COLLECTIVE AGREEMENT CONCERNING DECK OFFICERS AND NURSES IN INTERNATIONAL TRAFFIC

1.3.2025-29.2.2028 (2+1 option year)

The Finnish Shipowners' Association

The Finnish Ship’s Officers’ Union

PROTOCOL
NEW COLLECTIVE BARGAINING AGREEMENT DOCUMENTS – MAIN AGREEMENTS AND GENERAL AGREEMENTS

1 Validity of the Collective Bargaining Agreement

It was noted that the collective agreements concerning deck officers and nurses remain in force as agreed in the recent collective agreement protocol between the parties.

2 Technical Update of the Collective Bargaining Agreement for Deck Officers and Nurses in Foreign Traffic between The Finnish Shipowners' Association and The Finnish Ship's Officers' Union

It was noted that the parties have updated the collective agreements by including into the agreement texts all changes agreed between the parties in the collective agreement protocols from 2012 to 2027. The salary appendices of the main agreements are up to date, including compensation for fringe benefits in kind.

The parties have agreed that the main agreements and general agreements will not be reprinted in book form in the near future. Instead, any amendments and salary increases made during collective bargaining rounds will be agreed upon through collective agreement protocols. However, the electronic version of the main agreement and general agreements (appendices) will be updated whenever changes to the text occur.

The parties have carried out a technical update of the collective agreement during 2023–2025.

The starting point for the update has been the collective agreement concluded in 2012, which is the last fully consolidated version of the agreement. On 12 September 2012, the parties updated the agreement texts to include all changes agreed in the collective agreement protocols from 2005–2011. In this update, the following protocols have now been incorporated into the 2012 agreement:

- Protocol dated 12 September 2012 (latest consolidated version of the collective agreement)
- Collective Agreement Protocol 1 March 2012 – 31 March 2014, signed 16 November 2011
- Supplementary Protocol 1 March 2012 – 31 March 2014, signed 24 November 2011
- Collective Agreement Protocol 1 March 2014 – 28 February 2017, signed 22 April 2014
- Supplementary Protocol 1 March 2014 – 28 February 2017, signed 22 April 2014
- Collective Agreement Protocol 1 March 2017 – 28 February 2018, signed 27 February 2017
- Collective Agreement Protocol 1 March 2018 – 28 February 2019, signed 28 March 2018

- Settlement Proposal 1 March 2019 – 28 February 2021, signed 11 March 2019
- Collective Agreement Protocol 1 March 2021 – 28 February 2022, signed 5 March 2021
- Collective Agreement Protocol 1 March 2022 – 28 February 2023, signed 3 March 2022
- Collective Agreement Protocol 1 March 2023 – 29 February 2024, signed 1 March 2023
- Settlement Proposal 1 March 2024 – 28 February 2026, signed 13 March 2024 (text amendments implemented for the first year; The Finnish Ship's Officers' Union terminated the option year 2025–2026)
- Collective Agreement Protocol 1 March 2025 – 28 February 2027, signed 5 March 2025 (option year possible until 29 February 2028)

In this technical update, the collective agreement has been updated to ensure that all the updates and amendments agreed in collective bargaining negotiations has been added to the updated version. The general agreements (appendices) have not been updated in this technical revision. Changes agreed to the general agreements will be updated during spring 2026.

The parties note that they have also concluded other agreements. This technical update does not address and shall not be deemed to address any agreements or negotiation outcomes other than those expressly identified above by the parties.

The parties further state that this is purely a technical update, and none of the changes made in this process have altered, nor are intended to alter, the interpretation of the collective agreement.

Helsinki, 19 March 2026

Finnish Shipowners' Association
Finnish Ship's Officers' Union

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1. FRAMEWORK AGREEMENT

FRAMEWORK AGREEMENT ON TERMS AND CONDITIONS OF EMPLOYMENT OF OFFICER UNION MEMBERS WHO SERVE ON BOARD VESSELS ENGAGING IN INTERNATIONAL TRAFFIC

Scope of application

The Finnish Shipowners' Association on one side and the Finnish Ship's Officers' Union on the other hereby enter into the following Collective Agreement on the terms and conditions of wages and employment of shipmasters, deck officers, line pilots and nurses who are members of the Finnish Ship's Officers' Union when working on board commercial vessels and passenger vessels in international traffic falling within the scope of the Seamen's Working Hours Act (296/1976). The Agreement shall not apply to work performed on vessels covered by the Act on Working Time on Vessels in Domestic Traffic (248/1982) unless otherwise agreed between the Parties.

The seamen's working hours and holiday provisions agreed between the relevant unions are part of this Agreement and can be found in the Annexes.

The provisions of this Collective Agreement shall also apply when vessels surveyed for international traffic sail between ports in Finland.

General

1 § Collective Agreement

According to the Seafarers' Employment Contracts Act, the employment contract must be concluded in writing, and the employer is responsible for this.

A fixed-term employment contract may be concluded in accordance with Chapter 1, Section 4 of the Seafarers' Employment Contracts Act if the nature of the work, substitution, training or other similar circumstances require a fixed-term contract or if the employer has other justified reasons for concluding a fixed-term employment contract in connection with the activities of the undertaking or the work to be performed. The Parties note that the purpose of this section of the Collective Agreement is to prevent circumvention of the protection of the employee against dismissal and of the benefits accruing to the employee as a result of the duration of the employment relationship.

2 § Wages

The basic and guaranteed wages of the officers are set out in the wages annex of this Agreement.

Wages in the wages annex are monthly wages based on the dead weight of the vessel (DWT) or the indicated engine power (kW), whichever is greater. Suppose the vessel has two DWT records indicating capacity: in that case, the wages are based on the greater deadweight capacity, regardless of whether the vessel is operated as a closed vessel or not.

DWT refers to the vessel's load capacity in metric tonnes, including fuel, when at Lloyd's Summer Free-Board or, if not available, a corresponding cargo indicator.

Calculation of wages

For the duration of the employment relationship, the employee's salary is calculated and paid as a monthly salary per calendar month. The salary is calculated and paid as a monthly salary every calendar month. This also applies to the months during which they have been on paid leave ashore, in whole or in part. When an employment relationship under the Seafarers' Employment Contracts Act begins or ends during a calendar month, the salary for such month shall be calculated by dividing the monthly salary by 30 and multiplying the result by the number of working days in the month.

The employer is obliged to provide the employee with a monthly calculation indicating the salary amount and the criteria for its determination.

When going on holiday, the officer shall have the right, upon request, to receive in advance their salary corresponding to the holiday period, taking into account any withholding and other tax provisions.

Otherwise, the payment of wages is governed by Chapter 2 of the Seafarers' Employment Contracts Act and Sections 13 and 15(1) of the Seafarers' Annual Holidays Act.

The last wages payable on termination of employment must be available or withdrawable without delay but no later than six (6) working days after the end of the employment relationship. In exceptional cases where the wages are not considered to be clear, for example, because not all the information needed to calculate the amount of the wage component is known at the end of the employment relationship, the last wages must be available or withdrawable by the employee no later than the tenth (10th) working day after the end of the employment relationship.

Better employment contract

If the deck officer enjoys better remuneration or other benefits than those provided for in this Agreement, they shall not be degraded on the basis of this Agreement.

Salary for absent personnel

If the number of deck officers is reduced below the amount specified in the manning agreement at the beginning or during the journey, the resulting savings shall be divided among the remaining workers according to the increase in work. The salary for absent personnel is paid only if overtime pay has not been paid for this work.

Definition of full salary

Full salary in accordance with the Seafarers' Employment Contracts Act or other similar legislation refers to the monthly earnings specified in the collective agreement or guaranteed wages and other supplements and compensation within the meaning of a collective agreement. The calculation of full salary does not take into account, with the exception of overtime hours included in the guaranteed wages, such overtime hours that the employee is likely to do while on the job but which are missed due to absence from work.

