TOTAL CREW COST COLLECTIVE BARGAINING AGREEMENT (CBA) No. F2620 FOR GERMAN BENEFICIALLY OWNED FLAG OF CONVENIENCE SHIPS

In compliance with the policy of the International Transport Workers' Federation (hereinafter called "The ITF") and pursuant to an agreement between the ITF affiliated German Transport Department of the Vereinte Dienstleistungsgewerkschaft (ver.di) and the ITF, this Special Agreement is made the **DATE** and effective from **01.01.2015** and shall remain in force until **31.12.2017**.

BETWEEN:

(I) Signing on its own behalf and on behalf of all seafarers serving from time to time on board of the ships managed by the company described below:

The Union:

The **INTERNATIONAL TRANSPORT WORKERS' FEDERATION** (ITF), whose headquarters are at 49-60 Borough Road, London SE1 1 DS in the United Kingdom (Tel. +44 207-403 2733, Telegrams: INTRANSFE LONDON SEI)

(II) Signing on its own behalf and on behalf of all companies which are responsible for the vessels managed by the company and are affiliate in the special agreements mentioned in Article 1.1.
The Company:

IONA Shipmanagement Limited

41 Spyrou Kyprianou Ave.

Steratzias Buildg., Court 2, Office

101 Mesa Yitiona

3306 Limassol,

Cyprus

APPLICATION

§ 1

1. This Total Crew Cost collective bargaining Agreement is made between the **ver.di/ITF Berlin, Paula- Thiede Ufer 10, 10179 Berlin** and **IONA Shipmanagement Limited, 41 Spyrou Kyprianou Ave., Steratzias Buildg., Court 2, Office, 101 Mesa Yitiona, 3306 Limassol, Zypern**. This Total Crew Cost CBA is only valid for vessels which are covered with our ITF Special Agreement.

2. This Agreement sets out the standard terms and conditions applicable to all Seafarers serving on any German beneficially owned flag of convenience ship in respect of which there is in existence a Special Agreement ("The Special Agreement") made between the International Transport Workers' Federation ("The ITF") and the owner or operator of that ship ("The Company"). This Agreement is deemed to be incorporated into and to contain the terms and conditions of employment of any Seafarer whether or not the Company have entered into individual contracts of employment with any Seafarer.

3. The Special Agreement requires the Company (inter alia) to employ the Seafarers on the terms and conditions of this Agreement, and to enter into individual contracts of employment with each Seafarer incorporating the terms and conditions of this Agreement ("The ITF Employment Contract"). The Company has further agreed with the ITF to comply with all the terms and conditions of this Agreement. The Company shall further ensure that signed copies of the applicable ITF approved Agreement (CBA) and of the ITF Special Agreement are available on board in English.

4. The words "Seafarer", "Ship", "Special Agreement", "ITF" and "Company" when used in this Agreement, shall have the same meaning as in the Special Agreement. Furthermore "seafarer" means any person who is employed or engaged on works in any capacity to whom this collective bargaining agreement applies. ."MLC" means Maritime Labour Convention adopted by the General Conference of the International Labour Organization on 23 February 2006.

5. Each Seafarer, in accordance with § 1 (2.) above, shall be covered by the Agreement with effect from the date on which they are engaged or the date from which the ITF Special Agreement is effective as applicable, whether they have signed Articles or not, until the date on which they sign off or if later the date until which, in accordance with this Agreement, the Company are liable for the payment of wages, whether or not any Employment Contract is executed between the Seafarer and the Company and whether or not the Ship Articles are endorsed or amended to include the rates of pay specified in this Agreement.

PRE-EMPLOYMENT; DURATION OF EMPLOYMENT
§ 2

1. Each seafarer shall undertake to serve the Company competently and shall undertake that they possess, and will exercise, the skill commensurate with the certificates which they declare to hold, which should be verified by the Company.
2. The Company shall be entitled to require that any seafarer shall have a satisfactory pre-employment medical examination, at Company expense, by a Company-nominated doctor and that the seafarer answer faithfully any questionnaire on their state of health which may be required. Failure to do so may effect the seafarer's entitlement to compensation as per Articles Medical Attention, Sick Pay, Maternity, Disability and Loss of Life. The seafarer shall be entitled to receive a copy of the medical certificate issued in respect of such an examination.
3. A Seafarer shall be engaged for 6 (six) months, which period may be extended to 7 (seven) month or reduced to 5 (five) months for operational convenience. The employment shall be automatically terminated upon the terms of this Agreement at the first arrival of the ship in port after expiration of that period, or of any other period specified in the ITF Employment Contract, unless the company operates a permanent employment system
4. As far as practicable, companies who are direct employers or who use seafarers recruitment and placement services shall ensure, that the standards laid down in the MLC are met including the requirement that no fees or visa costs are borne directly or indirectly, in whole or in part, by the seafarers for finding employment, the right for seafarers to inspect their employment agreements and seek advice before engagement and preventing the recruitment or placement services from using means, mechanisms or lists to prevent seafarers from gaining employment for which they are qualified.
5. Each seafarer shall sign the seamen's employment contract attached as Annex 4.
6. Documentation as required by Flag State shall be at Company expense.

WAGES
§ 3

1. The wages of each Seafarer shall be calculated in accordance with this Agreement as per valid wage scale attached with the ITF Special Agreement to this TCC and the only deductions from such wages shall be as required by relevant Statute as recorded in the Special Agreement and/or deductions authorized by the Seafarer. The Seafarer shall be entitled to payment in cash in US Dollars (or in local currency, at the Seafarer's option) of their net wages after such deductions at the end of each calendar month. Any net wages not so drawn shall accumulate for the Seafarers account and may be drawn by them at any time when the Ship is in port. Further, on the Ship's arrival in port, and thereafter not more frequently than every seventh day in the same country, the Seafarer shall be entitled to draw all or part of the net wages due to them in respect of the current calendar month. For the purpose of calculating wages, a calendar month shall be regarded as having 30 days.

ALLOTMENTS
§ 4

1. Any Seafarer, shall be allowed an allotment note, payable at monthly intervals, of up to 80 % of basic wages after allowing for any statutory deductions, in line with the provisions of ILO MLC Standard A2.2, paragraph 5.

HOURS OF DUTY, OVERTIME AND WATCHKEEPING
§ 5

1. The ordinary hours of duty of all Seafarers shall be 8 (eight) per day, Monday to Friday inclusive. In the case of day workers, the 8 (eight) hours shall be worked between 06:00 and 18:00, Monday to Friday inclusive. On these days any hours of duty in excess of the 8 (eight), and in the case of day workers before 06:00 or after 18:00 shall be paid for by overtime at the rate stipulated in the attached wages scale.
2. On ships with UMS class where continuous watchkeeping in the engine room is not carried out, the engineers (except the chief engineer on ships with 3 or more engineers) shall be paid 1/5 of the hourly rate mentioned in the valid wage scale for each hour for UMS watch while the Ship is underway, i.e. not anchored, moored or grounded. In these cases the allowance shall be 1/2 of the hourly rate. This regulation can be separately regulated between the parties concerned and must be specified in the Special Agreement.
3. All hours on duty on Saturdays, Sundays and Public Holidays shall be paid for by overtime at the rate stipulated in the valid wage scale, except that hours of watchkeeping shall be compensated for at the weekday overtime rate.
4. If the Seafarer so desires these hours may be compensated for by time off in lieu of payment. In that event 3.8 hours overtime plus subsistence allowance represent one days wages.
5. Any break during the work period of less than half an hour shall be counted as working time.

