

**SPECIAL AGREEMENT  
TO THE verdi/IMEC – IBF GMP  
COLLECTIVE BARGAINING AGREEMENT (CBA)  
FOR FLAG OF CONVENIENCE SHIPS,  
APPLICABLE ONLY TO MEMBERS OF  
THE JOINT NEGOTIATING GROUP OF  
THE INTERNATIONAL BARGAINING FORUM (IBF)  
AND ONLY FOLLOWING APPROVAL BY THE ITF LONDON**

Agreement No.:  
S«Special\_AgreementNr»

In compliance with the policy of the International Transport Workers' Federation (hereinafter called "The ITF") and affiliated Vereinte Dienstleistungsgewerkschaft (Transport Department), this Special Agreement is made the **«VON»** and effective from **«BIS»** and shall remain in force until **«vertragsende»**.

**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:

**Vereinte Dienstleistungsgewerkschaft (ver.di)**, Paula Thiede Ufer 10, 10179 Berlin, Germany on behalf of its own and of the **INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF)**, whose headquarters are at 49-60 Borough Road, London SE1 1 DR United Kingdom

and:

(II)

**«REEDER»**

«CO»  
«Strasse\_Hausnummer»  
«PLZ» «Ort»  
«Land»

Phone: «Telefon»

Fax: «Faxnummer»

Email: «eMail»

Signing on its own behalf and on behalf of:

**«REEDER\_3»,  
«Registered\_owner»**,

**«REEDER\_2»**

«Strasse\_2»  
«PLZ2» «Ort\_2»  
«Land\_2»  
«Telefon\_2»  
«Faxnummer\_2»

which are responsible for the vessel managed by the Company,

in respect of the **«Flagge»** flag ship **«Schiffsname»** described in Schedule 1 hereto ("the Ship").

**WHEREAS:**

- 1) The ITF is an independent trade union organisation comprising fully autonomous trade union organisations in transport and allied services throughout the world and individual members of the ITF allocated to the Special Seafarers' Department;
- 2) The Company is the owner or agent of the owner of the Ship described in Schedule 1 hereto;
- 3) The Joint Negotiating Group is a group of employers represented in the International Bargaining Forum by individual shipping companies, owners or managers in accordance with the Constitution of the IBF and who utilise the following ITF-approved Agreement, as amended from time to time, for ships covered by this Special Agreement
- 4) An ITF approved Agreement is an agreement that has been approved by the appropriate body of the ITF as complying with minimum standards of employment in accordance with ITF policy;
- 5) The ITF and the Company wish to regulate the conditions of employment of all seafarers (hereinafter individually referred to as a "Seafarer") serving from time to time on board the Ship;

## NOW IT IS AGREED:

### Article 1: The Company undertakes as follows:

- a) To employ each seafarer in accordance with:
  - I) in the case of seafarers being members of German Union ver.di (Vereinte Dienstleistungsgewerkschaft) and holding a European Union licence in accordance to the collective agreement on wages (**Heuertarifvertrag**) and to the collective agreement on terms and conditions (**Manteltarifvertrag**) negotiated from time to time between the **Vereinte Dienstleistungsgewerkschaft (ver.di)** and **the German Shipowners' Association (VDR)**.  
The company has to ensure that all insurable German national insurances (Sozialversicherungen) are concluded or, if not possible, at least the owners part (Arbeitgeberanteil) for these insurances is being paid to the seafarer and has to be separately specified in the seafarer's employment contract.  
and
  - II) in the case of seafarers not covered in paragraph I) the current **ITF approved ver.di/IMEC-IBF GMP CBA** with **«REEDER» & «REEDER\_2»** for worldwide trading as amended from time to time.
- b) to incorporate the terms and conditions of the relevant ITF Approved Agreement into the individual contract of employment of each Seafarer (and if necessary to register the contracts with the relevant national body) and into the Ship's Articles. Any Seafarer enjoying or offered terms and conditions which taken as a whole are recognized by the ITF as more favourable to the Seafarer shall continue to enjoy or be entitled to such terms and conditions notwithstanding paragraph a) above;
- c) to conclude appropriate insurance to cover itself fully against all liabilities in the relevant ITF Approved Agreements;
- d) to furnish to the ITF forthwith copies of the following:
  - ISM- Certificate
  - Certificate of Registration
  - MSM Certificate
  - A signed Special Agreement
  - Signed Collective Bargaining Agreement
  - Anonymized Crew List (number, position/designation, nationality and gender)
  - Welfare Fund payments
- e) to pay to the ITF or the appropriate affiliated union of the ITF fees as stated in Schedule 2 hereto and to pay to the ITF the Welfare Fund contributions as stated in Schedule 2 hereto;
- f) to maintain on board or ashore full records of seafarers employment as listed in the agreement and that each seafarer employed on a ship shall have access to those documents relating to his employment at any reasonable time;
- g) to permit or obtain immediate permission for representatives of the ITF to board the Ship, to consult with Seafarers and to access, inspect and/or copy any documents related to crew employment and safety or other information applicable to the well being of the Seafarer, whether the Ship is in berth or not and whether or not the Seafarer is on board the Ship;
- h) to man the Ship competently and adequately so as to ensure its safe operation and in no case at a lower level than the agreed manning scale contained in the ITF Approved Agreement and/or attached hereto;
- i) not to demand or request any Seafarer to enter into any document by which the Seafarer agrees to give up any rights to which he becomes entitled as a consequence of this agreement and the Company agrees that any such document already in existence shall be null and void and of no legal effect;

