

## GIS ver.di - IMEC/IBF Wage Scale effective from 01.01.2026 - 31.12.2026

RANK <sup>1,2)</sup>	Basic Wages	Monthly Fixed OT*	Guaranteed Monthly OT. 103 h <sup>3)</sup>	Leave Pay 8 Days Monthly	Sub allow. 8 days at \$19	Monthly Total	OT p/h	SF <sup>5)</sup>	Gross Wages
Master	\$3.568	\$3.197		\$951	\$153	\$7.869	\$25,75	\$9	\$7.878
Ch.Engineer <sup>4)</sup>	\$3.139	\$2.813		\$837	\$153	\$6.942	\$22,65	\$9	\$6.951
Chief Nav. Officer/1st Eng. Officer	\$2.385	\$2.137		\$636	\$153	\$5.311	\$17,21	\$9	\$5.320
2nd Nav./2nd Eng. Off.	\$1.604	\$1.437		\$428	\$153	\$3.622	\$11,58	\$9	\$3.631
3rd.Nav./3rd Eng.Off.	\$1.353	\$1.212		\$361	\$153	\$3.079	\$9,76	\$9	\$3.088
Electr.Eng.Off.	\$1.649	\$1.478		\$440	\$153	\$3.720	\$11,90	\$9	\$3.729
Electrician	\$1.172		\$871	\$313	\$153	\$2.509	\$8,46	\$9	\$2.518
Boatswain/Pumpman/Repairer/Donkeyman/Carpenter/Storekeeper	\$851		\$632	\$227	\$153	\$1.863	\$6,14	\$9	\$1.872
Fitter, Chief Cook	\$864		\$643	\$230	\$153	\$1.890	\$6,24	\$9	\$1.899
Able Seaman/Motorman/Oiler/Greaser	\$739		\$549	\$197	\$153	\$1.638	\$5,33	\$9	\$1.647
Cook <sup>5)</sup>	\$649		\$482	\$173	\$153	\$1.457	\$4,68	\$9	\$1.466
Ord. Seaman, Wiper, Messman	\$567		\$421	\$151	\$153	\$1.292	\$4,09	\$9	\$1.301

\*On two watch system vessels the Officer carrying out the watches has to receive single overtime exceeding 124 hours per month

1. Any general purpose rating shall receive 10% higher basic wages and allowances compared to the highest rank of the positions hers/his job designation is supposed to cover.

2. A Seafarer who is over the age of 18 and who is not listed among the categories of ratings shall be paid at least the equivalent rate of an Ordinary Seaman.

3. In case no proper overtime records are kept, as required in the current Collective Bargaining Agreement (CBA), the Seafarer shall be paid a lump sum for overtime worked calculated at 140 hours at the hourly overtime rate.

4. Chief Eng. Officer below 3.000 kW: 1<sup>st</sup> Eng. Officer wages apply and Chief Eng. Officer below 750kW: 2<sup>nd</sup> Eng. Officer wages apply. In case the Chief Eng. is engaged in opening/closing the hatches or mooring/unmooring the vessel he is entitled to a bonus of US\$ 193,- per month.

5. For vessels manned with 10 or less crew the Cook shall be paid as Cook, for vessels with 11 or more crew Chief Cook wages apply.

6. The costs of IMO Training shall be borne by the company.

7. In case of injury due to work accident, the seafarer is entitled to sickness provisions (medical treatment/medical wages) for a period of ca. 26 weeks from the company, and thereafter to medical treatment and medical wages for further 52 weeks from the insurance company (BG - Verkehr), provided he supplies the necessary sick-note continuously.

8. SF: Seafarers Fees in accordance to §31.2 of the CBA. Seafarers Fees have to be paid annually as specified in the special agreement.

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RANK <sup>1,2)</sup>	Basic Wages	Monthly Fixed OT*	Guaranteed Monthly OT. 103 h <sup>3)</sup>	Leave Pay 8 Days Monthly	Sub allow. 8 days at \$19	Monthly Total	OT p/h	SF <sup>5)</sup>	Gross Wages
Master	\$3.649	\$3.270		\$973	\$153	\$8.045	\$26,34	\$9	\$8.054
Ch.Engineer <sup>4)</sup>	\$3.205	\$2.872		\$855	\$153	\$7.085	\$23,13	\$9	\$7.094
Chief Nav. Officer/1st Eng. Officer	\$2.430	\$2.177		\$648	\$153	\$5.408	\$17,54	\$9	\$5.417
2nd Nav./2nd Eng. Off.	\$1.621	\$1.452		\$432	\$153	\$3.658	\$11,70	\$9	\$3.667
3rd.Nav./3rd Eng.Off.	\$1.367	\$1.225		\$365	\$153	\$3.110	\$9,87	\$9	\$3.119
Electr.Eng.Off.	\$1.684	\$1.509		\$449	\$153	\$3.795	\$12,15	\$9	\$3.804
Electrician	\$1.187		\$883	\$317	\$153	\$2.540	\$8,57	\$9	\$2.549
Boatswain/Pumpman/Repairer/Donkeyman/Carpenter/Storekeeper	\$869		\$646	\$232	\$153	\$1.900	\$6,27	\$9	\$1.909
Fitter, Chief Cook	\$882		\$656	\$235	\$153	\$1.926	\$6,37	\$9	\$1.935
Able Seaman/Motorman/Oiler/Greaser	\$748		\$556	\$199	\$153	\$1.656	\$5,40	\$9	\$1.665
Cook <sup>5)</sup>	\$657		\$488	\$175	\$153	\$1.473	\$4,74	\$9	\$1.482
Ord. Seaman, Wiper, Messman	\$575		\$427	\$153	\$153	\$1.308	\$4,15	\$9	\$1.317

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2. A Seafarer who is over the age of 18 and who is not listed among the categories of ratings shall be paid at least the equivalent rate of an Ordinary Seaman.

3. In case no proper overtime records are kept, as required in the current Collective Bargaining Agreement (CBA), the Seafarer shall be paid a lump sum for overtime worked calculated at 140 hours at the hourly overtime rate.

4. Chief Eng. Officer below 3.000 kW: 1<sup>st</sup> Eng. Officer wages apply and Chief Eng. Officer below 750kW: 2<sup>nd</sup> Eng. Officer wages apply. In case the Chief Eng. is engaged in opening/closing the hatches or mooring/unmooring the vessel he is entitled to a bonus of US\$ 193,- per month.

5. For vessels manned with 10 or less crew the Cook shall be paid as Cook, for vessels with 11 or more crew Chief Cook wages apply.

6. The costs of IMO Training shall be borne by the company.

7. In case of injury due to work accident, the seafarer is entitled to sickness provisions (medical treatment/medical wages) for a period of ca. 26 weeks from the company, and thereafter to medical treatment and medical wages for further 52 weeks from the insurance company (BG - Verkehr), provided he supplies the necessary sick-note continuously to the BG - Verkehr. In case of assessed disability of more than 20 %, the seafarer is entitled to an accident pension from the BG - Verkehr.

8. SF: Seafarers Fees in accordance to §31.2 of the CBA. Seafarers Fees have to be paid annually as specified in the special agreement.