OVERTIME RECORDS
§ 6

1. Overtime shall be recorded individually and in duplicate either by the Master or the head of the department. Such record shall be handed to the Seafarer for approval every fortnight or at shorter intervals. Both copies must be

signed by the Master and/or head of the department as well as by the Seafarer, after which the record is final. One copy shall be handed over to the Seafarer.

2. If no overtime records are kept as required above the Seafarer shall be paid monthly a lumpsum for overtime as mentioned in the footnote of the valid wage scale without prejudice to any further claim for payment for overtime hours worked in excess of these figures.

HOLIDAY
§ 7

1. If a holiday falls on a Saturday or a Sunday the following working day shall be observed as a holiday. For the purpose of this Agreement, the following days shall be considered as holidays at sea or in port: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Labour Day (1. May), Spring Bank Holiday and Summer Bank Holiday, or such public holidays as are agreed upon, having regard to the nationality of the majority of the crew members, and detailed in the Special Agreement between the Company and the ITF accompanying this Total Crew Cost CBA.

CARGO HANDLING
§ 8

1. Neither ships crews nor anyone else on board whether in permanent or temporary employment by the Company shall carry out cargo handling and other work traditionally or historically done by dock workers without the prior agreement of the ITF Dockers Union or ITF unions concerned and provided that the individual seafarers volunteer to carry out such duties, for which they should be adequately compensated. For the purpose of this clause "cargo handling" may include but is not limited to: loading, unloading, stowing, unstowing, pouring, trimming, classifying, sizing, stacking, unstacking, as well as composing and decomposing unit loads; also services in relation with cargo or goods, such as tallying, weighing, measuring, cubing, checking, receiving, guarding, delivering, sampling and sealing, lashing and unlashing.

2. Compensation for such work performed during the normal working week, as specified in § 5, shall be by the payment of the premium overtime rate (weekend and holiday hourly. overtime rate as specified in the column of the valid wage scale) for each hour or part of an hour that such work is performed, in addition to the basic pay. Any such work performed outside the normal working week will be compensated at double the premium overtime rate (weekend and holiday hourly overtime rate as specified in the column of the valid wage scale) for each hour or part of an hour that such work is performed in addition to the payment of the normal hourly rate (determined by dividing the monthly basic by 173) for those hours.

3. Where a vessel is in a port where an official trade dispute involving an ITF-affiliated dock workers' union is taking place, neither ship's crew nor anyone else on board whether in permanent or temporary employment by the Company shall undertake cargo handling and other work, traditionally and historically done by members of that union which would affect the resolution of such a dispute. The Company will not take any punitive measures against any seafarer who respects such dockworkers' trade dispute and any such lawful act by the Seafarer shall not be treated as any breach of the Seafarer's contract of employment, provided that this act is lawful within the country it is taken.

4. The owners undertake to ensure that Seafarers who refuse to perform work traditionally or historically done by dock workers will not be subject to any form of victimization or any other detriment.

5. Any Seafarer shall be entitled to act lawfully in respecting any dock workers' trade dispute including but not limited to respecting any picket line or complying with any lawful request not to enter any premises, dock, pier or ocean terminal. The Company will not take any punitive measures against any Seafarer who respects such dock workers' trade dispute and any such lawful act by the Seafarer shall not be treated as any breach of the Seafarer's contract of employment.

SHIPS SAFETY
§ 9

1. Any additional hours worked during an emergency directly affecting the immediate safety of the ship, its passengers and crew, of which the Master shall be the sole judge, or for safety boat drill, or work required to give assistance to other ships or persons in immediate peril shall not count for overtime payment.

WATCHKEEPING
§ 10

1. Watchkeeping at sea and, when deemed necessary, in port, shall be organized on a three-watch basis. It shall be at the discretion of the Master which seafarers are put into watches and which, if any, on daywork. The Master and Chief Engineer shall not be required to stand watches. While watchkeeping at sea, the Officer of the navigational watch shall be assisted by at least a posted lookout and at no time, especially during periods of darkness, shall solo watchkeeping be undertaken.

REST PERIOD
§ 11

1. Each seafarer shall have a minimum of 10 hours rest in any 24 hour period and 77 hours in any seven-day period.

2. This period of 24 hours shall begin at the time a Seafarer starts work immediately after having had a period of at least 6 consecutive hours off duty.

3. The hours of rest may be divided into no more than two periods, one of which shall be at least 6 hours in length and the interval between consecutive periods of rest shall not exceed 14 hours.

4. The Company shall post in an accessible place on board a table detailing the schedule of service at sea and in port and the minimum hours of rest for each position on board in the language of the ship and in English.

5. Nothing in this Article shall be deemed to impair the right of the master of a ship to require a seafarer to perform any hours of work necessary for the immediate safety of the ship, persons on board or cargo, or for the purpose of giving assistance to other ships or persons in distress at sea. In such situation, the master may suspend the schedule of hours of work or hours of rest and require a seafarer to perform any hours of work necessary until the normal situation has been restored. As soon as practicable after the normal situation has been restored, the master shall ensure that any seafarers who have performed the work in a scheduled rest period are provided with an adequate period of rest. In addition, the STCW requirements covering overriding operational conditions shall apply, including those of STCW A-VIII/1, Article 9.

6. A short break of less than 30 minutes will not be considered as a period of rest.

7. Emergency drills and drills prescribed by national laws and regulations and by international instruments shall be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue.

8. The allocation of periods of responsibility on UMS Ships, where a continuous watchkeeping in the engine room is not carried out, shall also be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue and an adequate compensatory rest period shall be given if the normal period of rest is disturbed by call-outs.

9. Records of seafarers daily hours of rest shall be maintained to allow for monitoring of compliance with this Article.

MANNING
§ 12

1. The Ship shall be competently and adequately manned so as to ensure its safe operation and the maintenance of a three watch system whenever required and in no case manned at a lower level than in accordance with relevant and applicable international laws, rules and regulations.

2. In addition, the manning of each ship shall be determined following agreement between the Company and Ver.di.

3. The agreed manning shall not include any temporary or riding squad workers. However, in certain circumstances, the Company and the union can agree that for a limited period temporary riding squads may be used on board subject to the following principles:

   - persons engaged for security purposes should not undertake other seafarers' duties;
   - only specific tasks authorized by the master can be carried out by the riding squads;
   - classification societies are to be informed of any survey or structural work carried out in compliance with IACS UR Z13;
   - all riding squads must be covered by agreements in line with ILO conventions and recommendations; and
   - riding squads should not be used to replace current crew or be used to undermine ITF agreements.

4. The Company shall ensure that on board training and familiarization is provided to each seafarer so as to comply fully with provisions of the IMO Convention Standards of Training, Certification and Watchkeeping, 1978 as amended (STCW 95).

