

SUPPLEMENTAL AGREEMENT
 to the
COLLECTIVE BARGAINING AGREEMENT
 between the
STATE OF ALASKA
 and the
INLANDBOATMEN'S UNION of the PACIFIC
ALASKA REGION

9-26-77
 [Signature]

Re: M/V KENNICOTT

This supplemental agreement will govern the wages, hours and terms and conditions of crew members assigned to the M/V KENNICOTT. Any renumbering of contract rules necessitated by this supplemental, whether or not specifically incorporated herein, shall be regarded by the parties as purely administrative detail and such renumbering (or lack thereof) shall not diminish or impair the substantive terms of this agreement.

Unless specifically modified by the terms of this Supplemental Agreement, all provisions of the parties' Master Agreement governing Southeast System operations shall remain in effect. This supplemental agreement is intended to address the unique operating conditions and capabilities of the M/V KENNICOTT. If any rule or subsection of the Master Agreement conflicts with this Supplemental, the provisions of this Supplemental shall apply.

Rule 18.01. Add a new last sentence: When a three watch system is in effect sea watches for watchstanders are four (4) hours in duration.

Rule 19.01. Two (2) complete crews shall be assigned to M/V KENNICOTT with the workdays divided evenly during each year between the two (2) crews as nearly as practicable. Each crew will work two (2) weeks followed by two (2) weeks off duty with the alternate crew relieving. The provisions of this Rule shall not apply to shipyard, lay-up, or tie-up time. If a Regularly Assigned Employee works a full fourteen (14) consecutive day assignment but does not return to work after their fourteen (14) consecutive days off duty due to a change in vessel assignment or a change in vessel schedule, the remaining days before their next scheduled assignment will be considered Scheduled Days Off provided these days are immediately followed by a full work assignment. These Scheduled Days Off will only be given to avoid going into Leave Without Pay and shall not result in any extra expenses for the employer, including, but not limited to Minimum Guarantee and Overtime.

Rule 25.01

(A) All Regularly Assigned Employees shall receive in wages not less than one hundred sixty-eight (168) times the employee's straight-time hourly rate for each assignment. Minimum guarantee will not apply if the employee only works the first day of the pay period when entering or leaving a yard.

(B) All Relief Employees, RAREs and DRAEs shall receive in wages not less than one hundred sixty-eight (168) hours straight-time pay for each assignment.

If M/V KENNICOTT is scheduled to operate in the Southwest System for more than thirty (30) consecutive days, the Union may request to meet and confer with the Employer regarding issues arising from that schedule.

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Re: M/V LITUYA

It is hereby understood and agreed between the parties that the following is intended to supplement the Agreement entered into between the State of Alaska and the Inlandboatmen's Union of the Pacific, and is intended to amend that Agreement to cover the issues unique to the M/V LITUYA. The entire Southeast System Agreement is intended to apply to the M/V LITUYA unless an entire Rule or a subsection of a Rule is specifically modified, amended, or otherwise superseded by this Supplemental.

RULE 9 - OCCUPATIONAL INJURY AND ILLNESS BENEFITS

9.01 Unearned Wages: In the event a crewmember becomes ill or is injured while in the service of the M/V LITUYA, they will receive wages to the end of the scheduled workday. In the event that a crewmember becomes injured while in the service of the M/V LITUYA, and a report is filed and not successfully controverted, they will be entitled to wages for three working days or less, if not later compensated.

RULE 12 - CHANGE PORTS AND TRAVEL BETWEEN ASSIGNMENTS

12.01 The home/change port shall be Metlakatla.

RULE 15 - WORKING CONDITIONS

15.02, 15.04, 15.05, 15.08, 15.10, 15.11 do not apply.

RULE 16 - SHIPYARD, MANNED LAY-UP, AND TERMINAL WORK

16.01 When vessels are tied up and watches are broken such as at a shipyard or tie-up terminal, those crewmembers assigned to the vessel shall work a forty-two (42) hour workweek.

16.02 All time worked during a forty-two (42) hour workweek assignment in excess of (42) hours a week shall be paid at the overtime rate of one and one half times the applicable hourly rate.

16.03 Any crew members assigned to the M/V LITUYA while tied up at shipyards, lay-up, or tie-up terminals who are working a forty-two hour (42) work week may be assigned to work periods of five consecutive days on duty and two (2) consecutive days off and will not receive overtime penalty pay as such for working on Saturday and Sunday. If called back on their assigned days off they will be paid the overtime rate for time worked. Assigned days off refer to two consecutive days only.