3 § Allowances

In addition to these basic wages, deck officers are entitled to receive the following allowances;

a) Training and degree allowance

Training allowance

A separate training allowance is paid for sea captain students who are studying or have graduated from a polytechnic and who have obtained a certificate of qualification for a deck watchkeeping officer. The amount of this allowance is indicated on the wage table.

This allowance does not end when the deck watchkeeping officer earns a higher certificate of qualification.

The allowance is paid for both periods of work and vacation.

Degree allowance

Deck officer who has completed a sea captain or engineering degree at a polytechnic is paid one separate degree allowance each month, the amount of which is indicated on the wage table.

The allowance is not paid to the deck officer if they receive an MKK or YKK qualification increase according to the wage table. The allowance is not paid to a shipmaster or a chief officer.

The allowance is paid for both periods of work and vacation.

b) Experience allowance

Officers (shipmaster, deck officer) are paid a 5% experience allowance of 2, 4, 6, 8, 11 and 14 years of seagoing service at the station, calculated from the base salary. When calculating the service time that qualifies for an experience allowance, it is also possible to include the time served as an officer, regardless of the flag, as well as the time served in the Finnish Navy and the Finnish Coast Guard. Time served with the same shipowner as a crew member is included in full when calculating experience allowances.

For the purposes of this Agreement, ship/sea service means, in the case of different categories of persons, a service performed in coastal or longer distance traffic or time served under foreign flags in international traffic.

Before the start of the employment relationship, the employee is obliged to provide the employer with information about the service hours that qualify for experience. The employee must prove the information correct within 30 days from the beginning of the employment relationship using Trafi's seagoing service certificate.

The employee must provide a reliable certificate of service performed abroad.

If a deck officer's employment is terminated for reasons beyond his or her control, such as the bankruptcy of the shipowner, the closure of the shipowner's operations, the transfer of the business and the reasons mentioned in Chapter 12, Section 4 of the Seafarers' Employment Contracts Act, he or she is entitled to receive in his or her next employment the experience allowances he/she had at the time of termination of their previous employment.

For the purposes of calculating the experience allowances **dependent on the shipowner**, the qualifying period shall include the period during which the member of the crew has been on annual or paid leave, as well as the time during which the member of the crew has been prevented from performing work during the employment relationship:

1) Annual leaves of other employees at the workplace;
2) Military reserve training or additional military service if he has returned to work immediately after the end of such a hindrance;
3) A suspension referred to in Article 3, Section 2(3) of the Seafarers' Annual Holidays Act;
4) For a medical examination under the Occupational Health Care Act (1383/2001) or the Act on Medical Fitness Examinations of Seafarers (1171/2010), or a medical examination ordered by the employer or due to illness or accident;
5) during the period of pregnancy, special pregnancy or parental leave provided for in the Seafarers' Employment Contracts Act;
6) For a municipal or other public office of trust or for a hearing as a witness, which the law did not allow to be refused or which could have been refused only for a special reason specified by law;
7) Because of an order issued by an authority to prevent the spread of disease;
8) For the purpose of travelling for their work, provided that such travel days would not otherwise be counted as working days;
9) For any other reason, if the employer was legally obliged to pay the employee wages for such a day despite the absence;
10) With the employer's consent, for the purpose of attending training required for the job, provided that only 30 days at a time may be counted as working days.

c) Ocean allowance

For ocean-going vessels, a monthly allowance is paid to the officers in accordance with the wage annex. The allowance shall be paid on board **a)** all vessels engaged in regular service to oceanic ports for the entire period of service, but not exceeding 20 days for the period in which the vessel is out of service or for any other reason, **b)** on other vessels bound for oceanic ports from the date of departure from the last port of loading or unloading in European traffic to oceangoing ports or from when ship personnel pick up a new vessel for a shipowner from a port outside Europe and until the date of arrival of the vessel at the first port of loading or unloading of European traffic, and not more than 20 days thereafter. However, if such a vessel makes two or more continuous voyages in ocean traffic, an allowance shall be paid, as above, for the port period for the first voyage after return. In this regard, repair and unrigging ports are comparable to loading and unloading ports.

Traffic areas

European traffic refers to traffic outside the Baltic Sea transport zone to the ports of the White Sea in the north, to longitude 11° W in the west and the Mediterranean and its associated waters, but not further than Suez.

Furthermore, the allowance shall be paid on the basis of the criteria set out in point b) if a vessel in traffic in the Arctic Ocean has entered a port located east of longitude 45 East.

The ocean allowance shall be paid at an increased rate of 125% for the period of time the vessel is exclusively in traffic between North and/or South American ports within the territory bounded by 30° W longitude, 60° S latitude and 170° W longitude.

The increased allowance shall be paid from the date on which a vessel within the abovementioned area begins loading for another port within that area until the date on which the vessel leaves the last port within that area.

d) War hazard compensation

If the vessel travels in a war hazard zone or an area designated as a war hazard, the provisions of the War Hazard Agreement (Annex 9) shall be complied with.

e) Occupational safety and health officer allowance and the performance of the occupational safety and health officer's role

A separate fixed allowance in accordance with the wage annex shall be paid to a member of the deck or machine room of a vessel in accordance with the Occupational Safety and Health Act.

The selection of the occupational safety and health officer should take into account the following characteristics of the person before appointing them:

- General qualification of the person
- The person's motivation for the task
- Orientation of the person

The occupational health and safety officer must ensure that they are not disqualified when dealing with matters. If it is found that they are disqualified, then another person should replace the occupational safety and health officer to perform the task in question.

f) Customer requirement-based experience allowance (tankers)

On tankers, the officers are paid a fixed euro amount as a customer requirement-based experience allowance in accordance with the wages annex.

g) Compensation for mentoring a trainee

The deck officers are compensated according to the “agreement for the vessel's training officer,” and the shipowner forwards the compensation to the vessel's training officer.

In the absence of the above agreement, compensation for the mentoring of a trainee will be paid, in accordance with the wages annex, a fixed euro amount to the member of the Supervisory Board responsible for the traineeship.

h) Polar Code allowance

The payment of the Polar Code allowance to a deck officer shall be agreed upon with the chief shop steward/ shop steward on a shipowner-specific basis. If there is no shop steward, they will be agreed with the Finnish Ship's Officers' Union.

An employee with a polar code certificate who is required to navigate in the polar code zone will be paid compensation for the period of navigation in the area in accordance with the wage annex. Compensation shall be paid in accordance with the pro-rata principle.

i) DP allowance

The payment of the DP allowance to a deck officer shall be agreed upon with the chief shop steward/ shop steward on a shipowner-specific basis. If there is no shop steward, they will be agreed with the Finnish Ship's Officers' Union.

j) Nursing work

On ROPAX vessels without a nurse, the person on deck who performs a duty involving the provision of first aid and/or medical care to a passenger shall be paid a lump sum payment per passenger in accordance with the wage annex.

k) Classification allowances or other periodic checks

A deck officer who has been granted the right by the Classification, Occupational Health Service or other similar body to carry out separately prescribed classifications or periodic inspections of on-board equipment or equipment (e.g. fall protection devices, lifting devices, lifting aids, or other similar equipment or equipment periodic inspections, classifications) shall be paid to carry out such duties as assigned by the employer in accordance with the wage annex for an approved equipment inspection report.

l) Safety exercises

At least one (1) overtime pay shall be paid on board passenger vessels for time spent on rescue, fire, and safety exercises outside working hours.

m) On-call compensation

Compensation shall be paid when an employee is required, during their free time, to carry a pager or other technical device designated by the employer. The compensation shall be added to the salary appendix and shall amount to 1/475 of the guaranteed salary per day.

4 § Fringe benefits

In cases where food and accommodation cannot be provided to the officers on board the vessel, the shipowner shall arrange the corresponding benefits ashore or pay them a reasonable compensation corresponding to those benefits.

