

Should any discrepancy occur between the German and English version, the German version shall prevail.

Wage Scale for German Maritime Shipping (HTV-See)

valid from 1 July 2013

Between

Verband Deutscher Reeder registered association, Hamburg

and

**ver.di - Vereinte Dienstleistungsgewerkschaft (ver.di)
- Federal board -, Berlin**

the following is agreed:

1. The HTV 2013 will be effective from 1 July 2013. The salaries and payments in kind listed below shall come into force on 1 October 2013. Until this date, the salaries and payments in kind listed in the HTV 2012 continue to apply.
2. This rates of pay agreement can first be cancelled from 30. September 2014 with a period of one month, cancellation at a later dates requires a period of notice of three months for ending a calendar quarter.
3. The parties agree that the Verband Deutscher Reeder registered association confirm this agreement only for its collective community's members.
4. Agreement between the parties that this agreement applies only to employees who are members of ver.di - [The United Service Union; Vereinte Dienstleistungsgewerkschaft (ver.di)]
5. This agreement also applies to payment conditions of employees of a marine register entered in the international sea freight ships who have no permanent abode or residence in the country where such employees are members of the signatory union.
6. The tables in points 2 and 3 from the existing 1 July 2002 HTV-See will come into force as written in the table under point 1.
7. For the ruling on all civil disputes of the salary agreement, the Labour Court of Hamburg has the exclusive rights on all decisions concerning who is entitled to each salary in the tariffs contract.

The address of the court is:

Arbeitsgericht Hamburg, Osterbekstraße 96, 22083 Hamburg.

Hamburg/Berlin, 3 September 2013

Verband Deutscher Reeder e. V. ,
Hamburg

ver.di - Vereinte Dienstleistungsgewerkschaft (ver.di)
- Federal board - , Berlin

A. Salaries

Rank	Basic compensation €	Additional pay for Sundays, holidays and night shifts (§ 15 MTV-See) or basic compensation supplementary claim ¹ (§ 16 MTV-See) €	Flat-rate overtime compensation €	Total pay €
1. Captains and ship officers on ships with more than 3500 BRZ				
Captain	5.029	1.545		6.574
I. Nautical Officer	3.676	1.118	531	5.325
Chief Engineer	4.150	1.263	599	6.012
II. Technical Officer	3.601	1.095	520	5.216
Nautical / Technical Watch Officer				
Year 1 to year 2	3.040	925	439	4.404
Year 3 to year 4	3.234	984	467	4.685
From year 5	3.428	1.043	495	4.966
Ship's Electrical Engineer				
Year 1 to year 2	3.040	925	439	4.404
Year 3 to year 4	3.234	984	467	4.685
From year 5	3.601	1.095	520	5.216
Electrician				
Year 1 to year 2	2.857	869	413	4.139
Year 3 to year 4	3.040	925	439	4.404
From year 5	3.234	984	467	4.685
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	4.644	1.426		6.070
I. Nautical Officer	3.394	1.032	490	4.916
Chief Engineer	3.832	1.166	554	5.552
II. Technical Officer	3.325	1.011	480	4.816
Nautical / Technical Watch Officer				
Year 1 to year 2	2.806	853	405	4.064
Year 3 to year 4	2.985	908	431	4.324
From year 5	3.165	963	457	4.585
Ship's Electrical Engineer				
Year 1 to year 2	2.806	853	405	4.064
Year 3 to year 4	2.985	908	431	4.324
From year 5	3.325	1.011	480	4.816
Electrician				
Year 1 to year 2	2.638	802	381	3.821
Year 3 to year 4	2.806	853	405	4.064
From year 5	2.985	908	431	4.324
3. Temporary crew on freight ships from 1600 BRZ				
Captain	3.774	1.159		4.933
I. Nautical Officer	3.062	931	442	4.435

¹ Tax treatment of compensation payment according to § 15 MTV-See shall be based on the work which has in fact been conducted on Sundays, public holidays and at night. In the case of proof of actual hours worked on Sundays, public holidays and at night, tax exemption is possible accordingly within the framework of the applicable law. Claims to the basic compensation supplementary claim, according to § 16 MTV-See is taxable earned income. Claims to the basic compensation supplementary according to § 16 para. 3 MTV-See is limited to the sum that is paid as compensation payment according to § 15 para. 1, sent. 2 MTV-See.