16.04, 16.05, 16.06 do not apply.

RULE 17 - PAY PLAN

Move to the Master Agreement

17.03 ~~and 17.06 shall~~ does not apply.

RULE 18 - VESSEL ON THE RUN

18.01 The normal workday will not exceed twelve (12) hours. The normal workweek shall consist of forty-two (42) hours in pay status within five consecutive days with two (2) days off. A workday shall begin one half (1/2) hour prior to departure from the vessels home port and end one half hour after returning to the home port.

RULE 19 - MONTHLY WORK

Entire rule does not apply.

RULE 20 - EMERGENCY SERVICE

20.01 Emergency service such as collision, breakdown, standing to and rendering aid to another vessel or parties in distress shall not be considered overtime. The additional time shall be paid for only at the straight-time rate.

RULE 21 - LATE ARRIVAL

Entire rule does not apply.

RULE 22 - OVERTIME

Entire rule does not apply.

All time worked during a forty-two (42) hour workweek assignment in excess of (42) hours a week shall be paid at the overtime rate of one and one half times the normal hourly rate of pay. For crewmembers assigned for less than a one week assignment overtime will be computed and paid daily (Overtime for any work over twelve (12) hours per day).

RULE 24 - HOLIDAYS

24.02 If a crewmember is required to work on a holiday, they shall be paid at the overtime rate for the actual hours worked and in addition, shall receive holiday pay of twelve (12) hours at the straight-time rate.

24.03 All holidays will be paid at the twelve (12) hour rate.

RULE 25 - MINIMUM GUARANTEE

25.01 The minimum pay for the crew that are regularly assigned M/V LITUYA shall not be less than forty-two (42) hours per week at the rate of pay listed in Rule 17 above. This provision shall not apply to crewmembers engaged as extras to relieve regularly assigned employees for vacations, illnesses or leaves of absence.

RULE 26 - SENIORITY

Crewmembers of the M/V LITUYA shall establish seniority as follows:

<u>Classification:</u>	<u>Equivalent to:</u>
Deck/Steward Utility	Ordinary Seaman/Porter
Deck/Engine Utility	Oiler
LITUYA class A/B	A/B

This agreement will expire concurrent with the Master Agreement.

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STATE OF ALASKA
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ALASKA REGION

Re: SOUTHWEST SYSTEM

It is hereby understood and agreed between the parties that the following is intended to supplement the ~~2019-2022~~ Agreement entered into between the State of Alaska and the Inlandboatmen's Union of the Pacific, Alaska Region, and is intended to amend that Agreement to cover the issues unique to the SOUTHWEST SYSTEM.

The Agreement without this Supplement is intended to cover the Southeast System. The entire ~~Southeast System- Master~~ Agreement is intended to apply to the Southwest System unless a rule or a subsection of a rule is specifically modified, amended, or otherwise superseded by this Supplemental.

RULE 12 - TRAVEL BETWEEN ASSIGNMENTS

12.01 The designated crew change port for the M/V TUSTUMENA shall be Homer. The designated crew change port for the M/V AURORA is Valdez. Crews shall be relieved at the same change port where they began their duties.

12.05 - TRAVEL BETWEEN CHANGE PORTS--DISPLACED REGULARLY ASSIGNED EMPLOYEES, RELIEF, AND REGULARLY ASSIGNED RELIEF EMPLOYEES

Relief Employees, RAREs, and DRAEs shall have a designated change port of Homer or Valdez. When a Relief Employee, RARE or DRAE receives an assignment at other than their designated change port, the employee shall receive receipted necessary travel expenses for travel between the assignment and the designated change port. However, if a Regularly Assigned Employee has become a Relief Employee or a DRAE as the result of a temporary upgrade or an assignment change at the convenience of the Employer, the Relief Employee or DRAE shall also be entitled to travel pay for travel to and from the temporary upgrade or assignment change, up to eight (8) hours.

RULE 16 - SHIPYARD, LAY-UP, AND TERMINAL WORK

16.02

(A) All time worked during a forty-two (42) hour workweek assignment in excess of eight and four-tenths (8.4) hours per day or five (5) consecutive days of forty-two (42) hours per week shall be paid at the overtime rate. In computing weekly overtime hours, the ship's watch time and shipyard, lay-up, or tie-up time on the forty-two (42) hour week schedule shall not be combined.