The wage annex reflects the amounts considered to be reasonable compensation in Finland and abroad. Reasonable accommodation expenses shall be reimbursed based on an invoice.

Under the Seafarers' Employment Contracts Act, an officer who is entitled to maintenance during illness and is not treated in a hospital shall be paid a daily allowance for maintenance in accordance with the wage annex.

During the time off, compensation for food and accommodation is paid in accordance with the wage annex.

When an employee is prevented from performing their work due to illness, injury or accident, the employee is entitled to receive compensation in kind for the period of incapacity for work, but not exceeding 42 days, even if the employee returns home. However, compensation is not paid for the period of time the employee is being treated in the hospital.

5 § Annual leave

Annual leave is determined in accordance with the Seamen's Annual Holidays Act (433/1984).

If the number of days of leave is not a whole number when calculating the length of leave, any partial day must be given as a full day of leave. If the employee is paid a holiday pay equivalent to the annual leave pay at the end of the employment relationship and if the number of days of holiday is not a whole number, the partial day must be counted as a full day of holiday.

The employer must negotiate the date of annual leave with the employee in accordance with the Seamen's Annual Holidays Act. The date of annual leave entered in the work shift list may not be changed without the employee's consent. Overdue annual leave cannot be divided into smaller periods without the employee's consent, but the accrued annual leave must be given in a single period.

Other general provisions

6 § Officers' cabins

The cabins of a new vessel commissioned for a Finnish shipowner must be designed in such a way that they comply at least with the provisions of the Act on the Working and Living Environment and Catering for Seafarers on Board Ships (395/2012). The shipowner must submit accommodation plans for these vessels to the seafaring unions.

> **Protocol entry:**
>
> Suppose a shipowner ignores the officers' request to repair the officer accommodation when such a repair is deemed necessary and practicable without excessive costs. In that case, the matter shall be dealt with between the organisations. The employers' unions undertake to demand a written explanation from the shipowners unless such a repair has been implemented within a reasonable period of time.

6 a § Bedding and bed linen

The terms of employment require free nutrition and, in addition, full bedding and cabin linen, which includes 2 towels. Dirty linen is changed as needed; however, no later than after 14 days—towels and pillow covers once a week.

6 b § Cabin cleaning

On board a vessel with two or more catering staff members, these workers are responsible for the daily cleaning of the officers' accommodation and other living areas. In vessels where there are not enough catering staff members, these works are carried out during the working hours included in the guaranteed wage. If the work referred to above cannot be carried out during the working hours included in the guaranteed wage, it must be carried out as overtime work. If the officers in the guaranteed wage scheme have a fixed salary, the corresponding remuneration must be agreed on a shipowner-specific basis. This does not change the practice that already exists.

7 **§ Docking**

The employer must provide the workers with suitable accommodation appropriate to the conditions on board for the duration of the docking operation. Detailed arrangements will be agreed upon with employees.

Docks other than the annual docking of vessels and the terms of employment and pay applicable in these situations should be negotiated with the vessel's deck officers prior to the start of docking.

8 § Accident and life insurance

Leisure accident insurance

The shipowner is obliged to insure the seaman against an accident that occurs during leisure time and in the context of nautical sports activities under the same conditions as those laid down by law for accidents at work. In this case, leisure time is also considered to be paid leave and leave in accordance with the Seafarers' Annual Holidays Act. The shipowner is also obliged to arrange supplementary leisure insurance for crew members to cover any injury caused intentionally by a third party to a seaman, provided that the injured party has not, by his or her own conduct, played a decisive role in the event that caused the injury. However, suppose the shipowner has failed to comply with these obligations. In that case, they shall be responsible for ensuring that the seaman or their beneficiary shall benefit from the compensation for accidents agreed herein.

9 § 50th and 60th birthday

An employee who has been continuously employed for at least three (3) years is entitled to one (1) additional day of paid leave on the occasion of their 50th and 60th birthday. The same benefit may be granted to an employee who has at least five (5) years of seagoing service in the Finnish merchant fleet, provided that their employment has been continuous for six (6) months immediately preceding the anniversary date.

10 § Sudden illness, funeral and own wedding day

In the event of a sudden illness occurring within their family, an employee is granted a short temporary paid exemption from work, but not exceeding three days. An employee is also entitled to equivalent time off work on the day of the funeral of a close relative and the day of their own wedding, up to a maximum of two days.

In the cases referred to in this section, the exemption shall be conditional upon its being possible in each case, having regard to the nature of the employee's duties concerned.

Close relative means the employee's spouse, common-law spouse, registered partner, children of the spouse, children of the common-law spouse, children of the registered partner, the employee's parents and grandparents and the parents of the employee's spouse and common-law spouse, and the employee's siblings.

10 a § Caring for a severely ill child

An employee whose child has a severe illness within the meaning of the Government Decision (1315/89) has the right to be absent from work to participate in the treatment, rehabilitation, or care guidance of their child referred to in the Government Decision, having agreed in advance about the absence with the employer.

11 § Sick leave, maternity and parental leave

An employee who is prevented from working because of illness, injury, or accident is entitled to full pay for up to 60 days of incapacity; officers shall be paid for a maximum of 90 days.

An employee entitled to pregnancy allowance is entitled to receive a salary during pregnancy and parental leave for a total of 78 working days from the start of the pregnancy allowance period.

An employee on parental leave who is not eligible for pregnancy allowance will be paid the difference between salary and parental allowance under the Health Insurance Act for a period of 12 days.

The child may have one or two legal parents. Employees who have been granted parental leave in accordance with Chapter 9, Section 7 of the Health Insurance Act are not entitled to paid parental leave.

12 § Repatriation of mortal remains

The repatriation of the body of an employee who has died in international traffic is arranged and paid for by the shipowner in accordance with the Seafarers' Employment Contracts Act.

13 § Travel reimbursement (travel at the employer's expense)

Before embarking on a trip, travel arrangements should be made with the employer.

For trips made at the employer's expense, the officer is entitled to travel by rail in extra class or by ship in class A or equivalent class, by plane in economy or equivalent class, and by buses on express lines.

Reimbursement of reasonable travel expenses will be made according to an invoice. Taxi costs shall be reimbursed for travel between bus stations, railway stations, airports, and the port where no public transport is available, or the journey has to be made during the day when such a vehicle is not in service.

For air travel, the employer pays a baggage fee of up to 30 kg. For more than 30 kg, the employee pays the fee themselves.

The use of a personal car must be agreed separately with the employer. A mileage allowance is paid in accordance with the instructions of the Finnish Tax Administration.

The employee can use their own car for the journey to work. The use of a private car will be reimbursed in accordance with the tax administration's current guidelines, but the reimbursement per kilometre will be 2/3 of the maximum amount set out by the tax administration (compensation from the Tax Administration on 1/1/2024 57 cents per km). If the length of the commute is more than 350 km, the use of a personal car must be agreed in advance with the employer.

The Parties recommend that shipowners draw up travel regulations and that they be reviewed with the chief shop steward.

Holiday travel

An employee returning from annual, paid leave or sick leave is entitled to receive from the employer a reduced price of a train, bus, ship, or air ticket for the return journey between a border crossing point in Finland and a ship from home in Finland or, if the employee lives abroad, between a border crossing point in Finland and a ship. When a discount on an air ticket is not granted, the employee is reimbursed for the cost of an economy-class air ticket.

When a seaman working on a non-passenger vessel returns to the vessel from annual, paid or sick leave, unless agreed in advance between the employer and the employee, the taxi costs of returning to work by bus or train station or airline city terminal (or airport if the journey is shorter) and home at the port/place of residence, only:

- there is no general traffic connection between the two or
- the employee has been asked to return to the vessel during a period of the day when public

transport is not in operation.

Taxi expenses will be reimbursed only on the basis of the presented receipt, up to a maximum of the wage annex/taxi trip.