SHORTHAND MANNING
§ 13

1. Where the complement falls short of the agreed manning, for whatever reasons, the wages of the shortage category shall be paid to the affected members of the concerned department. Such shortage, however, shall be made up before the Ship leaves the next port of call. This provision shall not affect any overtime paid in accordance with §§ 5-10

MEDICAL ATTENTION
§ 14

1. A Seafarer shall be entitled to immediate medical attention for sickness or injury and to dental treatment of acute pain and emergencies. A Seafarer, who is discharged owing to sickness or injury, shall be entitled to medical attention (including hospitalization) at the Company's expense for as long as such attention is required. The shipowner shall be liable to defray the expense of medical care and maintenance until such time as further medical treatment would not improve the Seafarers position.

2. In those cases where, following repatriation, seafarers have to meet their own medical care costs, in line with Article 14 (3.), they may submit claims for reimbursement within 6 months, unless there are exceptional circumstances, in which case the period may be extended.

3. Proof of continued entitlement to medical attention shall be by submission of satisfactory medical reports, endorsed, where necessary, by a company appointed doctor. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly between the Company and the Union and the decision of this doctor shall be final and binding on both parties.

SICK PAY
§ 15

1. When a Seafarer is signed off and landed at any port because of sickness or injury, their wages shall continue until they have been repatriated at the Company's expense as specified in Article 21. Thereafter the Seafarer shall be entitled to sick pay at a rate equivalent to their basic wages while they remain sick or injured up to a maximum of 130 days. The provision of sick pay following repatriation shall be subject to submission of a valid medical certificate, without undue delay. However, in the case of injury the sick pay shall be paid until the injured Seafarer has been cured or until the incapacity has been declared to be of a permanent character. Proof of their continued entitlement to sick pay shall be by submission of satisfactory medical certificates. At the time they leaves the Ship the Seafarer shall be paid an advance of their sick pay for the estimated number of days certified by a doctor for which they are expected to be sick or injured.

PAID LEAVE
§ 16

1. Each seafarer shall, on the termination of employment for whatever reason, be entitled to payment of leave pay as specified in the wage scale for each completed month of service and pro rata for a shorter period.

LOSS OF LIFE DEATH IN SERVICE
§ 17

1. If a Seafarer dies through any cause whilst in the employment of the Company, or rising from the employment with the Company, including death from natural causes or death occurring whilst travelling to or from the vessel, or as a result of marine or other similar peril, the Company shall pay the sums specified in the attached schedule (Annex 1) to the widow/widower or children or parents and to each dependent child up to a maximum of 4 (four) under the age of 21. If the Seafarer shall leave no widow, the aforementioned sum shall be paid to the person or body empowered by law or otherwise to administer the estate of the Seafarer. The Company shall also transport at its own expense the body to Seafarer's home where practical and at the families' request and pay the cost of burial expenses.

2. Any payment effected under this clause shall be without prejudice to any claim for compensation made in law.

3. The provisions of Article 19 (7.) shall also apply in the case of compensation for Loss of Life – Death in Service as specified in this Article.

4. If a Seafarer goes missing at sea, whilst in the employment of the Company, including missing by accident or as a result of marine or other similar peril, but excluding a disappearance in port, the Company shall pay the same amounts as specified for Loss of Life-Death in Service in the attached APPENDIX 3 to a nominated beneficiary and to each dependent child up to a maximum of 4 (four) under the age of 18. If the Seafarer leaves no nominated beneficiary, the aforementioned sum shall be paid to the person or body empowered by law, or otherwise, to administer the estate of the Seafarer.

SERVICE IN WARLIKE OPERATIONS AREAS / HIGH RISK AREAS
§ 18

1. A warlike operations area or high risk zone will be designated by the ITF. The list of such ITF designated areas will be available in the ITF's website and amended from time to time. An updated list of the Warlike Operations areas shall be kept on board the vessels and shall be accessible to the crew.

2. At the time of the assignment the Company shall inform the Seafarers if the vessel is bound to or may enter any Warlike Operations area. If this information becomes known during the period of the Seafarers' employment on the vessel the Company shall advise the Seafarers immediately.

3. If the vessel enters a Warlike Operations area:

   - The Seafarer shall have the right not to proceed to such area. In this event the Seafarer shall be repatriated at Company's cost with benefits accrued until the date of return to his/her home or the port of engagement.
   - The Seafarer shall be entitled to a double compensation for disability and death.
   - The Seafarer shall also be paid a bonus equal to 100% of the basic wage for the durations of the ship's stay in a Warlike Operations area – subject to a minimum of 5 days pay.

- The Seafarer shall have the right to accept or decline an assignment in a Warlike Operations area without risking loosing his/her employment or suffering any other detrimental effects.

4. In addition to areas of warlike operations, the ITF may determine High Risk Areas and define, on a case-by-case basis, the applicable seafarers' benefits and entitlements, as well as employers' and seafarers' obligations. In the event of any such designations the provisions of Articles 18 (1.) and 18 (2.) shall apply. The full details of any Areas so designated shall be attached to the CBA and made available on board the vessel.

5. In case a Seafarer may become captive or otherwise prevented from sailing as a result of an act of piracy or hijacking, irrespective whether such act takes place within or outside ITF designated areas referred to in this Article, the Seafarer's employment status and entitlements under this Agreement shall continue until the Seafarer's release and thereafter until the Seafarer is safely repatriated to his/her home or place of engagement or until all Company's contractual liabilities end. These continued entitlements shall, in particular, include the payment of full wages and other contractual benefits. The Company shall also make every effort to provide captured Seafarers, with extra protection, food, welfare, medical and other assistance as necessary.

DISABILITY
§ 19

1. A Seafarer who suffers an injury as a result of an accident from any cause whatsoever whilst in the employment of the Company, including accidents occurring whilst travelling to or from the ship or as a result of marine or other similar peril, and whose ability to work is reduced as a result thereof, shall receive from the Company in addition to their sick pay (§ 15 above), a compensation as stated below:

Compensation: a) Masters and Officers and ratings above AB - US$ 250.000

b) All Ratings, AB and below - US$ 125.000

Degree of disability rate of compensation		
%	Ratings AB and below	Officers & Ratings above AB
	US$	US$
50 -100	125.000	250.000
49	62.500	125.000
40	50.000	100.000
30	37.500	75.000
20	25.000	50.000
10	12.500	25.000

Loss of profession caused by disability (accident) shall be secured by 100 % of the compensation.

2. The disability suffered by the Seafarer shall be determined by a doctor appointed mutually by the Company and the ITF, and the Company shall provide disability compensation to the Seafarer in accordance with the percentage specified in the table below which is appropriate to this ability. With any differences, including less than 10% disability, to be pro-rata.

3. The compensation provided under this paragraph for 100% disability shall not exceed USD 250.000 for Officers (and ratings above AB) and USD 125.000 for Ratings (AB and below), with lesser degrees of disability compensated for pro-rata.

4. Permanent Medical Unfitness – A Seafarer whose disability, in accordance with § 19 (1.) is assessed at 50% or more under the attached Annex 3 shall, for the purpose of this paragraph be regarded as permanently unfit for further sea service in any capacity and be entitled to 100% compensation, i.e. US$ 250.000 for Officers and Ratings above AB and US$ 125.000 for Ratings and below. Furthermore, any Seafarer assessed at less then 50% disability under the attached Annex 3 but certified as permanently unfit for further sea service in any capacity by a doctor appointed mutually by the Company and the ITF, shall also be entitled to 100% compensation.