(B) Upon entering shipyard, lay-up, or tie-up status, Southwest Rule 17 and Rule 25 shall apply until the end of the bi-weekly pay period in which the vessel enters shipyard, lay-up, or tie-up status.

(C) During shipyard, lay-up, or tie-up status, Southeast Rule 17 and Rule 25 shall apply. The Employee may cash in "A" days in one (1) day increments not to exceed their normal rate of pay as

provided in Southwest Rule 17. It shall be the employee's obligation to submit requests for "A" Day cash in with the appropriate time sheet.

(D) Upon leaving shipyard, lay-up, or tie-up status the entire Southwest Supplemental Agreement shall apply except that Southeast Rule 17 and Rule 25 shall apply until the end of the pay period in which the vessel enters revenue service.

RULE 17 - PAY PLAN

17.01 ~~Integrate into~~ Wages tables are listed in Appendix A.

RULE 18 - HOURS

18.01 Deck and Engine Room Departments. Eight (8) hours shall constitute a day's work. Watchstanding crews shall be divided into sea watches, each watch standing four (4) hours on duty followed by eight (8) hours off duty. Two (2) such watches shall constitute a day's work. Day workers, when any are assigned, shall work between the hours 0800 and 1600 of 8:00 a.m. and 4:30 p.m. exclusive of thirty (30) minutes for lunch.

18.02 Watchman. Any eight (8) consecutive hours shall constitute a day's work.

18.03 Steward's Department. Employees in the steward's department shall work eight (8) hours per day within a spread of thirteen (13) hours.

RULE 22 - OVERTIME

22.02 All work performed off watch or in excess of eight (8) hours per day, shall be paid for at the overtime rate of pay applicable to the classification.

22.03 Does not apply.

RULE 23 - ACCUMULATED DAYS OFF

23.01 For each day worked and for each day a crew member is required to remain on board, such crew member shall accumulate time off ("A" Days) with pay according to the following schedule:

Employees hired April 1, 1985, and after:	
Years in System	Accrual Rate
0 but less than 2	1/2 day
2 but less than 5	5/8 day
5 but less than 7	3/4 day
7 or more	7/8 day

Employees hired prior to April 1, 1985:	
Years in System	Accrual Rate
0 but less than 2	1/2 day
2 but less than 3	2/3 day
3 but less than 7	3/4 day
7 but less than 9	7/8 day
9 or more	1 day

For each holiday worked and for each holiday a crew member is required to remain on board, such crew member shall accumulate one and one-half (1-1/2) days off with pay. This accrual includes the accrual rate as provided for above. Changes in accrual rates shall be effective on the first day of the month following fulfillment of the service requirement.

Provisions of this Rule are in effect while the vessel is in service and during periods of shipyard or lay-up time.

23.02 ~~and 22.03~~ Do not apply.

23.04 Leave or accumulated time off requests must be received by the AMHS Dispatch Office thirty (30) working days prior to the commencement of the two-week work schedule for which the absence is requested. Approval or disapproval of the leave or accumulated time off request will be provided to the employee not later than twenty (20) working days prior to the requested day of release. To qualify under this Rule, the leave or accumulated time off request must be approved by the AMHS Dispatch Office.

Leave or accumulated time off requests shall not be canceled except in an emergency. In the event that employees are subsequently required to work on or beyond their first scheduled day of the approved absence, or are called back to work prior to the end of their scheduled absence, the employees shall be paid at the overtime rate for each day of work within the scheduled absence period up to a maximum of fourteen (14) days at the overtime rate. Employees may submit leave or accumulated time off requests later than deadline above, but the deadline for the Employer's response and overtime penalty will not apply.

Upon request from the Master of the vessel, the AMHS Dispatch office may require an employee to take accumulated time off for a minimum of fourteen (14) days.

23.08 - UNION BUSINESS LEAVE

(A) Members who have provided written consent through an authorization form per rule 5.02 shall have six (6) hours of "A" Days contributed to the Union Business Leave Bank on an annual basis. Assessments shall take place upon written request from the Regional Director on or before August 1st of each year.

Such "A" Day assessments will be converted to its dollar value at the rate of pay of the bargaining unit member from whom the leave was received. Those dollars (with benefit costs) shall be placed in the Union Business Leave Bank. When business leave is used in accordance with Rule 23.08 of the master agreement, dollars will be withdrawn from the Union Business Leave Bank equal to the hourly rate (with benefit costs) of the bargaining unit member utilizing the leave times the hours of leave taken. All "A" Day hours transferred to the Bank is final and not recoverable for re-credit to an individual's "A" Day account.

