

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

The company may employ trainees, cadets and/or junior officers 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. Decks 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, only is 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. This agreement comes into force as from 15.05.2024 and remains in force until 31.12.2025 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. Sea service longer than 12 months as a cadet, only is permitted in exceptional cases.
11. This agreement comes into force as from 15.05.2024 and remains in force until 31.12.2025 and can be terminated by either party 4 (four) weeks prior to its expiring date.

### **C. Junior Officers**

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 junior officers.
2. The junior officers are not part of the crew complement (Safe Manning Certificate) and are additional to the minimum safe manning.
3. The junior officers are covered by working contracts with the company.
4. The junior officers have completed education, graduate of nautical or technical and are on first contract for sea service.
5. The nautical junior officers are additional assigned in the schedule and keeping their watch under supervision of the master.
6. The technical junior officers are additional assigned in the schedule and keeping their watch under supervision of the chief engineer.
7. The junior officers shall receive an allowance as shown in the wagescale below.
8. Sea service longer than 6 months as a junior officer, only is permitted in exceptional cases.
9. Deck and engine junior officers who performed duty/duties unsupervised by master or chief engineer shall be entitled to 3rd officer or 4th engineer payment of wages respectively.
10. This agreement comes into force as from 15.05.2024 and remains in force until 31.12.2025 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
2024	\$293	\$89	\$78	\$152	\$612	\$2,12
2025	\$301	\$91	\$80	\$152	\$624	\$2,17
1) 42 hours (see paragraph A7 and B8)						
2) 8 days per month						
3) US\$ 19 per day						
Junior Officers						
Year	Basic	Guaranteed <sup>1</sup>	Leave <sup>2)</sup>	Sub <sup>3)</sup>	Total	OT
2024	\$1.144	\$852	\$305	\$152	\$2.453	\$8,27
2025	\$1.169	\$869	\$312	\$152	\$2.502	\$8,44
1) 103 hours						
2) 8 days per month						
3) US\$ 19 per day						

Date and place: 15.05.2024 **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**