5. Loss of Rank – A Seafarer whose disability, in accordance with § 19 (1.) does not fall within the terms § 19 (4.) but who is determined by a doctor appointed mutually by the Company and the ITF to be able to continue to serve at sea only in a lower category of employment than that in which the Seafarer was serving at the time of the accident should be entitled to the degree of disability compensation awarded in accordance with § 19 (2.) enhanced by 50%. For the purpose of this paragraph there should be two categories of employment as follows:

- Senior Officers - Master, Chief Engineer, Chief Officer, Second Engineer
- Ratings - All Seafarers other than Officers as above

6. Any payment effected under paragraphs § 19 1. to 4. shall be without prejudices to any claim for compensation made in law.

7. Shipowners, in discharging their responsibilities to provide for safe and decent working conditions, should have effective arrangements for the payment of compensation for personal injury. When a valid claim arises, payment should be made promptly and in full, and there should be no pressure by the shipowner or by the representative of the insurers for a payment less than the contractual amount due under this Agreement. Where the nature of the personal injury makes it difficult for the shipowner to make a full payment of the claim, consideration to be given to the payment of an interim amount so as to avoid undue hardship.

Insurance Cover
§ 20

1. The Company shall conclude appropriate insurance to cover themselves fully against the possible contingencies and liabilities raising from the Articles of this Agreement.

REPATRIATION/Embarkation
§ 21

1. Repatriation shall take place in such a manner that it meets the needs and reasonable requirements for comfort of the Seafarer. The Manager/Owner shall be liable for the cost of maintaining the Seafarer ashore until repatriation takes place.

2. A Seafarer shall be entitled to repatriation at the Company' expense (including basic wages and subsistence allowance) either to their home or to the place of the original engagement (at the Seafarer's option):

   a) after continuous service period on board, always subject to the provisions of § 2;

   b) when signing off owing to sickness or injury;

   c) when their employment is terminated owing to discharge by the Company;

   d) upon the loss, laying-up, sale of the ship or change of Management;

   e) if the Ship has been arrested (whether by a Seafarer or not) provided the Ship has remained under arrest for more than 14 days;

   f) if the Company have not complied with the provisions of this Agreement, the Seafarer is entitled to claim the outstanding wages and to be repatriated at the Company' expenses;

   g) on discharge according to § 25 (2.) and (3.) below.

3. When, during the course of a voyage, the wife, or in the case of a single man, a parent, falls dangerously ill whilst the Seafarer is abroad, every effort will be made to repatriate the Seafarer concerned as quickly as possible. The cost of repatriation will be borne by the Company.

4. The provisions of Articles 21.1, 21.2 and 21.3 shall also apply to seafarers travelling to join the vessel.

FOOD, ACCOMMODATION, BEDDING, AMENITIES ETC.
§ 22

1. The Company shall provide, as a minimum, accommodation, recreational facilities and food and catering services in accordance with the standards specified in Title 3 to the draft ILO Consolidated Maritime Labour Convention 2006 and shall give due consideration to the Guidelines in that Convention.

2. Seafarers shall have access to free calls on a one-off basis linked to compassionate circumstances as per Article 25 emergencies.

3. Additionally, each seafarer may make free use of the ships internet system, where one is fitted, for a reasonable amount of time, as determined by the Master, taking account of the vessels operational requirements, for the purpose of communicating with home, social networking and other needs.

4. In addition, the Company shall provide the galley with all items of equipment normally required for cooking purpose. All items of equipment shall be of good quality.

5. The accommodation standards should generally meet those criteria contained in relevant ILO instruments relating to crew accommodation.

SUBSISTENCE ALLOWANCE
§ 23

1. Whilst on paid leave a Seafarer shall be entitled to a daily subsistence allowance according to the valid wage scale. When food and/or accommodation is not provided on board the Company shall be responsible for providing food and/or accommodation of good quality ashore.

CREW'S EFFECTS
§ 24

1. When any Seafarer suffers total or partial loss of, or damage to, their personal effects, due to whatever cause, either whilst serving on board the ship or travelling to and from the ship, they shall be entitled to recover from the Company compensation up to a maximum specified in the valid wage scale. The Seafarer shall certify that any information provided with regard to lost property is true to the best of their knowledge.

2. The Company shall take measures for safeguarding property left on board by sick, injured or deceased seafarers and for returning it to them or to their next of kin.

TERMINATION OF EMPLOYMENT
§ 25

1. A Seafarer may terminate the employment by giving one months notice of termination to the Company or the Master of the Ship, either in writing or verbally in the presence of a witness (see also § 21 (3.) above).

2. If the Seafarer was employed for a specified voyage, and if the voyage is subsequently altered substantially, either with regard to duration or trading pattern, they shall be entitled to terminate their employment as soon as possible.

3. A Seafarer may refuse to sail into a warlike operation area (see Article 18).

4. A Seafarer may terminate a current employment contract: when, during the course of a voyage it is confirmed that the spouse or, in the case of a single person, a parent, has fallen dangerously ill. This provision shall also be applied with regard to the partner of a seafarer provided that this partner has been nominated by the seafarer at the time of engagement as the seafarers next of kin;

5. A Seafarer shall be entitled to terminate their employment immediately if the Ship is certified substandard in relation to the applicable provisions of the Safety of Life at Sea Convention (SOLAS) 1974, the International Convention on Loadlines (ILC) 1966, the Standards of Training Certification and Watchkeeping Convention (STCW) 1995, the International Convention for the Prevention of Pollution from Ships 1973, as modified by the Protocol (MARPOL) or substandard in relation to ILO Convention No. 147, 1976, Minimum Standards in Merchant Ships, as supplemented by the Protocol of 1996. In any event, a ship shall be regarded as substandard if it is not in possession of the certificates required under either applicable national laws and regulations or international instruments.

6. The Company shall not be entitled to terminate the employment of a Seafarer prior to expiry of the period of engagement (as specified in § 25 (2.)) except only that the Company may discharge a Seafarer:

   a) upon the total loss of the Ship; or

   b) when the Ship has been laid up for a continuous period of at least one month; or

   c) upon the sale of the ship, change of Management; or

   d) upon the misconduct of the Seafarer giving rise to a lawful entitlement to dismiss, provided that in the case of dismissal for misconduct of the Seafarer the Company shall, prior to dismissal, give written notice to the Seafarer specifying the misconduct relied upon and in the event that such notice is not given as aforesaid the dismissal shall be ineffective in terminating the employment of the Seafarer and the Seafarer shall be entitled to damages in respect of the unexpired term of the employment in addition to the compensation provided for in number 7 below.

7. A Seafarer shall be entitled to receive compensation of two months' basic pay on termination of their employment for any reason except where:

   a) the termination is as a result of the expiry of an agreed period of service in their ITF Employment Contract; or

   b) the termination is as a result of notice given by the Seafarer as aforesaid; or

   c) the Seafarer is lawfully and properly dismissed by the Company as a consequence of the Seafarer's own misconduct.

8. For the purposes of this Agreement refusal by any Seafarer to obey an order to sail the Ship shall not amount to a breach of the seafarers employment obligations where:

   a) the Ship is unseaworthy or otherwise substandard as defined in § 25 (4.) above; or

   b) for any reason it would be unlawful for the Ship to sail, or

   c) the Seafarer has a genuine grievance against the Company in relation to implementation of this Agreement or their ITF Employment contract; or

   d) the Seafarer refuses to sail into a warlike operations area.