Rank	Basic compensation	Additional pay for Sundays, holidays and night shifts (§ 15 MTV-See) or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Total pay
	€	€	€	€
4. Supervisors				
Deck: Bosun, Repairer Machine: Mechanic, Storekeeper, Pump man Catering services: Sole Cook, Head Cook	2.920	889	422	4.231
5. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	2.455	747	355	3.557
Year 3 to year 4	2.677	814	387	3.878
From year 5	2.894	880	418	4.192
b. Others				
Deck: Seaman with discharge book Engine: Engine man, Engine man with completed training in metal work and 6 month' running time in engine service. Catering services: Sole Cook on ships with less than 15 crew, Steward (trained) Cook's mate (trained) Sole steward (trained)	2.455	747	355	3.557
6. Specialised staff				
Deck: Seaman without discharge book Deck hand with a least 6 month' running time in deck service. Engine: Engine operator with completed training in metal work up to 6 month experience Engine operator with at least 6 month' running time in engine service Catering services: Cook's mate, mess steward, 2nd Steward				
Year 1 to year 2	1.841	560	266	2.667
Year 3 to year 4	1.958	596	283	2.837
From year 5	2.076	632	300	3.008
7. Assistants				
Deck: Deck hand, Deck assistant (under 18 years old) Engine: Engine operator Catering services: Steward (untrained), Cook's assistant (under 18 years old)				
Year 1	1.023	311	148	1.482
8. Apprentices				
Ship mechanic apprentice				
in the first year of training	652	198	94	944
in the second year of training	813	248	118	1.179
in the third year of training	1.126	343	163	1.632
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	860	262	124	1.246
in year 2	1.260	383	182	1.825

B. Payment in kind

1. Meal allowances

The amount of meal allowances is shown in

§ 17 para. 3 nos. 1 and 4 - 9 MTV-See

14,50

§ 17 para. 3 nos. 1 and 2 MTV-See

for journeys up to 6 hours

13,10

for journeys up to 12 hours

26,10

for journeys up to 24 hours

39,00

§ 17 para. 3 no. 3 MTV-See

26,10

2. Replacement of effects

Under § 21 MTV-see, goods will be replaced up to the value of

5.008,00

3. Daily allowance for patient care

Daily allowance according to § 27 para. 2 MTV-See allows

within European countries

10,10

outside of European countries

16,00

4. Job specific insurance

The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of

21,50

9. Hapag-Lloyd AG
a. Crew with integrated training

Rank	Basic compensation	Additional pay for Sundays, holidays and night shifts (§ 15 MTV-See) or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Total pay
	€	€	€	€
Captain / Ship operating officer				
Year 1 to year 2	4.697	1.443		6.140
Year 3 to year 5	4.798	1.474		6.272
Year 6 to year 9	4.936	1.516		6.452
Year 10 to year 15	5.113	1.571		6.684
From year 16	5.291	1.625		6.916
Head of the engine plant / Ship operating officer				
Year 1 to year 2	3.695	1.124	534	5.353
Year 3 to year 5	3.806	1.158	550	5.514
Year 6 to year 9	3.964	1.206	573	5.743
Year 10 to year 15	4.104	1.248	593	5.945
From year 16	4.239	1.289	612	6.140
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	3.212	977	464	4.653
Year 3 to year 5	3.271	995	473	4.739
Year 6 to year 9	3.375	1.027	488	4.890
Year 10 to year 15	3.532	1.074	510	5.116
From year 16	3.695	1.124	534	5.353
II. Technical Officer / Ship operating officer				
Year 1 to year 2	3.212	977	464	4.653
Year 3 to year 5	3.271	995	473	4.739
Year 6 to year 9	3.375	1.027	488	4.890
Year 10 to year 15	3.532	1.074	510	5.116
From year 16	3.695	1.124	534	5.353
Ship operating officer				
Year 1 to year 2	3.212	977	464	4.653
From year 3	3.271	995	473	4.739
Ship operation master				
Year 1 to year 2	2.788	848	403	4.039
Year 3 to year 5	2.837	863	410	4.110
Year 6 to year 9	2.888	878	417	4.183
Year 10 to year 15	3.026	921	437	4.384
From year 16	3.163	962	457	4.582
Ship mechanic				
Year 1 to year 2	2.105	641	304	3.050
Year 3 to year 5	2.220	675	321	3.216
Year 6 to year 9	2.323	707	336	3.366
Year 10 to year 15	2.490	757	360	3.607
From year 16	2.648	805	382	3.835

Classification in the tariff levels

In principle, the working years are credited for classification in the tariff levels since regrouping in each grade group

I. Officer / Ship operating officer

Working years since regrouping for I. Nautical officer / Ship operating officer (Years working as a ship operating officer / II. Technical officer / Ship operating officer will be considered).