The employee can use their own car for the journey to work. The use of a private car will be reimbursed in accordance with the tax administration's current guidelines, but the reimbursement per kilometre will be 2/3 of the maximum amount set out by the tax administration (compensation from the Tax Administration on 1/1/2024 57 cents per km). If the length of the commute is more than 350 km, the use of a personal car must be agreed in advance with the employer.

The travel expenses of a substitute from home to the ship and back at the end of the employment relationship are paid by the employer (home-ship-home) (replacements of less than 6 months). However, when the period includes rotation, only the last trip home will be paid. During the travel period, the substitute shall be entitled to one (1) meal at reasonable cost by the employer for each six (6) hour period spent travelling. Compensation is reimbursed to the substitute against supporting documents.

During the travel period, the employee shall be entitled to one (1) meal at reasonable cost by the employer for each six (6) hour period spent travelling. The employee is reimbursed for the cost of the meal against receipts.

If the journey has to be interrupted because it cannot be completed in one go, and if the employee has to stay overnight during the journey as a result, the employer will pay the costs of the overnight stay.

14 § Appearing as a witness

If the employee has to attend a trial or police hearing as a witness appointed by the employer, the time spent on this is counted as working time.

Working hours include time spent preparing for a trial or hearing, as well as travelling. If the witness needs to travel to the place of trial or interrogation, the employee shall be paid all reasonable costs and reasonable meals. Compensation to the employee is reimbursed against supporting documents.

15 § Travel documents

The employer is obliged to reimburse the employee for the costs of obtaining travel documents such as a seaman's passport and visa.

The employer reimburses the costs of obtaining a passport and the fees for redeeming it.

16 § STCW combined certificate of redemption fees

At the beginning of the employment relationship, the employee must have a certificate of professional qualification and an additional certificate of qualification required to receive a position in accordance with the professional title. During the period of employment, the employee is entitled

to receive compensation from the employer for the costs of acquiring, renewing and replacing additional qualifications under the STCW Convention, including course fees and the purchase of course materials, travel expenses, maintenance and redemption of certificates.

17 § Transfer of the vessel and changing of the flag

If the shipowner transfers the vessel to a new owner or changes its flag, and if the measure leads to a situation where the employer has grounds for termination of the employment contract under Chapter 8, Section 3 of the Seafarers' Employment Contracts Act, the collective bargaining between the shipowner and its employees must aim to agree on a sufficiently long transition period to allow for the re-employment of the employees.

If these negotiations do not lead to a satisfactory outcome for the shipowner and the employees, the matter will be referred to the parties to the Collective Agreement.

The parties to the Collective Agreement may also negotiate measures to improve the shipowner's profitability in order to avoid transferring the vessel or changing its flag if one of the parties to the collective bargaining requests it in the situation described above.

If the vessel continues to operate on the same service route after the transfer or flag change and if the employee continues to work on board the vessel after the transfer or flag change, the transferor is responsible for paying the employee at least the amount of wages set out in the Collective Agreement between the parties for the period of notice.

However, if the employee does not continue to work on board the vessel after the transfer or flag change, if the transferor does not offer the employee a job corresponding to their profession for the period of notice, and if the employee transfers to a third employer during the notice period and is no longer available to the employer/transferor as a result, they are entitled to receive their wages for the entire notice period, provided that they have given notice of the transfer before the transferor has given notice of any replacement job.

Protocol entry:

Unrigging

If a vessel with a hired crew remains inactive for more than 14 days, it is considered to have arrived in an unrigging port.

18 § Participation in union activities

Suppose a member of the Finnish Ship's Officers' Union is elected as a member or deputy member of the Board of Directors of the Finnish Ship's Officers' Union or STTK. In that case, the employer shall, whenever possible, grant the selected person, unless otherwise specified below, an unpaid exemption from work in order to complete the necessary meeting trips.

The time off granted may be agreed with the person concerned on a case-by-case basis to be deducted from any time off previously taken. It is also possible to use annual leave days.

The unions shall each pay the travel expenses of the person referred to in the first subparagraph above.

19 § Negotiation procedure

19.1 Negotiations between the Parties

If disagreements regarding the application of this Collective Agreement have not been resolved locally, e.g. in the order referred to in the shop steward agreement, when either party requests it, the organisations which have signed this agreement shall endeavour to resolve the differences by negotiation. Suppose either party considers that the other party has manifestly violated this Agreement or the provisions relating to seafarers. In that case, no further action shall be taken in respect thereof until the parties concerned have attempted to reach an agreement through negotiation unless the other party has failed to respond reasonably to the other party's written submission promptly.

Therefore, if either Party considers that the other has manifestly infringed this Agreement or the provisions relating to the seafarer, no other measure may be taken until the Contracting Organisations concerned have attempted to reach an agreement through negotiation.

If a dispute arising out of the application or interpretation of this Agreement has not been settled by negotiation, it shall be submitted to the employment tribunal.

19.2 Principle of continuous negotiations

If one of the parties to this Collective Agreement wishes to amend or supplement the agreement, it shall submit a reasoned written proposal to the other party, to which the latter shall respond in writing in the same manner without delay.

Suppose the parties agree to amend or supplement the agreement. In that case, the amendment may be put into effect by agreement between the parties, notwithstanding that the period of validity of the Collective Agreement has not expired.

Otherwise, the negotiation procedure between the parties shall be governed by the provisions of this Agreement concerning the order of negotiation.

The above does not alter the existing obligation of industrial peace between the parties under the Collective Agreements Act. Consequently, if the negotiations conducted in accordance with the principle of continuous negotiations do not produce a result, this does not mean that the provision of the Collective Agreement to which the proposed amendment relates will cease to apply nor that the related obligation of industrial peace will cease to apply.

20 § Rotation system

A rotation system is a system in which the periods of work and leave of employees are repeated as regularly as possible. The rotation system shall be established in accordance with the Seamen's Working Hours Act for at least a period of time during which the shifts of work and time off are equalised to the ratios observed on board (1:1 or 2:1)

21 § Transition of the transfer date

If the transfer date has to be postponed in order to prevent possible underoccupancy and if there is a very compelling reason for this, such as the excessive cost of interrupting the voyage of the ship or the risk to maritime safety, the shipowner and the employee concerned should endeavour to agree on arrangements for the transition of the transfer date and any compensation. Suppose the transfer date has to be rescheduled. In that case, the transfer shall take place at the next port in the case of European traffic no later than 7 days and in the case of non-European long-distance traffic no later than 14 days, taking into account the provisions of the existing manning agreements.

22 § Minus remuneration

On 18 June 1974, the labour market parties of the seafarers stated as far as the so-called "minus remuneration" is concerned that "if a seafarer has been granted more leave than is required by the accrued remuneration, the seafarer cannot be obliged to perform any of their hours of a disadvantage when they return to their work. These negative hours cannot be accounted for with annual holiday days." The remuneration systems of foreign and small tonnage contracts are based on this principle.

The parties agree that the same principle should also be observed with regard to guarantee wage agreements drawn up based on the Main Agreement on Internatinal Traffic and the Small Tonnage Vessels Agreement.

The Parties also note that, for the implementation of the above principle, consideration must be given to whether working arrangements have been agreed between the employee and the employer that deviate from the normal rotation, such as unpaid leave or other similar absences based on collective agreement or law. Suppose the employee has accrued the negative remuneration referred to in this paragraph. In that case, the employee and the employer shall draw up a plan to offset the remuneration in principle within six months.

23 § Validity

This Agreement shall be in force as agreed in the most recent Memorandum of Agreement between the Parties concerning the validity of the Collective Agreement.

The Finnish Shipowners' Association. – Rederierna i Finland
The Finnish Ship's Officers' Union. – Finlands Skeppsbefälsförbund ry.

