.376	40.026
8	€ 37.124	€ 37.384	55.242	53.040	27.156	59.500	41.507
9	€ 38.450	€ 38.719	57.216	54.935	28.126	61.626	42.990
10	€ 39.776	€ 40.055	59.189	56.830	29.096	63.751	44.473

Function **3/E - Elec**
Scale EE

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 27.035	€ 27.224	40.229	38.625	19.775	43.330	30.227
1	€ 28.387	€ 28.586	42.241	40.557	20.765	45.497	31.738
2	€ 29.738	€ 29.946	44.251	42.487	21.753	47.662	33.249
3	€ 31.090	€ 31.308	46.263	44.419	22.742	49.829	34.761
4	€ 32.442	€ 32.669	48.275	46.351	23.731	51.996	36.273
5	€ 33.793	€ 34.030	50.286	48.281	24.719	54.161	37.783
6	€ 35.145	€ 35.391	52.298	50.213	25.708	56.329	39.295
7	€ 36.497	€ 36.753	54.310	52.145	26.697	58.496	40.807
8	€ 37.848	€ 38.113	56.320	54.075	27.685	60.661	42.317
9	€ 39.200	€ 39.475	58.332	56.007	28.675	62.828	43.829
10	€ 40.553	€ 40.836	60.344	57.939	29.664	64.995	45.341

Function 2/O - Comms Restricted Medical Doctor Electrical Engineer
Scale F

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 29.832	€ 30.041	44.391	42.622	21.821	47.813	33.354
1	€ 31.158	€ 31.376	46.365	44.516	22.792	49.938	34.837
2	€ 32.484	€ 32.712	48.338	46.411	23.762	52.064	36.320
3	€ 33.809	€ 34.046	50.310	48.305	24.731	54.188	37.801
4	€ 35.136	€ 35.382	52.283	50.199	25.701	56.313	39.284
5	€ 36.461	€ 36.716	54.255	52.093	26.671	58.437	40.766
6	€ 37.787	€ 38.052	56.229	53.988	27.641	60.563	42.249
7	€ 39.113	€ 39.387	58.202	55.882	28.611	62.689	43.731
8	€ 40.438	€ 40.721	60.174	57.776	29.580	64.812	45.213
9	€ 41.765	€ 42.057	62.148	59.671	30.550	66.938	46.696
10	€ 43.091	€ 43.393	64.121	61.565	31.520	69.064	48.179

Function 2 Engineer - Chief Officer
Scale G

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 34.456	€ 34.697	51.272	49.229	25.204	55.225	38.525
1	€ 35.835	€ 36.086	53.324	51.199	26.213	57.434	40.066
2	€ 37.214	€ 37.474	55.376	53.168	27.221	59.644	41.608
3	€ 38.591	€ 38.861	57.425	55.136	28.229	61.852	43.148
4	€ 39.970	€ 40.250	59.477	57.106	29.237	64.061	44.689
5	€ 41.348	€ 41.638	61.528	59.076	30.246	66.271	46.231
6	€ 42.726	€ 43.025	63.578	61.044	31.253	68.479	47.771
7	€ 44.105	€ 44.413	65.630	63.014	32.262	70.688	49.312
8	€ 45.483	€ 45.802	67.681	64.983	33.270	72.898	50.854
9	€ 46.861	€ 47.189	69.731	66.952	34.278	75.106	52.394
10	€ 48.240	€ 48.577	71.783	68.921	35.286	77.315	53.935

Function Comms
Scale GG GMDSS

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 33.146	€ 33.378	49.323	47.357	24.246	53.125	37.060
1	€ 34.473	€ 34.714	51.297	49.252	25.216	55.251	38.543
2	€ 35.799	€ 36.049	53.270	51.147	26.186	57.376	40.026
3	€ 37.124	€ 37.384	55.242	53.040	27.156	59.500	41.507
4	€ 38.450	€ 38.719	57.216	54.935	28.126	61.626	42.990
5	€ 39.776	€ 40.055	59.189	56.830	29.096	63.751	44.473
6	€ 41.102	€ 41.389	61.161	58.723	30.065	65.875	45.955
7	€ 42.428	€ 42.725	63.134	60.618	31.035	68.001	47.437
8	€ 43.754	€ 44.060	65.108	62.513	32.005	70.126	48.920
9	€ 45.079	€ 45.395	67.080	64.406	32.975	72.250	50.402
10	€ 46.405	€ 46.730	69.053	66.301	33.945	74.376	51.885

