

**ADDENDUM No. FT«Flottenverträge» to the SPECIAL  
AGREEMENTS  
for Trainees, Cadets and Officer in trainings for all covered vessel  
with  
«REEDER» «Ort»**

The company may employ trainees, cadets and/or officer in trainings on vessels covered by an **ITF approved ver.di Agreement** under the following terms and conditions:

**A. Trainees**

1. This addendum supplements the Special Agreement and the Collective Bargaining Agreement stipulated between «REEDER» and the ver.di/ITF. Unless otherwise agreed in the next paragraphs, all regulations within these agreements apply to the trainees.
2. The trainees are not part of the crew complement (Safe Manning Certificate) and are additional to the minimum safe manning.
3. The trainees are covered by working or apprenticeship contracts with the company. They are employed as trainees for
  - a. Deck services
  - b. Engine services
  - c. Catering services
4. The trainees shall be engaged for training purposes only. They shall not perform any duties without qualified supervision. Under no circumstances, trainees shall be employed with duties not serving the purpose of their future vocational development as defined in STCW.
5. Training shall normally be carried out within normal working hours (Monday – Friday 8.00/18.00h incl. breaks). If circumstances do require, the training can also be provided outside normal working hours, however, training beyond normal working hours should not exceed 60 hours overtime a month.
6. Saturdays, Sundays and Public Holidays are off-duty. These days are basically reserved for theoretical studies, homework and so on. However, should during these days interesting and useful training possibilities arise, the Trainee could be asked to interrupt his/her off duty period as long as the total weekly number of exceptional training does not exceed 10 hours.
7. In case the training has to be carried out beyond normal working hours an overtime compensation as shown in the wagescale below is payable. Overtime compensations for 42 hours a month are guaranteed.
8. The trainees shall receive a training allowance as shown in the wagescale below.
9. Sea service longer than 6 months as a trainee is only permitted in exceptional cases.
10. Sea service as a trainee up to 12 months is possible, if this is according to the training schedule and is provided in the apprenticeship contract.
11. If a Trainee dies whilst in the employment of the Company, including death occurring whilst travelling to and from the vessel, or as a result of marine or other similar peril, the Company shall pay the sums specified in the attached ANNEX 1 to the widow/widower and to each dependent child (maximum of 4 (four)) under the age of 21. If the Seafarer shall leave no widow/widower 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.
12. A Trainee who suffers permanent disability as a result of an accident whilst in the employment of the Company regardless of fault, including accidents occurring while travelling to or from the ship, and whose ability to work as a seafarer is reduced as a result thereof, but excluding permanent disability due to wilful acts, shall in addition to sick pay, be entitled to compensation according to the provisions of this Agreement (Annex 1).

13. This agreement comes into force as from 06.01.2026 and remains in force until 31.12.2027 and can be terminated by either party 4 (four) weeks prior to its expiring date.

## **B. Cadets**

1. This addendum supplements the Special Agreement and the Collective Bargaining Agreement stipulated between «REEDER» and the ver.di/ITF. Unless otherwise agreed in the next paragraphs, all regulations within these agreements apply to the cadets.
2. The cadets are not part of the crew complement (Safe Manning Certificate) and are additional to the minimum safe manning.
3. The cadets are covered by working contracts with the company.
4. These working contracts are only valid together with a certification of enrollment of the cadet from a maritime education institute.
5. The cadets shall be engaged for training purposes only. They shall not perform any duties without qualified supervision. Under no circumstances, cadets shall be employed with duties not serving the purpose of their future vocational development as defined in STCW.
6. Training shall normally be carried out within normal working hours (Monday – Friday 8.00/18.00h incl. breaks). If circumstances do require, the training can also be provided outside normal working hours, however, training beyond normal working hours should not exceed 60 hours overtime a month.
7. Saturdays, Sundays and Public Holidays are off-duty. These days are basically reserved for theoretical studies, homework and so on. However, should during these days interesting and useful training possibilities arise, the Cadet could be asked to interrupt his/her off duty period as long as the total weekly number of exceptional training does not exceed 10 hours.
8. In case the training has to be carried out beyond normal working hours an overtime compensation as shown in the wagescale below is payable. Overtime compensations for 42 hours a month are guaranteed.
9. The cadets shall receive a training allowance as shown in the wagescale below.
10. If a Cadet dies whilst in the employment of the Company, including death occurring whilst travelling to and from the vessel, or as a result of marine or other similar peril, the Company shall pay the sums specified in the attached ANNEX 1 to the widow/widower and to each dependent child (maximum of 4 (four)) under the age of 21. If the Seafarer shall leave no widow/widower 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.
11. A Cadet who suffers permanent disability as a result of an accident whilst in the employment of the Company regardless of fault, including accidents occurring while travelling to or from the ship, and whose ability to work as a seafarer is reduced as a result thereof, but excluding permanent disability due to wilful acts, shall in addition to sick pay, be entitled to compensation according to the provisions of this Agreement (Annex 1).
12. Sea service longer than 12 months as a cadet is only permitted in exceptional cases.
13. This agreement comes into force as from 06.01.2026 and remains in force until 31.12.2027 and can be terminated by either party 4 (four) weeks prior to its expiring date.