2. SUPPLEMENTARY AGREEMENT ON THE TERMS AND CONDITIONS OF EMPLOYMENT AND WAGES OF SHIPMASTERS IN INTERNATIONAL TRAFFIC

Scope of application

In addition to the framework agreement, the following supplementary provisions shall apply to the terms and conditions of employment of shipmasters belonging to the Finnish Ship's Officers' Union on vessels engaged in international traffic by the member shipowners of the Finnish Shipowners' Association.

1 § Wages

The basic wages of the shipmasters are set out in the wages annex of this Agreement.

2 § Allowances

a) Oil transport allowance

10% of the basic wage on tankers carrying fuel, crude or lubricating oil and/or similar substances. The allowance is also paid on tankers carrying compressed, liquefied or dissolved under-pressure gases, flammable liquids, and flammable substances prone to self-ignition, which, when combined with water, generate flammable gases, organic peroxides, oxidising, toxic, polluting or other hazardous substances. When the vessel is in port, the allowance shall be paid no more than 20 days after the date of arrival, but always for the period during which the vessel with cargo or partial cargo has to be in port and/or roadstead.

b) Allowance for operating outside Europe

To shipmasters serving on board vessels that operate between ports outside Europe, a 20% increase in basic wages is paid for the time the vessel is in the aforementioned traffic area and the shipmaster serves on board.

The allowance in question shall be paid from the date, including the latter date on which the vessel starts loading or departs in ballast in the first external European port and until the date on which the ship is unloaded at the last such port. In the case of Arctic traffic east of longitude 40 degrees east and in the north-east waterway, this Collective Agreement shall apply unless otherwise agreed on a ship-specific basis.

c) Uniform allowance

According to the wage annex, a monthly allowance is paid on a vessel in regular service if a uniform is worn. Wearing a patrol suit or similar clothing does not qualify for a uniform allowance.

On passenger vessels, and if so agreed, a uniform may be provided annually instead of the uniform allowance. When an employer requires officers to wear a specific type of uniform, the employer is to maintain the uniform. A uniform refers to a coat, trousers, and shirt.

d) Radio operator allowance

Shipmasters are paid a monthly radio operator allowance in accordance with the wage annex.

3 § Annual leave

The shipmaster is entitled to 36 working days' annual leave, which shall be given at a time agreed between the shipowner and the shipmaster.

By way of derogation from Article 13 (2) of the Seamen's Annual Holidays Act, the shipmaster shall be paid for three days.

For the period of annual leave and the days off which the deputy shipmaster has earned while serving as a shipmaster on board a vessel, they shall accrue annual leave as set out in this section above.

If, during the calendar months in which the employment relationship began and ended, the shipmaster has been on the ship for a total of 14 days in which the employment relationship began and ended, they shall be entitled to receive holiday pay for three days for those months. If, during the months in question, the shipmaster has been at work for at least 44 days, they are entitled to receive holiday pay for six days.

A holiday abroad can only be considered a holiday under the contract based on an agreement concluded in each case.

A shipmaster who wishes to benefit from a free trip home provided for in Chapter 3 of the Seafarers' Employment Contracts Act shall inform the shipowner of their intention to travel home in good time to allow a substitute to be sent on board.

4 § Watchkeeping

A shipmaster cannot regularly participate in watchkeeping on vessels that have two deck officers.

5 § Transfer

If a shipmaster in permanent employment is transferred to a ship of a lower grade than the one they previously held, they shall be paid according to the ship to which they have been transferred for permanent service in the same shipowner.

In the event of a transfer of a shipmaster to permanent employment, there must be an agreement between both parties.

Suppose a shipmaster is temporarily transferred to other vessels belonging to the same shipowner. In that case, compensation paid to them while working as a replacement shall not be less than the shipmaster's regular wages during permanent duty, including seniority allowances for the first three months.

Protocol entry; Sale or unrigging of a vessel

A shipmaster whose employment on a ship is terminated as a result of the transfer, exchange of tickets, sale or unrigging of the vessel is obliged to take up a similar activity with the same shipowner if such a position is offered to them (a similar activity means the same position for which, for a period of 3 months, the basic salary must be paid at least the same as in the ship from which the transfer took place). This means that, in the event of a transfer, the shipmaster waives the remuneration to which they might be entitled under the Seafarers' Employment Contracts Act.

Waiting period

An officer is entitled to receive compensation for meals and accommodation in accordance with Section 4 of the Framework Agreement for any waiting time caused by the transfer, as well as the basic wages and experience allowances that the officer received on the vessel from which they were transferred. In the case of a temporary transfer, what is stated in Subsection 3 of this section shall be followed in relation to the waiting period wages.

During the waiting period when the officer is receiving wages in accordance with this provision, the officer is required to perform other officer duties if asked to do so.

6 § Free accommodation and meals

The terms of employment require free nutrition and, in addition, full bedding and cabin linen.

7 § Reimbursement for personal property

The Ministry of Labour Decree (721/2009) and its amendments on reimbursing lost personal property in marine accidents must also be followed when the property was lost due to a fire on board the vessel, piracy, or a shipwreck-related accident.

8 § Piloting

If the shipmaster pilots the vessel in waters where a marine or inland water pilot is generally used, compensation will be paid as agreed by the shipowner and shipmaster. This does not apply to vessels that have a line pilot.

Suppose the shipowner and the shipmaster fail to agree on the matter to the satisfaction of both. In that case, the negotiations will be transferred to negotiations between the shipowner and the Finnish Ship's Officers' Union and then, if necessary, between the Finnish Shipowners' Association and the Finnish Ship's Officers' Union.

The entry in this Section shall be extended accordingly to the deck officers when they are conducting piloting.

9 § Manning

The shipowner is to negotiate with the officer unions as early as possible on the number and competencies of the crew for new buildings and vessels to be acquired from aboard.

10 § Validity

This Agreement shall be valid as the Framework Agreement in force between the parties.

3. SUPPLEMENTARY AGREEMENT ON THE TERMS AND CONDITIONS OF EMPLOYMENT AND WAGES OF DECK OFFICERS IN INTERNATIONAL TRAFFIC

Scope of application

In addition to the framework agreement, the following supplementary provisions shall apply to the terms and conditions of employment of deck officers belonging to the Finnish Ship's Officers' Union on vessels engaged in international traffic under the Finnish Shipowners' Association.

1 § Wages

The table salaries deck officers shall be reflected in the wage annex of this Agreement.

According to the table in the wages annex, the basic wages a deck officer with a sea captain certification are 5% higher than the basic.

2 § Allowances

a) Oil transport allowance

10% of the basic wage on tankers carrying fuel, crude or lubricating oil and/or similar substances. The allowance is also paid on tankers carrying compressed, liquefied or dissolved under-pressure gases, flammable liquids, and flammable substances prone to self-ignition, which, when combined with water, generate flammable gases, organic peroxides, oxidising, toxic, polluting or other hazardous substances. When the vessel is in port, the allowance shall be paid no more than 20 days after the date of arrival, but always for the period during which the vessel with cargo or partial cargo has to be in port and/or roadstead.

b) Uniform allowance

An allowance, according to the wage annex, is paid monthly on a vessel in regular service if a uniform is worn. Wearing a patrol suit or similar clothing does not qualify for a uniform allowance.

c) Watchkeeping allowance

During a watch specified in Subsection 1 of Section 3 of the Seamen's Working Hours Act, a shift employee on marine watch during evening and night hours earns watchkeeping allowance as follows:

1) on cargo vessels, the deck officer/marine engineer receives for each watchkeeping hour between 18.00 and 06.00 13 minutes of compensation and 6.00 pm and 06.00 am 13 minutes of compensation and

2) on passenger vessels, the deck officer/marine engineer receives compensation for evening shift hours (between 6.00 pm and 12.00 am) and night shift hours (between 12.00 am and 06.00 am) in accordance with the wage annex.