Function Ch/Eng

Scale H

Years	2015 salaries including 8,33% holiday pay and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 37.902	€ 38.167	56.400	54.151	27.725	60.747	42.377
1	€ 39.280	€ 39.555	58.451	56.121	28.733	62.956	43.918
2	€ 40.659	€ 40.944	60.503	58.091	29.742	65.166	45.460
3	€ 42.037	€ 42.331	62.552	60.059	30.749	67.374	47.000
4	€ 43.415	€ 43.719	64.604	62.029	31.758	69.584	48.541
5	€ 44.794	€ 45.108	66.655	63.999	32.766	71.793	50.083
6	€ 46.171	€ 46.495	68.705	65.967	33.774	74.001	51.623
7	€ 47.550	€ 47.883	70.757	67.936	34.782	76.211	53.165
8	€ 48.929	€ 49.271	72.808	69.906	35.791	78.420	54.706
9	€ 50.306	€ 50.658	74.858	71.874	36.798	80.628	56.246
10	€ 51.685	€ 52.047	76.910	73.844	37.807	82.838	57.788

Function Captain

Scale I

Years	2015 salaries including 8,33% holiday allowance and 1,0% cola	2016 salaries including 8,33% holiday pay and 0,7% cola	Au	Can	GBP	NZ	US
0	€ 42.733	€ 43.033	63.589	61.055	31.259	68.491	47.779
1	€ 44.157	€ 44.466	65.708	63.089	32.300	70.772	49.371
2	€ 45.582	€ 45.901	67.828	65.124	33.342	73.056	50.964
3	€ 47.007	€ 47.336	69.948	67.160	34.385	75.340	52.557
4	€ 48.430	€ 48.769	72.066	69.194	35.426	77.621	54.149
5	€ 49.855	€ 50.204	74.187	71.230	36.468	79.905	55.742
6	€ 51.280	€ 51.639	76.307	73.265	37.511	82.189	57.335
7	€ 52.704	€ 53.073	78.425	75.299	38.552	84.470	58.927
8	€ 54.129	€ 54.507	80.546	77.335	39.594	86.754	60.520
9	€ 55.552	€ 55.941	82.664	79.369	40.636	89.036	62.111
10	€ 56.977	€ 57.376	84.784	81.405	41.678	91.319	63.704

Salary scales 2017

Function Scale B Assistant Cook - Deckhand

			1,48898	1,46637	0,819176	1,58959	1,10682
Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
			0	20.363	20.485	30.502	30.039
1	21.112	21.238	31.624	31.143	17.398	33.760	23.507
2	22.432	22.566	33.601	33.090	18.486	35.871	24.977
3	23.752	23.894	35.578	35.038	19.573	37.982	26.446
4	25.070	25.221	37.553	36.983	20.660	40.091	27.915
5	26.390	26.549	39.530	38.930	21.748	42.201	29.385
6	27.710	27.876	41.507	40.877	22.836	44.312	30.854
7	29.029	29.203	43.483	42.823	23.922	46.421	32.323
8	30.349	30.531	45.460	44.770	25.010	48.532	33.792
9	31.669	31.859	47.437	46.717	26.098	50.642	35.262
10	32.988	33.185	49.412	48.662	27.185	52.751	36.730

Function Scale C Nurse (medic) Asst.Eng - Boat Mechanic Fitter/Welder

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
			0	€ 21.442	€ 21.570	32.118	31.630
1	€ 22.762	€ 22.898	34.095	33.577	18.758	36.399	25.344
2	€ 24.082	€ 24.226	36.072	35.524	19.845	38.509	26.814
3	€ 25.400	€ 25.553	38.047	37.470	20.932	40.618	28.282
4	€ 26.720	€ 26.881	40.025	39.417	22.020	42.729	29.752
5	€ 28.040	€ 28.208	42.002	41.364	23.108	44.840	31.222
6	€ 29.359	€ 29.535	43.977	43.309	24.194	46.949	32.690
7	€ 30.679	€ 30.863	45.954	45.256	25.282	49.059	34.160
8	€ 31.999	€ 32.191	47.931	47.204	26.370	51.170	35.629
9	€ 33.318	€ 33.517	49.907	49.149	27.457	53.279	37.098
10	€ 34.637	€ 34.845	51.884	51.096	28.544	55.390	38.567