II. Technical Officer / Ship operating officer

Working years since the regrouping II. Technical Officer / Ship operating officer (Years as a ship operating officer will be considered).

Ship operating officer

Working years since gaining the double commissioning.

Ship operation master

Working years since grouping for ship operating master (Years of service as a supervisor will be considered).

Ship mechanic

Working years since grouping as a ship mechanic (Years of service as a skilled crew member will be considered).

b. Crew with conventional training

Rank	Basic compensation	Additional pay for Sundays, holidays and night shifts (§ 15 MTV-See) or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Total pay
	€	€	€	€
Captain				
Year 1 to year 2	4.452	1.368		5.820
Year 3 to year 5	4.546	1.397		5.943
Year 6 to year 9	4.676	1.436		6.112
Year 10 to year 15	4.846	1.489		6.335
From year 16	5.014	1.540		6.554
Head of the engine plant				
Year 1 to year 2	3.479	1.058	502	5.039
Year 3 to year 5	3.582	1.089	517	5.188
Year 6 to year 9	3.732	1.135	539	5.406
Year 10 to year 15	3.861	1.175	558	5.594
From year 16	3.989	1.213	576	5.778
I. Nautical Officer				
Year 1 to year 2	3.107	945	449	4.501
Year 3 to year 5	3.163	962	457	4.582
Year 6 to year 9	3.207	976	463	4.646
Year 10 to year 15	3.306	1.006	478	4.790
From year 16	3.472	1.056	501	5.029
II. Technical Officer				
Year 1 to year 2	3.107	945	449	4.501
Year 3 to year 5	3.163	962	457	4.582
Year 6 to year 9	3.207	976	463	4.646
Year 10 to year 15	3.306	1.006	478	4.790
From year 16	3.472	1.056	501	5.029
Nautical / Technical Watch Officer				
Year 1 to year 2	2.814	856	406	4.076
Year 3 to year 5	2.991	910	432	4.333
From year 6	3.167	963	458	4.588
Ship's Electrical Engineer				
Year 1 to year 2	3.107	945	449	4.501
Year 3 to year 5	3.163	962	457	4.582
Year 6 to year 9	3.207	976	463	4.646
Year 10 to year 15	3.306	1.006	478	4.790
From year 16	3.472	1.056	501	5.029
Electrician				
Year 1 to year 2	2.814	856	406	4.076
Cook				
Year 1 to year 2	2.625	798	379	3.802
Year 3 to year 5	2.689	818	388	3.895
Year 6 to year 9	2.788	848	403	4.039
Year 10 to year 15	2.883	877	417	4.177
From year 16	2.987	909	431	4.327
Steward				
Year 1 to year 2	1.974	601	285	2.860
Year 3 to year 5	2.079	632	300	3.011
Year 6 to year 9	2.214	674	320	3.208
Year 10 to year 15	2.266	689	327	3.282
From year 16	2.375	722	343	3.440

Classification in the tariff levels

In principle, the working years in each grade group since regrouping for classification in the tariff levels are applied (to preserve the acquired rights, the regrouping of the Nautical/Technical Officer of the watch to I. Nautical Officer or II. Technical Officer will consider the minimum working years in the classification).