d) LPG allowance

On a special chemical and LPG vessel, the chief officer/marine engineer I shall receive an LPG allowance of 5% of the basic wages. This provision does not apply where a special refrigeration engineer who does not participate in watchkeeping is on board the vessel.

e) Cargo handling supervision allowance (deck officers)

Deck officer´s shall be paid a separate remuneration per hour, in accordance with the wage annex, for the period during which they supervise and manage the work for which the crew is paid cargo handling compensation and if, in exceptional cases, they participate in the handling, securing and/or unloading of the cargo, in which case the compensation is 1/164 of the salary on which the overtime pay is based.

f) Radio operator allowances (deck officers)

Deck officers are paid compensation for radio operator responsibilities in accordance with the wage annex.

g) Automation allowance (deck officers)

In vessels where the engine room can be unmanned thanks to the machinery and the alarm system and where the bridge is equipped with alarm equipment, an automation allowance shall be paid to the deck officer for supervision per month in accordance with the wage annex. The allowance is not paid for the days during which the engine room is manned all the time.

h) Line pilot competence (deck officers)

The deck officer of a cargo ship who has completed a line pilot qualification or equivalent qualification on a waterway or section of a domestic waterway in which the vessel operates regularly at least once a calendar month shall be entitled to a pilot allowance in accordance with the wage annex, provided that the vessel is exempt from the obligation to operate a national pilot

i) Ropax allowance

RoRo vessels registered as passenger vessels carrying fewer than 70 passengers will continue to comply with the wage tables for cargo vessels. If a vessel of this type carries 70 passengers but less than 300 passengers, only the lowest (0-3 years) wage table for passenger vessels shall be followed and if this type of vessel carries 300 but less than 500 passengers, the two lowest (0-3 years and 3-5 years) wage tables shall be followed and if this type of vessel carries 500 or more passengers all wage tables for passenger vessels shall apply.

j) Car deck allowance (deck officers)

The deck officer/chief officer, i.e. the person who supervises and is responsible for loading

on a car deck on a passenger car ferry, is paid compensation for the work performed in accordance with the wage annex.

This allowance can be paid to several deck officers at the same time if the supervision of work requires the presence of several deck officers.

The amount of the car deck supervision allowance is EUR 3.05/day.

3 § Stop turn

When a deck officer/marine engineer is ordered to remain on board the vessel when in port after regular working hours (stop turn), compensation is paid per stop turn in accordance with the wage annex.

The time between Saturday afternoon and Monday morning includes two stop turns, and two consecutive holidays include four stop turns. When the vessel is in port for a so-called extended weekend, the time between Friday night and Monday morning includes four stop turns, two of which are considered working day turns, and two are holiday stop turns.

One deck officer/marine engineer must always be available when vessels are in operation. In special circumstances, the shipmaster may grant exceptions to this rule at the request of the deck officer/marine engineer.

If the deck officer/marine engineer on stop turn is working overtime throughout the stop turn shift, no stop turn compensation is paid. Stop-turn compensation is also not paid if the deck officer/marine engineer on stop-turn is ordered to remain on board due to the provisions in Section 10 of the Seamen's Working Hours Act.

4 § Standby allowance

a) If an employee is ordered to remain on board a vessel during his free time for standby duty on the basis of Chapter 4, Section 6 of the Seafarers' Employment Contracts Act or for other important reasons related thereto, the employee shall receive 1/320 of their monthly wages for each commencing hour on working days and 1/160 of their monthly wages for public holidays and Sundays Overtime remuneration is paid instead of standby pay for work done during standby time. The aim is to notify the employees of standby duty well in advance before the end of regular working hours.

b) If an employee is ordered to report to work on board a vessel during his/her time off for the performance of a task, they shall be paid the equivalent of two hours of weekday overtime work if they are not entitled to standby pay as provided in the first paragraph above.

5 § Watchkeeping

A deck officer acting as the watchkeeping officer cannot be assigned responsibilities or assume responsibilities that may interfere with the safe navigation of the vessel.

The deck officer acting as the watchkeeping officer is responsible for the safe navigation of the vessel, even if the shipmaster is present on the bridge until the shipmaster clearly states that they are to take command and both parties clearly understand this.

Deck officers cannot be ordered to assume duties that are generally the crew's responsibility. This does not affect the deck officer's obligation to direct work.

6 § Transfer

Suppose a permanently employed deck officer is promoted or transferred to a vessel belonging to a higher group owned by the same shipowner. In that case, the wages paid to them in the new position must at least equal the wages paid in the previous position, including experience allowances, regardless of whether the position is to be temporary or permanent.

If a deck officer is permanently transferred to a lower position or a similar position on a lower-class vessel, wages, including experience allowances, are to be paid for the new position as stated in the wage annex table.

A permanently employed deck officer who is relieved of their duties on a vessel without having requested this and transferred to another vessel belonging to the same shipowner is entitled to wages, including experience allowances, based on the position from which they are being transferred from during any waiting period. In addition, the aforementioned employee is to receive compensation for meals and accommodation, in accordance with fringe benefit compensation, during the waiting period.

Note! There must be an agreement between both parties regarding the transfer of a permanently employed deck officer.

Protocol entry:

A deck officer whose employment on a ship is terminated as a result of the sale or unrigging of the vessel is obliged to take up a similar activity with the same shipowner if such a position is offered to them (a similar activity means the same position for which, for a period of 2 months, the basic salary must be paid at least the same as in the ship from which the transfer took place). This means that, in the event of a transfer, the deck officer or marine engineer waives the remuneration to which they might be entitled under the Seafarers' Employment Contracts Act.

A deck officer may be granted leave using previously earned free time.

If a deck officer begins waiting for a transfer at the shipowner's suggestion and a position outlined here is not assigned, they are entitled to compensation in accordance with the Seafarer's Employment Contracts Act.

During the waiting period when the deck officer is receiving wages in accordance with this provision or the agreement for passenger vessels or passenger and car ferries, the officer is required to perform other officer duties if asked to do so.

7 § Number of deck officers

A vessel in oceanic or European traffic with a gross tonnage exceeding 500 registered tonnes shall have three deck officers. Exceptions can be made to this provision if a third deck officer cannot be obtained without unreasonable delay or the vessel does not have a cabin meeting the standards of the Act on the Working and Living Environment and Catering for Seafarers on Board Ships for the third deck officer. Written notification of this must be sent to the Finnish Ship's Officers' Union.

8 § Work management at the port

At least one deck officer always supervises loading and unloading operations in accordance with good seafaring practice unless the shipmaster considers it appropriate to relieve them of the duty for special reasons temporarily.

9 § Reception of new buildings

At a minimum, the wage and fringe benefits applicable to the vessel being received under this Agreement are to be applied to reception inspectors of new buildings, in addition to the other terms where applicable.

10 § Validity

This Agreement shall be valid as the Framework Agreement in force between the parties.

4. SUPPLEMENTARY AGREEMENT ON THE TERMS AND CONDITIONS OF EMPLOYMENT AND WAGES OF LINE PILOTS IN INTERNATIONAL TRAFFIC

Scope of application

The agreements between the Finnish Shipowners' Association and the Finnish Ship's Officers' Union concerning the conditions of remuneration and employment of deck officers serving on board vessels and passenger vessels, and passenger and car ferries regarding line pilots shall be complied with as appropriate, with the following exceptions:

The basic wages of line pilots are as follows (see also wage annex):

a) time served as a line pilot of less than 12 years[1]: basic wages are the same as those of a chief officer for a vessel of a similar size and
b) time served as a line pilot for more than 12 years [2]: basic wages are 5% higher than the basic wages of a chief officer for a vessel of a similar size.

Line pilot allowance

After two years of service as a line pilot, the basic wages are increased by the amount a) stated in the wage annex and, if the pilot has line pilot certification for operating both between Turku/Naantali and Sweden, and Helsinki and Sweden, by the amount b) stated in the wage annex.