MATERNITY
§ 26

1. In the event that a Seafarer becomes pregnant during the period of employment:

a) the Seafarer shall advise the master as soon as the pregnancy is confirmed;

b) the Company will repatriate the seafarer as soon as reasonably possible but in no case later than the 26th week of pregnancy; and where the nature of the vessel's operations could in the circumstances be hazardous – at the first port of call.

c) the Seafarer shall be entitled to receive contractual pay for the full contract period, plus 100 days basic pay.

d) the Seafarer shall be afforded priority in filling a suitable vacancy in the same or equivalent position within three years following the birth of a child should such a vacancy be available.

Personal protective equipment
§ 27

1. The Company shall provide the necessary as per ISM/IMO regulations personal protective equipment for the use of each Seafarer whilst serving on board. Every person engaged in the operations and every other person who may be exposed to the risk of injury, poisoning or disease arising from the operations should, where necessary, be provided with and should wear:

   a) a suitable safety helmet constructed to an appropriate standard;

   b) overalls;

   c) waterproof, reinforced, safety boots;

   d) depending on the risk, sufficient and suitable protective clothing and equipment, including, but not limited to:

      I) respiratory protective equipment; eye protectors; hearing protection; gloves; welding aprons; safety harnesses, ropes and attachments; and buoyancy aids;

      and

      II) sufficient and suitable protective outer clothing for use by any person who, by reason of the nature of work, is required to continue working in the open air during cold or hot weather, rain, snow, sleet, hail, spray, high winds or hot, humid conditions.

   e) Personal protective equipment should be used on an individual basis and not passed to another person without first being cleaned, serviced and maintained;

   f) The space provided for personal safety equipment should be such as not to contaminate accommodation or other storage. Personal protective equipment should be suitable for the purpose and to the required standard, having regard of the nature of the work;

   g) Where there is a relevant certificate of approval or a national standard or there is an equivalent international standard, personal protective equipment should be to that standard.

   h) Ships shall be so equipped, that survival suits of appropriate size, meeting IMO/SOLAS standards, shall be made available for each crew member. The Company shall be responsible for ensuring the existence of an ample number of survival suits on board.

2. Lifeboats and Liferafts shall carry reverse osmosis equipment.

Ship -Board Safety Committee
§ 28

1. The Company shall facilitate the establishment of an on board Safety and Health Committee, in accordance with the provisions contained in the ILO Code of Practice on Accident Prevention on Board Ship at Sea and in Port, and as part of their safety management system *. The Company shall provide a link between the Company and those on board through the designation of a person or persons ashore having direct access to the highest level of management *. The Company shall also designate an on board competent safety Officer who shall implement the Company's safety and health policy and program and carry out the instructions of the Master to:

   a) improve the crew's safety awareness; and

   b) investigate any safety complaints brought to their attention and report the same to the Safety and Health Committee and the individual, where necessary; and

   c) investigate accidents and make the appropriate recommendations to prevent the recurrence of such accidents; and

   d) carry out safety and health inspections; and

   e) monitor and carry out the on board safety training of Seafarers.

2. The Company acknowledges the right of the ITF to appoint or have elected by and from the crew a safety representative(s). In carrying out the role of safety representative, access to information, assistance and advice should be provided, where necessary, by the Safety Committee, the Company and the ITF. The safety representative shall:

a) have access to all parts of the Ship; and

b) be able to participate in the investigation of accidents and near accidents; and

c) have access to all the necessary documentation, including investigation reports, past minutes of the Safety and Health Committee., etc.; and

d) receive appropriate training; and

e) not be subject to dismissal or other prejudicial measures for carrying out functions assigned to the role of safety representative and be entitled to the same protections as the liaison representative.

Equality
§ 29

1. Each Seafarer shall be entitled to work, train and live in an environment free from harassment and bullying whether sexually, racially or otherwise motivated, in accordance with ITF policy guidelines.

MEMBERSHIP FEES, WELFARE FUND AND REPRESENTATION OF SEAFARERS
§ 30

1. Subject to national legislation, (In order to be covered by this agreement) all Seafarers shall normally be members of either an appropriate national trade union affiliated to the ITF or of the ITF, allocated to the Special Seafarers' Department.
2. The Company shall pay in respect of each Seafarer the Entrance/ Membership fees in accordance with the terms of the relevant organization.
3. The Company shall pay contributions to the ITF Seafarers' International Assistance, Welfare and Protection Fund in accordance with the terms of the Special Agreement.
4. The Company acknowledge the right of Seafarers to participate in union activities and to be protected against acts of anti-union discrimination as per ILO Conventions Nos. 87 and 98
5. The Company shall arrange to pay to Verdi the ITF- Administration Fee of $90 per Seafarer per year.

BREACH OF AGREEMENT
§ 31

1. If the Company breaches the terms of this Agreement, the ITF or the Union, for itself or acting on behalf of the Seafarers, and/or any Seafarer shall be entitled to take such measures against the Company as may they deemed necessary to obtain redress.

AMENDMENT OF THE AGREEMENT
§ 32

1. The terms and conditions of this Agreement shall be reviewed annually by the ITF and if at any time the ITF and the Company mutually agree on amendments and/or additions to this Agreements, such amendments and additions shall be agreed in writing and signed by the parties and considered incorporated in the Special Agreement.

WAIVERS AND ASSIGNMENTS
§ 33

1. The Company undertake not to demand or request any Seafarer to enter into any documents whereby, by way of waiver or assignment or otherwise, the Seafarer agrees or promises to accept variations to the terms of this Agreement or return to the Company, their servants or agents any wages (including any backwages) or other emoluments due or to become due to him under this Agreement and the Company agrees that any such document already in existence shall be null and void and of no legal effect.

Training
§ 34

1. The additional allowance under the column "IMO" on the wage scale shall be allowed towards the onboard training cost of the Company for the Seafarers to conform with the IMO requirements in respect to the STCW convention 1995. This amount shall not be payable to the Seafarers.

ANNEX 1

SCHEDULE OF CASH BENEFITS

§ 17

Compensation for Loss of Life

1. to immediate next of kin:

   2015: $96,909
   2016: $98,848
   2017: $102,308

2. to each dependent child under the age of 21 (subject to a maximum of 4)

   2015: $19,382
   2016: $19,770
   2017: $20,462

§ 24

Crew's Effects, Loss or Damage:

Maximum - US$3.300, which includes cash up to $330.