(B) Employees shall be allowed to voluntarily donate "A" Days to the Union Business Leave Bank, subject to the following procedures and conditions:

- (1) Each employee wishing to donate "A" Days will fill out, date and sign a request showing the amount of accumulated time off they wish to donate.

- (2) Each such request will have written or typed along the bottom, "A" Day donation to Inlandboatmen's Union of the Pacific, Alaska Region, Union Business Leave Bank."
- (3) Inlandboatmen's Union of the Pacific, Alaska Region, will deliver all such "A" Day requests to the Alaska Marine Highway System. The vacation hours shall then be converted to dollars at the hourly rate of the donor and be transferred to the Union Business Leave Bank.
- (4) The Employer will not be responsible for the collection, or any statements made in relation to the collection, of said donations.
- (5) All donations are final and not recoverable for recredit to the donor's account.
- (6) It is understood that such voluntary "A" Day donations are in addition to the mandatory "A" Day donation of one (1) day required under Rule 23.08(A).

(C) The release of members from duty for Union Business Leave shall be handled on the same basis as release for vacation. Approval for such release shall not be unreasonably withheld by the Employer.

23.07 - MAXIMUM ACCUMULATION OF "A" DAYS

(A) "A" Days accrued but not used shall accumulate to a maximum of one hundred eighty (180) days on June 30 of any calendar year. If an employee has, as of June 30, an amount of "A" Days in excess of one hundred eighty (180) days, the excess shall be deducted from the employee's "A" Day balance. However, if circumstances cause the Employer to refuse an employee's timely request for "A" Days, the number of "A" Days refused will be carried over.

23.13 - "A" DAY CASH IN

Employees covered by this section who have an "A" Day balance greater than twenty-two (22) days, upon written request to the Employer, shall receive payment for accrued but unused "A" Days. An employee may not request or receive an "A" Days cash-in that would reduce the employees accrued "A" Days balance below twenty-two (22) days. Upon payment, the employee's "A" Day balance shall be reduced by the number of hours for which payment is made.

Employees who have earned vacation hours, upon written request to the Employer, shall receive payment for accrued but unused vacation. An employee may not request or receive a vacation cash-in that would reduce the employee's accrued vacation balance below twelve (12) hours. Upon payment, the employee's vacation balance shall be reduced by the number of hours for which payment is made.

Requests for cash-ins shall be made using the State of Alaska Leave Slip form. Payment shall be made no later than one (1) pay period following the pay period in which the request is received. No more than six (6) vacation or "A" Days cash-ins will be processed in a calendar year.

RULE 24 - HOLIDAYS

24.03 All holidays will be paid at the eight (8) hour rate. Employees required to work on a holiday on their assigned day off will be paid at the overtime rate and in addition shall be granted one (1) additional day's pay at straight-time. Assigned days off refer to the schedule two (2) consecutive days off while at a shipyard, lay-up, or tie-up terminal as provided for in Rule 16.03 and vacation time.

SOA Proposal DATE

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Pay for a holiday which occurs while an employee is on sick leave will be eight (8) hours holiday pay at straight-time rate and such hours will not be charged to sick leave balances.

RULE 25 - MINIMUM GUARANTEE

25.01

(A) Regularly Assigned Employees working as part of the crews shall receive not less than bi-weekly pay (one hundred and twelve [112] hours per pay period). Holiday Premium Pay, overtime worked beyond the basic straight-time day and the premium portion of overtime shall be paid in addition to the guarantee.

(B) No Employee shall be displaced with less than fourteen (14) days worked. This does not apply to crew members engaged as extras to relieve crew members for illnesses.

25.02 - SHOW-UP PAY. When a relief is dispatched and reports to a job, they shall be guaranteed a minimum of a full day's pay eight (8) hours for the assignment.

25.03 Does not apply.

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9-27-22

SOA Proposal DATE

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to the
COLLECTIVE BARGAINING AGREEMENT
between the
STATE OF ALASKA
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INLANDBOATMEN'S UNION of the PACIFIC
ALASKA REGION

Re: DAY BOATS

It is hereby understood and agreed between the parties that the following is intended to supplement the Agreement entered into between the State and the IBU, and is intended to amend this Agreement to cover the issues unique to the Day Boats. The Master Agreement is intended to apply to the Day Boats unless specifically superseded by a Rule or a subsection of a Rule in this Supplemental Agreement. The Master Agreement is not modified other than as specifically addressed herein.