## **C. Officer in training**

1. This addendum supplements the Special Agreement and the Collective Bargaining Agreement stipulated between «REEDER» and the ver.di/ITF. Unless otherwise agreed in the next paragraphs, all regulations within these agreements apply to the officer in trainings.
2. The officer in trainings are not part of the crew complement (Safe Manning Certificate) and are additional to the minimum safe manning.

3. The officer in training are covered by working contracts with the company.
4. The officer in trainings have completed education, graduate of nautical or technical and are on first contract for sea service.
5. The nautical officer in trainings are additional assigned in the schedule and keeping their watch under supervision of the master.
6. The technical officer in trainings are additional assigned in the schedule and keeping their watch under supervision of the chief engineer.
7. The officer in trainings shall receive an allowance as shown in the wagescale below.
8. Sea service longer than 6 months as a officer in training is only permitted in exceptional cases.
9. Deck and engine officer in trainings who performed duty/duties unsupervised by master or chief engineer shall be entitled to 3rd officer or 4th engineer payment of wages respectively.
10. If a officer in training dies whilst in the employment of the Company, including death occurring whilst travelling to and from the vessel, or as a result of marine or other similar peril, the Company shall pay the sums specified in the attached ANNEX 1 to the widow/widower and to each dependent child (maximum of 4 (four)) under the age of 21. If the Seafarer shall leave no widow/widower 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.
11. A officer in training who suffers permanent disability as a result of an accident whilst in the employment of the Company regardless of fault, including accidents occurring while travelling to or from the ship, and whose ability to work as a seafarer is reduced as a result thereof, but excluding permanent disability due to wilful acts, shall in addition to sick pay, be entitled to compensation according to the provisions of this Agreement (Annex 1).
12. This agreement comes into force as from 06.01.2026 and remains in force until 31.12.2027 and can be terminated by either party 4 (four) weeks prior to its expiring date.

## Wagescales

Trainees and Cadets						
Year	Basic	Guaranteed <sup>1)</sup>	Leave <sup>2)</sup>	Sub <sup>3)</sup>	Total	OT
2025	\$301	\$91	\$80	\$152	\$624	\$2,17
2026	\$315	\$96	\$84	\$152	\$647	\$2,28
2027	\$321	\$98	\$86	\$152	\$657	\$2,32
1) 42 hours (see paragraph A7 and B8)						
2) 8 days per month						
3) US\$ 19 per day						
Officers in training						
Year	Basic	Guaranteed <sup>1)</sup>	Leave <sup>2)</sup>	Sub <sup>3)</sup>	Total	OT
2025	\$1.169	\$869	\$312	\$152	\$2.502	\$8,44
2026	\$1.213	\$903	\$323	\$152	\$2.591	\$8,76
2027	\$1.232	\$917	\$329	\$152	\$2.630	\$8,90
1) 103 hours						
2) 8 days per month						
3) US\$ 19 per day						

Date and place: 06.01.2026 **Berlin / «Ort»**

the company/on behalf of the company who is duly  
authorized by the owner of the Ship to sign on its behalf:  
**«REEDER»**

signed on behalf of the ITF  
**Susana Ventura**  
**Head of ITF Flag of Convenience**  
**Campaign & Agreements Germany**

## Annex 1

### Compensation Payments

#### Disability

In the event a seafarer suffers permanent disability in accordance with the provisions of this Agreement, the scale of compensation provided for shall, unless more favorable benefits are negotiated, be:

2026 / 2027		
	Rate of Compensation	
Degree of Disability (%)	Trainees/Cadets	Officers in Training
100	85,000	120,369
75	63,750	90,276
60	51,000	72,222
50	42,500	60,185
40	34,000	48,148
30	25,500	36,112
20	17,000	24,076
10	8,500	12,039

#### Loss of Life – Death in Service

Death in service benefits as provided in this Agreement shall, unless more favourable benefits are negotiated, be:

2026/2027	To the nominated beneficiary:	To each dependent child (maximum 4 under the age of 18)
Trainees/ Cadets:	\$ 85,000	\$ 17,500
Officers in Training:	\$ 120,369	\$ 24,782