Cook
Steward

Years working since being grouped as Sole cook / 1st Cook
Years working since being grouped as Sole steward / 1st Steward

10. TT-Line GmbH & Co. KG

Rank	Basic compensation	Additional pay for Sundays, holidays and night shifts (§ 15 MTV-See) or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Total pay
	€	€	€	€
Navigation / Engineering				
Captain	4.547	2.049	1.167 pilot compensation	7.763
Chief Engineer	3.927	1.462	701	6.090
I. Nautical Officer (Department leader)	3.613	1.344	645	5.602
I. Nautical Officer	3.441	1.281	614	5.336
II. Technical Officer	3.367	1.253	601	5.221
Ship's electrical technician	3.367	1.253	601	5.221
Nautical / Technical Watch Officer / Electrician	2.980	1.109	532	4.621
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	2.581	961	461	4.003
Year 3 to year 4	2.698	1.004	482	4.184
Year 5 to year 7	2.765	1.029	493	4.287
From year 8	2.907	1.082	519	4.508
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	2.474	921	441	3.836
Year 3 to year 4	2.492	927	445	3.864
From year 5	2.600	967	464	4.031
Ship mechanic for Overall Ship Operation ²				
Year 1 to year 2	2.455	747	355	3.557
Year 3 to year 4	2.677	814	387	3.878
From year 5	2.894	880	418	4.192
Seaman without discharge book				
Year 1 to year 2	1.732	644	309	2.685
Year 3 to year 4	1.828	680	326	2.834
From year 5	1.923	716	343	2.982
Deck crew *)				
Year 1 to year 2	1.392	518	249	2.159
Year 3 to year 4	1.583	589	283	2.455
From year 5	1.677	624	299	2.600
Catering				
Purser	3.073	1.144	548	4.765
1. Cook	2.703	1.006	483	4.192
Skilled cook				
Year 1 to year 4	2.193	816	392	3.401
From year 5	2.297	855	410	3.562
Cook, FK Catering	1.732	644	309	2.685
Catering aide	1.392	518	249	2.159
Hotel / Catering Assistant	1.183	440	211	1.834

* Only beyond the job chart for maintenance

² With effect from 18th August 2014 the new position of "Ship Mechanic for Overall Ship Operation" is included. The wage coincides with HTV-See - Heuertafel [Seafarers' Wage Scale] 5, Facharbeiter (skilled workers), letter a) Schiffsmechaniker (ships' mechanic).

11. Rostock Ferry Services GmbH & Co. KG

Rank	Basic compensation	Additional pay for Sundays, holidays and night shifts (§ 15 MTV-See) or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Total pay
	€	€	€	€
Captain	4.547	2.049	1.167	7.763
Head of the engine plant	3.927	1.462	701	6.090
I. Nautical Officer (Department leader)	3.613	1.344	645	5.602
I. Nautical Officer	3.441	1.281	614	5.336
II. Technical Officer	3.367	1.253	601	5.221
Ship's electrical technical	3.367	1.253	601	5.221
Nautical / Technical Watch Officer / Electrician	2.980	1.109	532	4.621
Purser	3.073	1.144	548	4.765
1. Cook	2.703	1.006	483	4.192
Technician				
Ship mechanic				
Year 1 to year 4	2.492	927	445	3.864
From year 5	2.600	967	464	4.031
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.193	816	392	3.401
From year 5	2.297	855	410	3.562
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	1.732	644	309	2.685
Assistant				
Deck hand **, Catering assistant	1.392	518	249	2.159
Hotel / Catering Assistant	1.183	440	211	1.834

** Only beyond the job chart for maintenance

Protocol notice

Agreement on outbound grades of tariff bound shipping companies

Rank	Basic compensation	Additional pay for Sundays, holidays and night shifts (§ 15 MTV-See) or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Total pay
	€	€	€	€
Ship operation master				
Year 1 to year 2	3.013	917	435	4.365
From year 3	3.290	1.001	475	4.766
Year 1 to year 3	3.147	958	455	4.560
Year 4 to year 6	3.375	1.027	488	4.890
From year 7	3.683	1.121	532	5.336
Head steward assistant				
From year 7	2.665	811	385	3.861
Steward				
Year 1 to year 3	2.000	608	289	2.897
Year 4 to year 6	2.129	648	308	3.085
From year 7	2.193	667	317	3.177
1st Cook or lead cook on boats without head cook				
Year 1 to year 3	2.794	850	404	4.048
Year 4 to year 6	2.966	902	428	4.296
From year 7	3.174	965	458	4.597
2nd Cook /1st Team cook / 1st Ore assayer				
Year 1 to year 3	2.466	750	356	3.572
Year 4 to year 6	2.565	781	371	3.717
From year 7	2.681	815	387	3.883
Sole cook				
Year 1 to year 3	2.638	802	381	3.821
Year 4 to year 6	2.802	852	405	4.059
From year 7	2.973	904	430	4.307