Function Scale D Bosun

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
			0	€ 23.092	€ 23.230	34.589	34.064
1	€ 24.412	€ 24.558	36.566	36.011	20.117	39.037	27.181
2	€ 25.730	€ 25.885	38.542	37.957	21.204	41.146	28.650
3	€ 27.050	€ 27.213	40.519	39.904	22.292	43.257	30.119
4	€ 28.370	€ 28.540	42.496	41.851	23.380	45.367	31.589
5	€ 29.689	€ 29.867	44.471	43.796	24.466	47.476	33.057
6	€ 31.009	€ 31.195	46.449	45.743	25.554	49.587	34.527
7	€ 32.329	€ 32.523	48.426	47.690	26.642	51.698	35.997
8	€ 33.647	€ 33.849	50.401	49.636	27.729	53.807	37.465
9	€ 34.967	€ 35.177	52.378	51.583	28.816	55.917	38.935
10	€ 36.286	€ 36.504	54.354	53.528	29.903	58.026	40.403

Function
Scale DD

Cook

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 23.251	€ 23.391	34.828	34.299	19.161	37.182	25.889
1	€ 24.580	€ 24.728	36.819	36.260	20.256	39.307	27.369
2	€ 25.908	€ 26.064	38.808	38.219	21.351	41.430	28.848
3	€ 27.237	€ 27.401	40.799	40.179	22.446	43.556	30.327
4	€ 28.566	€ 28.738	42.790	42.140	23.541	45.681	31.807
5	€ 29.894	€ 30.073	44.779	44.099	24.635	47.804	33.286
6	€ 31.223	€ 31.410	46.769	46.059	25.731	49.930	34.766
7	€ 32.552	€ 32.747	48.760	48.020	26.826	52.055	36.245
8	€ 33.880	€ 34.083	50.749	49.979	27.920	54.178	37.724
9	€ 35.209	€ 35.420	52.740	51.939	29.015	56.304	39.204
10	€ 36.537	€ 36.756	54.729	53.898	30.110	58.427	40.682

Function
Scale E

3/O

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 26.703	€ 26.863	39.999	39.391	22.006	42.701	29.733
1	€ 28.038	€ 28.207	41.999	41.361	23.106	44.837	31.220
2	€ 29.373	€ 29.549	43.998	43.330	24.206	46.971	32.705
3	€ 30.708	€ 30.893	45.998	45.300	25.306	49.107	34.193
4	€ 32.044	€ 32.236	47.999	47.270	26.407	51.242	35.680
5	€ 33.378	€ 33.579	49.998	49.239	27.507	53.376	37.165
6	€ 34.714	€ 34.922	51.998	51.209	28.607	55.512	38.653
7	€ 36.049	€ 36.266	53.999	53.179	29.708	57.648	40.140
8	€ 37.384	€ 37.608	55.998	55.147	30.808	59.781	41.625
9	€ 38.719	€ 38.952	57.998	57.118	31.908	61.917	43.112
10	€ 40.055	€ 40.295	59.999	59.088	33.009	64.053	44.600

Function
Scale EE

3/E -
Elec

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 27.224	€ 27.387	40.779	40.160	22.435	43.534	30.313
1	€ 28.586	€ 28.757	42.819	42.168	23.557	45.712	31.829
2	€ 29.946	€ 30.126	44.856	44.175	24.678	47.887	33.344
3	€ 31.308	€ 31.495	46.896	46.184	25.800	50.065	34.860
4	€ 32.669	€ 32.865	48.936	48.192	26.922	52.242	36.376
5	€ 34.030	€ 34.234	50.973	50.199	28.043	54.418	37.891
6	€ 35.391	€ 35.604	53.013	52.208	29.166	56.595	39.407
7	€ 36.753	€ 36.973	55.053	54.217	30.288	58.772	40.923
8	€ 38.113	€ 38.342	57.090	56.223	31.409	60.948	42.438
9	€ 39.475	€ 39.712	59.130	58.232	32.531	63.125	43.954
10	€ 40.836	€ 41.081	61.169	60.241	33.653	65.303	45.470

Function
Scale F

2/O - Comms Restricted Medical Doctor Electrical Engineer

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 30.041	€ 30.221	44.998	44.315	24.756	48.039	33.449
1	€ 31.376	€ 31.564	46.999	46.285	25.857	50.174	34.936
2	€ 32.712	€ 32.908	48.999	48.255	26.957	52.310	36.423
3	€ 34.046	€ 34.250	50.998	50.224	28.057	54.444	37.909
4	€ 35.382	€ 35.594	52.999	52.194	29.158	56.580	39.396
5	€ 36.716	€ 36.936	54.997	54.162	30.257	58.714	40.882
6	€ 38.052	€ 38.280	56.998	56.132	31.358	60.849	42.369
7	€ 39.387	€ 39.623	58.998	58.103	32.459	62.985	43.856
8	€ 40.721	€ 40.966	60.997	60.071	33.558	65.119	45.342
9	€ 42.057	€ 42.309	62.998	62.041	34.659	67.255	46.829
10	€ 43.393	€ 43.653	64.998	64.011	35.759	69.390	48.316