§ 30

Membership Fees and Representation:,

ITF Special Seafarers' Department

ITF Entrance/Administration Fees - US$ 90.00 per position / Seafarer per year

ITF Seafarers' International Assistance, Welfare and Protection Fund:

a) Company's Contribution - US$ 250.- per position per year

ANNEX 2
Article 1: ITF POLICY ON MANNING OF SHIPS

1. The basic principles involved in arriving at manning requirements should be considered prior to considering the numbers of each type of officer or rating that might be required. The following basic concepts have a bearing on manning:

Article 2: Recognition and Development Criteria

Essential To The Task of Defining Manning Requirements

1. Among the criteria which have traditionally been used for this purpose are the following:
   a) trading area (e.g. home trade [A1], middle trade [A2], worldwide trade [A3 and A4])
   b) number, size and type of main propulsion units (HP/KW, Diesel or steam) and auxiliaries
   c) tonnage (GT)
   d) safety of voyage between ports (e.g. duration of voyage, nature of voyage)
   e) construction and technical equipment of ship
   f) catering needs
   g) sanitary regulations
   h) watchkeeping arrangements
   i) responsibilities in connection with cargo handling in port
   j) medical care aboard ship

Article 3: Further Criteria

1. As a result of the social evolution and the changes that have taken place in the shipbuilding and shipping industries and in particular in view of the increasing importance of social aspects in shipboard employment there are further criteria governing the manning of ships. Consequently, the following factors should be added to those listed in Article 2 a) to j) above:
   a) Safe watchkeeping requirements and procedures
   b) Provisions regarding working hours
   c) The maintenance function as it relates to:
      I) ship machinery and support equipment
      II) radio communications and radio navigation equipment
      III) other equipment (incl. cargo support and handling equipment) and
      IV) navigation and safety equipment
   d) The human complement necessary to ensure that while malfunctioning automatic and remote control equipment is being repaired the function of the controlled equipment will still be available to the vessel, on a manual basis.
   e) Peak workload situations
   f) The human endurance/health factor (manning must never fall below the level at which the seafarers' right to good health and safety is jeopardized)
   g) Adequate manning to ensure that the ship's complement can cope with on-board emergencies
   h) Adequate manning to ensure that the ship can assist other ships in distress
   i) On-board training requirements and responsibilities
   j) Responsibilities flowing from the need for environmental protection
   k) Observance of industrial safety and seamen's welfare provisions
   l) Special conditions generated by the introduction of specialized ships
   m) conditions generated by the introduction of hazardous cargoes which may be explosive, flammable toxic, health-threatening or environment-polluting

n) Other work related to safety aboard the ship

o) Age and condition of ship

Article 4: Operational and Maintenance Activities

1. Shipboard activities that must be carried out so that the operation and maintenance of the ship and its equipment shall not pose hazards to lives of seafarers and passengers, to property or to the environment. These activities include the functions carried out by the following departments:

   a) Deck Department

   b) Engine Department

   c) Radio Department

   d) Catering Department

Article 5: Three-Watch System (based on an 8 hours working day)

1. This system shall be applied to the deck and engine departments in all seagoing ships. Neither the Master nor the Chief Engineer shall be required to stand watches, and shall not be required to perform non-supervisory work.

2. The number of qualified personnel on board ships shall be at least such as to ensure compliance with the 1995 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers and the 1980 IMCO Assembly Resolution on Principles of Safe Manning.

Article 6: Safety and Hygiene

1. Furthermore it will be necessary to pay due attention to the contributions of the catering personnel towards the overall safety and hygiene of ships.

Article 7: Interlinkage of Shipboard Activities

1. The fact that all shipboard activities are interlinked must be the guiding principle governing the manning considerations set forth under "Further Criteria" above. For example, safe navigation cannot be undertaken if propulsion equipment, steering gear, radionavigation or radiocommunication equipment are malfunctioning. Similarly the health of those aboard will determine their availability to function in the optimum manner necessary for the safe operation of the ship. Sea going Ships shall carry a competent person in charge of medical care on board in line with Regulation VI/4 (Mandatory minimum requirements relating to medical first aid and medical care) of the 1995 STCW Convention and the applicable Sections of the STCW Code, Parts A and B .

Article 8: The Network Factor

1. The "network" factor i. e. the fact that all ships are interdependent upon one another for mutual assistance must be kept in mind in considering manning requirements. The planning must be adequate to ensure the capability of the ship to go to the aid of a ship in distress. Accordingly, there must be reliable radio-communications for alerting purposes to describe its plight and what assistance it requires and for coordinating assistance for the ship in distress. There must be sufficient competent manpower on board each ship to handle the ship's own lifeboats in a safe and efficient manner to participate in other life-saving procedures.

Article 9: Conclusion

1. Minimum manning requirements does not mean the minimum number in the sense of the fewest tolerable, but means the minimum number that will be adequate for the safety of the ships, crews and passengers, property and the environment at all times.

2. Every vessel shall be sufficiently manned for the purpose of preventing excessive strain upon the crew and avoiding or minimizing as far as practicable the working of overtime.

3. It is the firm view of the ITF that all the above matters must be fully considered as a prerequisite to considering manning requirements on a numerical basis and guidelines formulated in accordance therewith.

ANNEX 3 COMPENSATION SCALE

Hand, Arm, Shoulder	Percentage Compensation	
(If a person is left-handed, her/ his left hand is assessed as a right hand, and vice versa.)	Right	Left
Fingers		
Loss of all fingers of one hand	55	50
Loss of one thumb and metacarpal bones	30	25
Loss of one thumb	25	25
Loss of extremity of one thumb	12	12
Loss of half of extremity of one thumb	8	8
Thumb with stiff extreme joint	5	5
Thumb with stiff metacarpophalangeal joint	3	3
Thumb with stiff extreme and metacarpophalangeal joints	15	15
Loss of forefinger (second finger)	10	10
Loss of middle and extreme joints of forefinger	10	10
Loss of extreme forefinger	5	5
Forefinger with stiff metacarpophalangeal joint in outstretched position	5	5
Forefinger with 90 degrees or more stretch deficiency in middle joint	5	5
Loss of middle finger (third finger)	10	10
Loss of middle and extreme joints of middle finger	8	8
Loss of extreme joint of middle finger	5	5
Middle finger with stiff metacarpophalangeal joint in outstretched position	5	5
Middle finger with 90 degrees or more stretch deficiency in middle joint	5	5
Loss of ring finger (fourth finger)	8	8
Loss of middle and extreme joints of ring finger	5	5
Loss of extreme joint of ring finger	3	3
Ring finger with stiff metacarpophalangeal joint in outstretched position	5	5
Ring finger with 90 degrees or more stretch deficiency in middle joint	5	5
Loss of little finger (fifth finger)	8	8
Loss of middle and extreme joints of little finger	5	5
Loss of extreme joint of little finger	3	3
Loss of thumb and forefinger (1st and 2nd fingers)	40	35
Loss of extreme joints of thumb and forefinger	18	18
Loss of thumb, forefinger and middle finger	50	45
Loss of extreme joints of thumb, forefinger and middle finger	20	20
Loss of thumb, forefinger, middle finger and ring finger (1st, 2nd, 3rd and 4th fingers)	55	50
Loss of forefinger and middle finger (2nd and 3rd)	25	25
Loss of middle and extreme joints of forefinger and middle finger	20	20
Loss of extreme joint of forefinger and middle finger	10	10
Loss of forefinger, middle finger and ring finger	35	30
Loss of middle and extreme joints of forefinger, middle finger and ring finger)	25	25
Loss of extreme joints of forefinger, middle finger and ring finger	12	12
Loss of forefinger, middle finger, ring finger and little finger (2nd, 3rd, 4th and 5th)	40	35
Loss of middle and extreme joints of forefinger, middle finger, ring finger and little finger	35	30
Loss of extreme joints of forefinger, middle finger, ring finger and little finger	15	15
Loss of middle finger, ring finger and little finger (3rd , 4th and 5th)	30	30
Loss of middle and extreme joints of middle finger, ring finger and little finger	20	20
Loss of extreme joints of middle finger, ring finger and little finger	10	10
Loss of ring finger and little finger (4th and 5th)	20	20
Loss of middle and extreme joints of ring finger and little finger	15	15
Loss of extreme joints of middle finger and ring finger or of ring finger and little finger	5	5
Middle finger and ring finger with 90 degrees or more stretch deficiency in middle joint	8	8
Hand, Wrist		
Loss of one hand	60	55
Stiffness in good working position	10	10
Stiffness in poor working position	15	15
Fracture of radial bone healed with some dislocation and slight functional disturbances, possible friction	5	5
Consequences of fracture of radial bone: Forefinger to little finger down to 2 cm from the palm of the hand	18	18
Arm		
Loss of one arm	70	65
Amputation of upper arm	65	60
Amputation o forearm with good elbow movement	60	55
Amputation of forearm with poor elbow movement	65	60
Unhealed rupture of biceps	5	5
Axillary thrombosis	5	5