1 § Better employment contract

If a person within the scope of this Agreement has better terms and conditions of employment than stated in this Agreement, they cannot be revised in a manner that is unbeneficial to the employee based on this Agreement.

2 § Line pilot cabin

On new buildings, the cabins of line pilots must be equivalent to the cabin of 2nd Officer.

3 § Validity

This Agreement shall be valid as the Framework Agreement in force between the parties.

[1] No more than two years as a line pilot student is included in service time.

[2] Time as a line pilot student is not included in service time.

5. SUPPLEMENTARY AGREEMENT ON THE TERMS AND CONDITIONS OF EMPLOYMENT AND WAGES OF NURSES IN INTERNATIONAL TRAFFIC

Scope of application

In addition to the framework agreement, the following supplementary provisions shall apply to the terms and conditions of employment of nurses belonging to the Finnish Ship's Officers' Union on vessels engaged in international traffic by the member shipowners of the Finnish Shipowners' Association.

1 § Wages

Guaranteed wages (see wage annex) include overtime pay in such a way that the working time included in the wages during the working period is reflected in the table following this Agreement.

While the employee is on board, 100% of guaranteed wages are paid, including experience allowances.

While the employee is at shore (free time, annual holiday, sick leave, maternity leave, etc.), 80% of guaranteed wages, including experience allowances, are paid. In addition, compensation for fringe benefits is paid.

When a nurse gives lectures to personnel other than those belonging to their shipmaster, the shipowner/work management and the nurse must agree on this. A lecture fee is paid for these lectures per lecture hour (45-60 min.), which is equal to 1/60 of the guaranteed wages without seniority allowances.

In addition, a separate allowance is paid in accordance with the wage annex for passenger vessels that are not eligible for the parallel register.

2 § Experience allowances

Time included in the calculation of eligibility for experience allowance includes:

a) duration of employment as a nurse on board a vessel belonging to the same shipowner
b) duration of employment as a nurse on board a vessel belonging to another shipowner
c) duration of employment in another capacity than a nurse on board a vessel belonging to the same shipowner
d) duration of employment as a nurse or equivalent health professional in a hospital, health centre, medical centre or similar for a period of up to six (6) years.

When calculating experience allowance based on Sections b) and c), a maximum total of six years can be included.

When calculating the time that can be included as the basis of the experience allowance, the entire duration of employment is considered. Shipowners under shared management are to be considered single shipowners.

In order for employment with another employer to be considered, the employee must present valid documentation of this.

3 § Regular working hours

Regular working hours are, on average, 8 hours during the calendar shift period, for a total of up to 56 hours per week. The Parties agree that this Agreement requires regular working hours not to exceed 40 hours per week.

Regular working hours can be divided into up to three periods per day (24-hour period).

The employee shall be provided with adequate rest, at least six hours of continuous rest per day.

As a rule, work must be organised so that the employee receives at least eight hours of uninterrupted rest during a 24-hour period.

4 § Overtime work

The guaranteed wages include on the one hand, compensation for overtime, in such a way that the number of working hours included in the guaranteed wages is reflected in the table following this Agreement, and, on the other hand, compensation for standing by to treat urgent cases occurring outside the working hours.

Overtime compensation is paid for hours exceeding the working hours included in the guaranteed wages (see wage annex).

Overtime on Sundays and public holidays is primarily compensated in cash, but not more than for as many hours as work on public holidays during the working period exceeds the daily working hours included in the guaranteed wages.

Any overtime pay is paid in cash or, with the consent of the employee, as time off. In this case, 5.7 weekday overtime hours and 4 overtime hours on Sundays and public holidays, respectively, correspond to one day off.

5 § Rotation

5.1 By way of derogation from the provisions of the Seamen’s Working Hours Act (296/1976) concerning overtime paid for, its use and compensation shall be as follows.

5.2 The regularity of rotation may vary at different times of the year and according to different vessel types and lines. However, the rotation is at least 1:1 + full annual holiday.

5.3 The periods accruing holidays/working periods follow the rotation system being used and are stated in the table annex. Unless otherwise agreed, change of rotation days are considered half-days.

For each day off, one accrued day of leave (half a day for change of rotation days) is deducted.

5.4 Sick leave, training or other similar leave (maternity leave, paternity leave, parental leave, etc.) is not included in the work or leave periods. Paid leave is not accrued, and no earned leave is deducted for this time period.

5.5 If it is agreed that earned leave will be compensated for in wages upon termination of employment, 1/30 of the employee's leave wages are to be paid for each day off.

5.6 The length of the working period is agreed upon individually on each vessel.

5.7 The employer prepares a proposal on the details of the rotation system, which will be agreed upon with the nurses of the vessel in question and follow the above guidelines.

5.8 To implement the rotation system, accrued days of leave and expired annual holiday days earned under the Annual Holidays Act and the Collective Agreement are to be used in addition to accrued days of leave. However, the provisions in the Seamen's Annual Holidays Act are to be followed regarding annual holiday pay, the port where leave is granted, and the timing of when leave is granted.

5.9 Any overtime compensation in excess of the overtime remuneration included in guaranteed wages is compensated for in pay or as time off if so agreed with the employee. When the rotation so requires, these overtime hours can be changed into days off. In this case, 5.7 weekday hours and 4 hours on a Sunday or a public holiday are equal to one day off.

5.10 As required by the Seamen's Working Hours Act and the Seamen's Annual Holidays Act, a register must be kept of working hours during working periods, annual holidays, and days off included in off-duty periods.

6 § Annual leave

After more than five years of employment, the length of annual leave is 16 working days for a full holiday credit period.

The basis for calculating annual holidays is 80% of guaranteed wages, including potential seniority allowances.

7 § Validity

This Agreement shall be valid as the Framework Agreement in force between the parties.

ROTATION OF NURSES

ANNUAL LEAVE

WORK PERIOD LENGHT/ DAY	GUARANTEED SALARY INCLUDING HOURS OFF	EARNINGS / DAY
1.0	10.50	1.0
1.5	15.75	1.5
2.0	21.00	2.0
2.5	26.25	2.5
3.0	31.50	3.0
3.5	36.75	3.5
4.0	42.00	4.0
4.5	47.25	4.5
5.0	52.50	5.0
5.5	57.75	5.5
6.0	63.00	6.0
6.5	68.25	6.5
7.0	73.50	7.0
7.5	78.75	7.5
8.0	84.00	8.0
8.5	89.25	8.5
9.0	94.50	9.0
9.5	99.75	9.5
10.0	105.00	10.0
10.5	110.25	10.5
11.0	115.50	11.0
11.5	120.75	11.5
12.0	126.00	12.0
12.5	131.25	12.5
13.0	136.50	13.0
13.5	141.75	13.5
14.0	147.00	14.00

6. PASSENGER VESSEL AGREEMENT

Scope of application

The Finnish Shipowners' Association on one side and the Finnish Ship's Officers' Union on the other, hereby agree that passenger vessels and passenger and car ferries which comply with the agreements between the said unions concerning the conditions of employment and wages of shipmasters and deck officers serving on Finnish vessels engaged in international traffic shall be complied with in addition to what is stipulated in this Agreement.

Passenger vessels and passenger and car ferries refer to vessels that have been inspected as such in accordance with the provisions in force.

1 § Passenger vessel allowance

a) A monthly passenger vessel allowance is paid according to the wage annex for a passenger vessel operating in regular service.
b) In addition, a separate allowance is paid in accordance with the wage annex for passenger vessels that are not eligible for the parallel register.
c) The passenger vessel allowance shall also be paid in the amount mentioned above to nurses.

2 § Line pilot allowance

The shipmaster and deck officer on board a passenger vessel who are qualified as a line pilot are eligible for the relevant line pilot certification allowance.