Function
Scale G

2 Engineer - Chief Officer

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 34.697	€ 34.906	51.974	51.185	28.594	55.486	38.634
1	€ 36.086	€ 36.302	54.053	53.233	29.738	57.706	40.180
2	€ 37.474	€ 37.699	56.133	55.281	30.882	59.926	41.726
3	€ 38.861	€ 39.094	58.211	57.327	32.025	62.144	43.271
4	€ 40.250	€ 40.491	60.290	59.375	33.169	64.364	44.816
5	€ 41.638	€ 41.888	62.370	61.423	34.313	66.584	46.362
6	€ 43.025	€ 43.283	64.448	63.469	35.457	68.803	47.907
7	€ 44.413	€ 44.680	66.527	65.517	36.601	71.023	49.453
8	€ 45.802	€ 46.077	68.607	67.565	37.745	73.243	50.998
9	€ 47.189	€ 47.472	70.685	69.612	38.888	75.461	52.543
10	€ 48.577	€ 48.869	72.764	71.660	40.032	77.681	54.089

Function
Scale GG

Comms
GMDSS

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 33.378	€ 33.579	49.998	49.239	27.507	53.376	37.165
1	€ 34.714	€ 34.922	51.998	51.209	28.607	55.512	38.653
2	€ 36.049	€ 36.266	53.999	53.179	29.708	57.648	40.140
3	€ 37.384	€ 37.608	55.998	55.147	30.808	59.781	41.625
4	€ 38.719	€ 38.952	57.998	57.118	31.908	61.917	43.112
5	€ 40.055	€ 40.295	59.999	59.088	33.009	64.053	44.600
6	€ 41.389	€ 41.638	61.998	61.056	34.109	66.187	46.085
7	€ 42.725	€ 42.981	63.998	63.026	35.209	68.322	47.572
8	€ 44.060	€ 44.325	65.999	64.996	36.310	70.458	49.059
9	€ 45.395	€ 45.667	67.997	66.965	37.409	72.592	50.545
10	€ 46.730	€ 47.011	69.998	68.935	38.510	74.728	52.032

Function
Scale H

Ch/Eng

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 38.167	€ 38.396	57.171	56.303	31.453	61.034	42.498
1	€ 39.555	€ 39.793	59.251	58.351	32.597	63.254	44.043
2	€ 40.944	€ 41.189	61.330	60.399	33.741	65.474	45.589
3	€ 42.331	€ 42.585	63.408	62.445	34.885	67.693	47.134
4	€ 43.719	€ 43.982	65.488	64.493	36.029	69.913	48.680
5	€ 45.108	€ 45.378	67.567	66.541	37.173	72.133	50.226
6	€ 46.495	€ 46.774	69.645	68.587	38.316	74.351	51.770
7	€ 47.883	€ 48.170	71.725	70.636	39.460	76.571	53.316
8	€ 49.271	€ 49.567	73.804	72.684	40.604	78.791	54.862
9	€ 50.658	€ 50.962	75.882	74.730	41.747	81.009	56.406
10	€ 52.047	€ 52.359	77.962	76.778	42.891	83.230	57.952

Function
Scale I

Captain

Years	2016 salaries including 8,33% holiday pay and 0,7% cola	2017 salaries including 8,33% holiday pay and 0,6% cola	Au	Can	GBP	NZ	US
0	€ 43.033	€ 43.291	64.459	63.480	35.463	68.814	47.915
1	€ 44.466	€ 44.733	66.606	65.595	36.644	71.107	49.511
2	€ 45.901	€ 46.176	68.756	67.712	37.827	73.401	51.109
3	€ 47.336	€ 47.620	70.905	69.828	39.009	75.696	52.707
4	€ 48.769	€ 49.062	73.052	71.943	40.190	77.988	54.303
5	€ 50.204	€ 50.505	75.202	74.060	41.373	80.283	55.900
6	€ 51.639	€ 51.949	77.351	76.176	42.555	82.577	57.498
7	€ 53.073	€ 53.391	79.498	78.291	43.737	84.870	59.094
8	€ 54.507	€ 54.834	81.647	80.408	44.919	87.164	60.692
9	€ 55.941	€ 56.277	83.795	82.522	46.100	89.457	62.288
10	€ 57.376	€ 57.720	85.944	84.639	47.283	91.751	63.886

The Monthly salary can be calculated by dividing the annual salary by 12

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