	Percentage Compensation	
	Right	Left
Elbow		
Stiffness in outstretched position	45	40
Stiffness in good working position	25	20
Stiffness in poor working position	30	25
Cessation of rotary function of forearm ("upright position")	20	15
Elbow bending reduced to 90 degrees or less	15	12
Stretch deficiency of up to 40 degrees	3	3
Stretch deficiency 40-90 degrees	5	5
Shoulder		
All mobility reckoned with "unset" shoulder blade. Stiffness in		
shoulder (with arm alongside body)	35	35
Elevation up to 90 degrees	15	15
Friction and some reduction of mobility	5	5
Habitual luxation	10	10
Luxatio acromio-clavicularis	5	5
Paralysis		
Total paralysis of plexus brachialis	70	65
Total paralysis of nervus radialis on the upper arm	25	20
Total paralysis of nervus ulnaris	30	25
Total paralysis of nervus medianus, both sensory and motoric injuries	35	30
For sensory injuries only	10	10
Foot, Leg, Hip		
Foot		
Loss of foot with good function of prosthesis	30	30
Loss of foot with poor function of prosthesis	35	35
Amputation of tarsus with stump capable of bearing	15	15
Loss of all toes on one foot	10	10
Loss of 1st toe (big toe) and some of its metatarsal bone	8	8
Loss of 1st toe (big toe)	5	5
Loss of extreme joint of big toe	3	3
Big toe with stiffness in metatarsophalangeal joint	5	5
Loss of one of the other toes	3	3
Ankle joint stiff at right angle or slight talipes equinus (up to 15 degrees)	15	15
Ankle joint stiff in pronounced talipes equinus position	20	20
Ankle joint where rotary mobility has ceased	5	5
Fallen arches aggravated by pains	8	8
Traumatic fallen arches	10	10
Leg		
Loss of one leg	65	65
Amputation at the knee or thigh with good function of prostesis	50	50
Amputation at the knee or thigh with poor function of prosthesis	55	55
Loss of crus (shank) with good function of prosthesis	30	30
Loss of crus with poor function of prosthesis	35	35
Shortening by less than 3 cm	3	3
Shortening of at least 3 cm	10	10
Thigh shrinkage of at least 3 cm		
(is not, however, added to the compensation for shortening or reduction of mobility)	8	8
Postthrombotic syndrome in one leg	5	5
Essential deterioration of varicose veins or leg sores	8	8
Knee stiff in good position	25	25
Knee with stretch deficiency of up to 5 degrees	3	3
Knee with bending capacity reduced to 90 degrees or less	10	10
Knee with hampering looseness	10	10
Knee with strong friction during movements, with muscle wastage		
exceeding 2 cm as measured 10 cm above the patella and reduction of mobility	8	8
Knee with somewhat regular and hampering incarcerations	5	5
Habitual luxation of kneecap	5	5
Loss of kneecap	5	5
Well functioning totally artificial kneecap	15	15
Hip		
Hip with stiffness in favorable position	30	30
Hip with severe insufficiency of hip function	50	50
Well functioning totally artificial hip joint	10	10
Paralysis		
Total paralysis of nervus fibularis	10	10
Total paralysis of nervus femoralis	20	20
Ischiadiscusparesis - with good mobility	10	10
Ischiadiscusparesis - with poor mobility	30	30

	Percentage Compensation	
	Right	Left
The Head		
Face		
Loss of all teeth (double dentures)	5	5
Loss of outer ear	5	5
Scalping	5	5
One-sided paralysis of the facialis nerve	10	10
Two-sided paralysis of the facialis nerves	15	15
Loss of sense of smell	10	10
One-sided paralysis of vocal chords with considerable speech difficulties	10	10
Paralysis of sensory (trigeminal) nerve to the face	5	5
Brain - Demens		
Mild demens	15	15
Mild-medium severe demens	25	25
Medium severe demens	40	40
Severe demens	65	65
Total demens	100	100
Postcommotional Syndrome	8	8
Eye		
Loss of one eye	20	20
Loss of both eyes	100	100
Loss of sight of one eye	20	20
Loss of sight of both eyes	100	100
Loss of sight of one eye with complications (e g glaucoma and/or contracted eye)	25	25
Loss of sight of one eye with possibility of improvement via operation (reserve eye)	18	18
Double vision	10	10
Double vision in outermost position	3	3
Loss of binocular vision (e g. aphakia with visual power of at least 6/60)		
Aphakia with good contact glass function	15	15
Total one-sided ptosis	18	18
Flood of tears	3	3
Hemianopsia	40	40
Rightsided heminaopsia as a result of brain injury	50	50
Ears		
Total loss of hearing in one ear	10	10
Total loss of hearing in both ears	75	75
Normally no compensation is paid solely in respect of use of a hearing aid		
Hampering tinnitus and distortion of hearing	3	3

Decimal Table

S	0.6	0.5	0.4	0.3	0.2	0.1	0.0
0.6	0	0	5	10	10	15	20
0.5	0	5	5	10	10	15	20
0.4	5	5	10	15	15	20	30
0.3	10	10	15	25	35	45	55
0.2	10	10	15	35	45	60	70
0.1	15	15	20	45	60	75	85
0	20	20	30	55	70	85	100

Fraction Table

S	6/6	6/12	6/18	6/24	6/36	6/60	2/60	0
6/6	0	0	5	8	10	12	15	20
6/12	0	5	10	10	12	15	18	20
6/18	5	10	20	30	35	40	45	50
6/24	8	10	30	36	45	50	55	60
6/36	10	12	35	45	55	65	70	75
6/60	12	15	40	50	65	75	80	85
2/60	15	18	45	55	70	80	95	100
0	20	20	50	60	75	85	100	100

Reduction of visual power of one or both eyes is assessed in accordance with the following decimal table or fraction table:

Visual power is assessed with the best available glasses.

Loss of hearing based on speech audiometry: assessed or calculated binaural loss of hearing in dB with well adjusted hearing aid. of hearing based on speech.