The home port of one ACF shall be Juneau, Alaska.

Rule 8 - Health and Safety

There are no quarters aboard the Day Boats. Any reference to quarters, private toilet facilities and mess rooms are not applicable.

Rule 9 - Occupational Injury and Illness

9.01 Unearned Wages: In the event a crewmember becomes ill or is injured while in the service of the Day Boats, he/she will receive wages to the end of the workday. In the event that a crewmember becomes injured while in the service of the Day Boats and a report is filed and not successfully controverted, he/she will be entitled to wages for three working days or less, if not later compensated.

Rule 11 - Cash Allowance for Subsistence and Quarters

11.01 When a crewmember is in work status, and remains away from the assigned change port overnight, they shall be entitled to a quarters allowance in accordance with the Master Agreement.

Crewmembers assigned as relief employees, to include DRAE's, RARE's, Reliefs, and Seasonals, whose residence is other than the designated change port shall have their hotel rooms prepaid, unless they decline, and then the employee shall be entitled to a quarters allowance of ~~ninety-five dollars (\$95.00)~~ **one hundred twenty-five dollars (\$125)** per day between May 16 and September 15 and ~~eighty-five dollars (\$85.00)~~ **one hundred fifteen dollars (\$115)** per day between September 16 and May 15. Employees who wish to decline prepaid hotel rooms must notify AMHS Dispatch of such election at least forty-eight (48) hours prior to the start of the assignment. If the employee is notified of the assignment with less than forty-eight (48) hours' notice, then the election must be made at the time the employee is notified of the assignment.

11.02 When a crewmember is in work status, and is away from the assigned change port for more than two (2) hours outside normal duty hours, they shall be entitled to a meal allowance in accordance with the Master Agreement.

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SOA Proposal DATE

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Rule 15 - Working Conditions

15.02 Does not apply.

15.03 When tying up or letting go, no less than two (2) crewmembers shall be assigned to each tie up station and not less than one employee per line as it is being handled.

15.04 Upon direction of the Licensed Engineer the unlicensed engine room personnel may be required to take on ships fuel oil, lube oil, fresh water, and the handling of ship-to-shore and shore-to-ship power cables.

15.05 Crewmembers working a twelve (12) hour shift shall receive a one-half (1/2) hour duty-free paid meal period. Every effort shall be made to provide the meal break midway through the shift. All members shall be allowed two (2) paid fifteen (15) minute relief periods in each normal workday.

15.07, 15.08, 15.09, 15.10 do not apply

15.11 In the event future operations require Oilers and /or Junior Engineers he/she may be required to perform normal wiper duties without payment of penalty pay.

Rule 16 - Shipyard and Terminal Work

For any yard or maintenance period scheduled to be three (3) weeks or less in duration, which may be extended by mutual agreement, the working hours, crew, and all other terms and conditions of the Master Agreement shall apply as if the vessel is in underway status and twelve (12) consecutive hours shall constitute a day's work. During this status, the provisions of Rule 16.01, 16.02, and 16.03 shall not apply.

If the yard or maintenance period is scheduled for longer than three (3) weeks in duration, or as extended by mutual agreement, the provisions of Rule 16 of the Master Agreement shall apply.

When the vessel is in lay-up status, the Employer shall determine crew requirements, and the appropriate time periods and terms and conditions as described above shall apply.

~~17.09 Lost wages will only be paid if a crewmember has the necessary requirements to work aboard the Day Boats and is not dispatched consistent with their seniority.~~

Rule 18 - Hours -- Vessel on the Run

18.01 Twelve (12) consecutive hours shall constitute a day's work. There will be no splitting in shifts within a 12-hour day. All work in excess of the twelve (12) consecutive hours shall be compensated at the overtime rate and the provisions of Rule 22 shall apply.

18.02 Does not apply.

18.04 - Transit Operations

When a vessel is in non-revenue transit operations in excess of twenty-four (24) hours, crewmembers will be organized into a three (3) watch system of no less than twelve (12) hours duty per day. All work in excess of 12 hours per day shall be compensated at 1½ times of an employee's hourly rate.

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SOA Proposal DATE

TA - MS
SOA IBU

Rule 19

Two (2) complete crews shall be assigned to each vessel with the workdays divided evenly during each year between the two (2) crews as nearly as practicable. Each crew will work two (2) weeks [fourteen (14) consecutive days] followed by two (2) weeks off duty with the alternate crew relieving. The provisions of the Rule shall not apply to shipyard, lay-up, or tie-up time.