3 § Seasonal traffic

On a passenger vessel used for seasonal traffic, the shipowner, shipmaster and deck officer must agree in writing on the wage benefits and other working conditions during the period of unrigging.

If an agreement referred to above in Subsection 1 has not been made, employment is considered to continue, and the shipmaster is entitled to basic wages, including potential seniority allowances. This service time is to be considered when calculating the time to be included in earning seniority allowances.

4 § Exercises with rescue and fire extinguishing and other safety equipment

If an employee's rest period is interrupted by work calls or rescue and fire-fighting drills and drills using other safety equipment, the worker must be given adequate compensatory rest.

5 § Rotation

The shipmaster is entitled to one day off for each 24-hour period on a Saturday or a Sunday when the vessel is at sea. This also applies to Midsummer Eve and Christmas Eve when it is a weekday.

The day off is deducted 1 day from every other weekday except Saturday, Midsummer and Christmas Eve, New Year's Eve, and Independence and May Day.

On passenger vessels, and passenger and car ferries, different practices have been generally agreed upon earning and using leave than what is stated in Subsections 1 and 2 of this Section. Such an agreement must be concluded in writing with the shipmaster and the shipowner.

When drawing up the agreement, the transport area of the vessel, traffic conditions, the tightness of the itinerary and other factors affecting the duties of the shipmaster and the possibility of obtaining adequate rest during the voyage, shall be considered.

In the event that annual leave is included in time off under the rotation scheme, it shall be taken into account when drawing up the rotation scheme that one of the periods of leave shall be at least the duration of continuous leave required by the Seamen's Annual Holidays Act unless the shipmaster wishes otherwise.

If a mutually satisfactory solution is not reached when the rotation scheme is drawn up or implemented in practice, the shipowner shall consult the seafarers' unions.

6 § Wage table

RoRo vessels registered as passenger vessels carrying fewer than 70 passengers will continue to comply with the wage tables for cargo vessels. If a vessel of this type carries 70 passengers but less than 300 passengers, only the lowest (0- 3v) wage table for passenger vessels shall be followed and if this type of vessel carries 300 but less than 500 passengers, the two lowest (0-3 years and 3-5 years) wage tables shall be followed and if this type of vessel carries 500 or more passengers all wage tables for passenger vessels shall apply.

7 § Validity

This Agreement shall be valid as the Framework Agreement in force between the parties.

7. GUARANTEED WAGES AGREEMENT

Scope of application

The guaranteed wages agreement shall be applicable to the terms and conditions of employment and wages of shipmasters and deck officers working on vessels entered in the Register of Merchant Vessels following the Act on Improving the Competitiveness of Vessels engaged in Maritime Transport (1277/2007) unless otherwise agreed upon with the Finnish Ship's Officers' Union.

The Agreement complies with the Collective Agreement for international traffic (hereinafter referred to as the Framework Agreement and the Supplementary Agreements) and the abovementioned collective bargaining protocols, with the exceptions and additions set out below.

The purpose of the Agreement is for the vessel's officers to carry out normal work and safety functions so that tasks and working hours can be planned and adjusted as expediently and flexibly as possible in accordance with the vessel's own needs.

The use of labour must be mutually agreed upon by the vessel's senior management, with the principle that the unit's overall safety and efficiency are always the priority.

1 § Working hours

Working hours are determined by the vessel's duties. The shipmaster/chief engineer, together with the rest of the officers, shall plan the work and safety service tasks, taking into account the provisions on rest periods so that the vessel is ready for operation if necessary.

A separate plan is drawn up for situations that deviate from normal traffic.

Working hours are not specified in detail in the wage system. Rest time is determined in accordance with the Seamen's Working Hours Act.

Locally, it is agreed upon which working hours and pay options are followed on board the vessel.

Compensatory rest

If an employee/ deck officer works less than 8 hours during the working period due to compensatory rest, they shall be reimbursed for 8 hours of the normal working day, and the day off is accrued in accordance with the full working day. The importance of compensatory rest granted to the deck officer in the guaranteed wages shall not lead to the cancellation of overtime hours already performed by the deck officer on the day following normal regular working hours.

2 § Rotation

The 1:1 rotation system (one period of work, one period of leave) is primarily adhered to on board the vessel on a pro-rata basis so that one working period day on board the vessel entitles the employee to one day of leave, including the annual leave days in accordance with Seamen's Annual Holidays Act. Additional annual leave days in accordance with the main agreement are taken into account in the wage table. The change of rotation days is split between the parties. For shipmaster, a change of rotation day is a full working day.

If more earned days of leave accrue than allowed under the rotation system, the additional days off are primarily compensated primarily in cash or by mutual agreement, as time off.

The organisation of additional leave should not cause undue inconvenience to the employer; that is, the agreed rotation system should be primarily observed.

When paying out accrued leave days upon termination of employment or otherwise exceptionally during employment, the pay indicated in the wage table, including experience allowance, is divided by 30 to determine the amount to be paid for a day of leave. When paying out earned leave days upon the end of fixed-term employment, the number of days off is multiplied by 0.9.

3 § Wages

In accordance with this Agreement, the monthly wages of the officers are guaranteed wages for periods of work and leave, which include all allowances and remuneration under the framework agreement and the supplementary agreements, except for the following:

1) The experience allowance system complies with the main agreement;
2) An 18% increase and holiday bonus shall be paid for the annual leave period as follows:
    - 13 days of leave for 15 days, 15 days of leave for 17 days, 18 days of leave for 21 days,
3) Stop turn is paid in accordance with the main agreement,
4) Section 3 of the main agreement is respected as such with regard to the meal and accommodation allowance,
5) Ocean allowance,
6) Allowance for operating outside Europe,
7) LPG allowance,
8) Cargo handling supervision allowance,
9) E0 allowance,
10) Uniform allowance,
11) Occupational Safety and Health Officer allowance
12) ISPS allowance
13) Car deck allowance (deck officers)
14) Training and degree allowance
15) Classification allowance
16) Customer requirement-based experience allowance (tankers)

17) Polar code allowance
18) Nursing work (page 12 section j)
19) War hazard compensation
20) On-call compensation
21) Any other allowances and compensation paid by the shipowner.

Overtime classes of the guaranteed wage agreement

Guaranteed wage classes are divided into four different categories according to the overtime hours included in the wages. In addition, guaranteed wages differ in magnitude between tankers, RoRo and other vessels. The number of hours worked included in the guaranteed wage classes are as follows:

a) 50 hours overtime/month 12 hours/day
b) 60 hours overtime/month 12.5 hours/day
c) 70 hours overtime/month 13 hours/day
d) 80 hours overtime/month 13 hours/day

Guaranteed wage tables (see wage annex)

Overtime compensation is paid for hours in excess of the number of hours worked in the guaranteed wage classes. Overtime compensation payable in cash shall be at least 1/102 per hour of overtime worked on a weekday, at least 1/63 of overtime worked on a public holiday, and at least 1/63 of the basic wages determined by the employee's framework agreement and the supplementary agreements, together with any additional allowances.

4 § Sick leave, training and other similar leave

Where an employer is obliged by law or agreement to pay wages to an employee (e.g. sickness, accident, training, etc.), no time off within the meaning of the working hours and rotation provisions of this Agreement shall accrue or be used during these periods.

5 § Supplementary terms

By way of derogation from the provisions of the Seamen's Working Hours Act, which entered into force on 1 June 1976 (296/76), Section 16 (251/87) agreed that Sections 4, 5, 6, 7, 12 and 14 of the working hours provisions of the Main Agreement and Section 2.1 of the working hours provisions of the Main Agreement, 2.2, 2.3, 2.4, 4.1, 4.2, 4.3, 4.4, 6.1.3, 6.2 and 6.3 of the working hours provisions of the Main Agreement shall be replaced by the provisions of this collective agreement..

6 § Validity

This Agreement shall be valid as the Framework Agreement in force between the parties.