	HH: 0	HH: 1	HH: 2	HH: 3	HH: 4	HH: 5
CH 0	0	5	-	-	-	-
CH 1	-	8	15	30	-	-
CH 2	-	12	20	35	50	-
CH 3	-	-	30	40	55	65
CH 4	-	-	-	50	60	70
CH 5	-	-	-	-	65	75

HH = Hearing handicap
0 - no handicap
1 - slight handicap
2 - mild to medium handicap

CH = Communication handicap
3 - considerable handicap
4 - severe handicap
5 - total handicap

	Percentage Compensation	
	Right	Left
Neck and Back		
Vertebral Colum		
Fracture of body of the vertebra without discharge of medulla spinalis or nerves:		
Minor Fracture		
Minor Fracture with minor reduction of mobility	5	5
Medium severe Fracture without reduction of mobility	8	8
Medium severe Fracture with reduction of mobility	12	12
Very severe fracture or several medium severe fractures, possibly with formation of gibbus (hump):		
Slight to some reduction of mobility	15	15
Very severe reduction of mobility	20	20
If support (neck collar or support corset) is used	5	5
Pain - local or transmitted to extremities	2	2
Fracture with discharge of medulla spinalis or nerves:		
Assessed in accordance with the above rules with a supplementary degree for the discharge of nerves assessed in accordance with the other rules specified in the table		
Consequences of Slipped Disc	12	12
Other Back Injuries	100	100
Cervical Column	25	25
Some reduction of mobility and/or local pains	8	8
If a supportive device (neck collar) is used	12	12
Radiating pains - root irritating	12	12
Other parts of the vertebral column	0	0
Back pains without reduction of mobility	5	5
If a supportive device (corset) is used	8	8
Back pains with some reduction of mobility	12	12
Back pains with considerable reduction of mobility	25	25
Injuries to the Medulla Spinalis		
Mild but lasting consequences - without bladder (possibly defecation) symptoms (objectively determinable neurological symptoms on a modest scale)	20	20
Mild but lasting consequences - with bladder (possibly defecation) symptoms (objectively determinable neurological symptoms on a modest scale)	25	25
Other lasting consequences without bladder symptoms as defined above	30	30
Other lasting consequences with bladder symptoms as defined above	35	35
Incontinence - please see abdominal cavity and pelvis (below)		
Heart and Lungs		
Heart and lung ailments are assessed with regard to the limiting of the functional capacity caused by the ailment, applying the following division into function groups:		
1. No limitation of physical activity	3	3
2. Minor limitation of physical activity	20	20
Symptoms appear only during strenuous activity:		
3. Considerable limitation of physical activity	45	45
Symptoms also appear during low levels of activity:		
4. Any form of physical activity produces symptoms, which can also be present during periods of rest	70	70
Steps are taken to support the division into functions by means of objective measurements for lung function, such as the forced exhalation volume in the first second, FEV 1.0.		
Assuming that the case is one of permanent reduction of FEV 1.0		
FEV 1.0 of over 2 litres corresponds roughly to function group 1,		
FEV 1.0 of 1.5-2 litres corresponds roughly to function group 2,		
FEV 1.0 of about 1 litre corresponds roughly to function group 3 and		
FEV 1.0 of about 0.5 litre corresponds roughly to function group 4.		
Abdominal Cavity and Pelvis		
Loss of spleen	5	5
Loss of one kidney	10	10
Well functioning transplanted kidney	25	25
Anus praeternaturalis	10	10
Minor incontinence (i.e. imperious urination, possibly defecation)	10	10
Expulsive incontinence	25	25
Abdominal hernia, inoperable	20	20
Loss of both testicles	10	10
Loss of both ovaries before menopause	10	10
Loss of both ovaries after menopause	3	3
Loss of one or both epididymides	3	3
Urethra stricture, if a bougie must be used	15	15
Impotence not covered		

ANNEX 4 Employment Contract

Uniform TCC

Top Copy - Seafarer
Pink Copy - Ship's File
Green Copy - ITF London
Yellow Copy - Company File

SEAFARER'S EMPLOYMENT CONTRACT

Date: and agreed to be effective from:

This Employment Contract is entered into between the Seafarer and the Shipowner the Employer on behalf of the Shipowner)

THE SEAFARER

Surname:	Given Names:
Full home address:	
Position:	Medical certificate issued on:
Estimated time of taking up position:	Port where position is taken up:
Nationality:	Passport no:
Date and place of birth:	Seaman's book no:

THE SHIPOWNER

Name:
Address:

THE EMPLOYER [if different from the Shipowner]

Name:
Address:

THE SHIP

Name:	IMO No:
Flag:	Port of registry:

TERMS OF THE CONTRACT

Period of employment:	Wages from and including:	Basic hours of work per week:
Basic monthly wage:	Monthly overtime (133 hours guaranteed)	Overtime rate for hours worked in excess of 133 hrs: per hour
Leave: Number of days per month	Monthly leave pay:	Monthly subsistence allowance on leave:
Monthly fixed overtime:	Company bonus:	Total wages:

1. The applicable ITF CBA shall be considered to be incorporated into and to form part of the contract.
2. The Ship's Articles shall be deemed for all purposes to include the terms of this Contract (including the applicable ITF CBA) and it shall be the duty of the Company to ensure that the Ship's Articles reflect these terms. These terms shall take precedence over all other terms.
3. The ITF may vary the terms and conditions of the applicable ITF CBA from time to time. Terms and conditions as so varied shall form part of this Contract with effect from the date of the Variation in place of the Terms and Conditions current immediately preceding the Variation.

CONFIRMATION OF THE CONTRACT

Signature of Shipowner/Employer on behalf of the Shipowner:	Signature of Seafarer: Place: Date:

This Total Crew Cost CBA contains the pages **1** to **18** and is herewith agreed.

Berlin, Limassol, 10 May, 2017

IONA SHIPMANAGEMENT LTD.
P.O. BOX 56420
3306 LIMASSOL CYPRUS

Signed on behalf of Company:
IONA Shipmanagement Limited

M. Schwiegershausen-Güth

Signed on behalf of the ITF
Maya Schwiegershausen-Güth
Head of ITF Flag of Convenience
Campaign & Agreements Germany

ITF Billigflaggenkampagne
Paula-Thiede-Ufer 10
10179 Berlin
Telefon +49 030 2061348-13
Telefax +49 030 2061348-15

ADDENDUM
TOTAL CREW COST COLLECTIVE BARGAINING AGREEMENT (TCC CBA)
No. F26202015 - 2017
FOR GERMAN BENEFICIALLY OWNED FLAG OF CONVENIENCE SHIPS

between

International Transport Workers' Federation (hereinafter called "the ITF"),
49-60 Borough Road, London SE1 1DS, United Kingdom

and

IONA Shipmanagement Limited

Hereby we extend the validity of the existing **Total Crew Cost Collective Bargaining Agreement No. F2620 (TCC CBA)** until **31 December 2018**. Throughout the extended period, all terms and conditions of the existing TCC CBA shall continue. This also applies for corresponding addenda.

Berlin, 28.03.2018

Janice H. Vassiliou

the company/on behalf of the company who is duly authorized by the owner of the Ship to sign on its behalf:
IONA Shipmanagement Limited

IONA SHIPMANAGEMENT LTD
P.O.BOX 56420
3306 LIMASSOL - CYPRUS

M. Schwiegershausen-Güth

signed on behalf of the ITF
Maya Schwiegershausen-Güth
Head of ITF Flag of Convenience Campaign & Agreements Germany

ITF Billigflaggenkampagne
Paula-Thiede-Ufer 10
10179 Berlin
Telefon: +49 030 2061348-13
Telefax: +49 030 2061348-15