Rule 21 - Late Arrival

Does not apply.

Rule 22

22.02 When a Regularly Assigned Employee has worked a regularly assigned week [fourteen (14) consecutive days] and is required to work during the assigned days off [fourteen (14) consecutive days] the employee shall be paid at the overtime rate of time and one-half (1½) times straight-time pay for the time worked, with a minimum of twelve (12) hours at the overtime rate for the day in which the employee reports to work. When an employee is required to work on their week off due to a schedule change or change in change ports, the twelve (12) hour minimum will not apply and the employee will receive the standard six (6) hours of pay at the overtime rate for the day in which the employee reports to work. When an employee is assigned to a permanent upgrade position, this Rule shall not apply for the first consecutive fourteen (14) day period.

22.03 - Work in Excess of One-hundred sixty-eight Hours per Assignment

(A) Twelve (12) hours shall constitute a day's pay. Time worked in excess of twelve (12) hours worked shall be paid at one and one-half the employee's straight-time rate of pay.

(B) One-hundred sixty-eight (168) hours shall constitute a normal assignment for all employees other than those dispatched as Extras or in accordance with Rule 25.01(D). All employees shall be paid for time worked in excess of one-hundred sixty-eight (168) hours at one and one-half the employee's straight-time rate of pay in fifteen (15) minute increments.

(C) A Regularly Assigned Employee's "normal" change day shall be the fifteenth (15th) calendar day after they are relieved. For example, if an employee was relieved on Friday, their change day would also be a Friday.

(D) If a Regularly Assigned Employee returns to work prior to their calendar change day as described in (C) above, the RAE will be paid at one and one-half the employee's straight-time rate of pay for six (6) hours on the day they report to work. The RAE will continue to be paid at one and one-half of the employee's straight-time rate of pay for actual time worked until their normal calendar crew change day. On that day, the RAE shall be paid for six (6) hours at one and one-half times the employee's straight-time rate of pay, and six (6) hours at the straight-time rate of pay.

(E) When an employee is on any crew bringing a vessel in or out of the yard, sea watches will begin or end in accordance with Rule 16. Once the employee has completed one-hundred sixty-eight (168) hours of work in sea watch status, they shall be paid at one and one-half times their straight-time rate of pay for actual time worked, until relieved, or sea watches are broken.

Rule 23 - Vacation

The following is in addition to Rule 23 of the Master Agreement:

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9-27-22

SOA Proposal DATE

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 SOA IBU

Vacation shall normally be taken during time of winter operations. Crewmembers shall be granted up to two weeks of vacation during the period of May through September. Requests for additional leave during summer operations will be considered on a case-by-case basis.

Rule 25 - Minimum Guarantee

(A) All Relief Employees, RAREs and DRAEs shall receive in wages not less than one hundred and sixty-eight (168) hours straight-time pay for each assignment.

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(B) All Regularly Assigned employees who work a regular assignment of one-hundred sixty-eight (168) hours shall receive in wages not less than one-hundred sixty-eight (168) times the employee's basic straight-time rate for the respective pay period (from the start of the assignment going forward), so that in two consecutive pay periods he or she shall receive a total of 168 hours of compensation. Minimum guarantee will not apply if the employee only works the first day of the pay period when entering or leaving a shipyard.

Winter Operations

It is anticipated that between September 16 and May 15, the Day Boats will enter its winter operations providing reduced service. Rule 19 of the Master Agreement shall be modified as follows: One crew will work four days on, followed by three days off. Daily schedules will be determined by operational schedule. Permanently assigned crewmembers of the Day Boats shall be guaranteed 42 hours of work or pay.

Those employees that do not have sufficient seniority to work aboard the Day Boats during winter operations will become DRAEs and the provisions of Rule 27.01 (E) shall apply.

Overtime for work on assigned days off: When a crewmember holding a bid job on the Day Boats has worked a regularly assigned workweek and is required to work on his/her days off, he/she shall be paid at the overtime rate of time and one-half for the time worked.

Overtime for work when on a 4 day on 3 day off schedule: When a crewmember assigned to the Day Boats has worked in excess of 42 hours per work week, or more than 12 hours in a day he/she shall be paid at the overtime rate of time and one-half for the time worked.

The Employer will make every attempt to provide a 30-day notice to the Union of the commencement and completion of winter operations. The Employer shall give at least ten (10) working days written notice.