- j) to ensure that neither seafarers nor anyone else on board whether in permanent or temporary employment by the Company shall carry out cargo handling services in a port, at a terminal or on board of a vessel, where dock workers, who are members of an ITF affiliated union, are providing the cargo handling services. Where there are not sufficient numbers of qualified dock workers available, the ship's crew may carry out the work provided that there is prior agreement of the ITF Dockers Union or ITF Unions concerned; and provided that the individual seafarers volunteer to carry out such duties; and those seafarers are qualified and adequately compensated for that work. For the purpose of this clause "cargo handling services" may include but is not limited to: loading, unloading, lashing, unlashing, checking and receiving.
- k) to ensure that when a vessel is in a port where an official trade dispute involving an ITF-affiliated dock workers' union is taking place, there shall not be any cargo operations undertaken which could affect the resolution of the 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
- l) to reimburse the ITF and its affiliates all reasonable costs and expenses incurred in taking action to enforce the Company's undertakings herein.
- m) In implementation of clauses j and k above, due regard should be given to "Non-Seafarers' Work" clauses and Appendix 5 of the ver.di/IMEC-IBF GMP CBA.

**Article 2:**

- a) The ITF undertakes, having received and approved copies of the documents referred to in Article 1 (d) above, and provided that the ITF and/or the appropriate union have received the fees and payments due under Article 1 (e) above, and further provided that there are no outstanding claims of Seafarers, to issue within one month an ITF Green Certificate (hereinafter called "the ITF Green Certificate") certifying that the Ship is covered by an ITF Approved Agreement provided that the property in the ITF Green Certificate shall at all times remain in the ITF.
- b) Provided the amount of the ITF Welfare Fund payable under Article 1e and indicated in Schedule 2 of this Agreement has been received in full and provided the Company has no outstanding debts due to seafarers and no unsettled disputes through the IBF Disputes Procedure, the ITF agrees to transfer the IBF negotiated portion of the received Welfare Fund amount to an IBF Seafarers' Support Fund account, which should be further used in line with the IBF agreed rules and procedures.
- c) The ITF undertakes to safeguard and protect all crew personal data it receives under Article 1 (d) and any crew personal data contained in documents under Article 1 (g), relating to crew employment and safety and that it will comply with the provisions of the General Data Protection Regulation (EU) 2016/679 in relation to any personal data of the Company's employees, submitted to the ITF where required to do so by law. The ITF will take all appropriate technical and organisational measures necessary against the unauthorised or unlawful processing of personal data and against the accidental loss or destruction of or damage to such personal data and will use such crew personal data only for explicit and legitimate purposes.

**Article 3:** This Special Agreement shall remain in force for a period of two (2) years unless terminated in accordance with Article 4 below.  
For the renewal of contract, the relevant documents (see Art. 1d) must be provided by the company.

**Article 4:** This Special Agreement may be terminated as follows:

- a) by the ITF following notification to the Company in the event of serious default by the Company of any of its undertakings herein and in the event that the serious default is not rectified by the Company. Upon termination, the Company shall forthwith return the ITF Green Certificate to the ITF or to the order of the ITF;
- b) by either party on any annual anniversary of this Special Agreement provided that at least one month's notice of termination is given;

c) at any time by the mutual agreement of the parties hereto.

**Article 5:** Save in the event of a proper termination, the Company undertakes that, no later than one month prior to each anniversary of this Special Agreement, it will send to the ITF the documents referred to in Article 1 (d) above and will pay the fees and contributions payments due under Article 1 (e) above. Upon receipt and approval of same the ITF undertakes to renew the ITF Green Certificate.

## SCHEDULE 1

NAME OF VESSEL:	«Schiffsname»
LLOYDS REGISTER NUMBER:	«IMONR»
PORT OF REGISTRY:	«Hafen_der_Registrierung»
DATE OF REGISTRY:	«Datum_der_Registrierung»
REGISTERED TONNAGE (gross/net):	«Tonnage_gross» / «Tonnage_Netto»
ENGINE HORSEPOWER (NHP/IHP/BHP):	«PS»
NUMBER OF SEAMEN AND APPRENTICES	
FOR WHICH ACCOMMODATION IS CERTIFIED:	«Anzahl_Seeleute»

REGISTERED MANAGING OWNER OR MANAGER

«REEDER»	«REEDER_2»
«Strasse_Hausnummer»	«Strasse_2»
«PLZ» «Ort»	«PLZ2» «Ort_2»
Phone: «Telefon»	«Telefon_2»
Fax: «Faxnummer»	«Faxnummer_2»

## SCHEDULE 2

### FEES

US\$ «itf_fees_p_seafarer» per position/year:	«Fees_for_invoice» positions	US\$ 0,00
<b>WELFARE FUND</b>		
US\$ «Welfare_p_Seafarer» per position/year:	«Welfare_for_invoice» positions	US\$ 0,00
<b>GMPC</b>		
US\$ «DER_p_seafarer» per position/year:	«Fees_for_invoice» positions	US\$ 0,00
<b>TOTAL/YEAR:</b>		US\$ 0,00

## A D D E N D U M

To the Special Agreement for «Schiffssname» effective from «BIS» until «vertragsende».

The following manning has been agreed with the company:

number	Rank	•
1	Master	
1	1st Nav Officer	
2	2nd Nav Officer	
1	3rd Nav Officer	
1	Chief Eng Officer	
1	2nd Eng Officer	
3	3rd Eng Officer	
1	Elect. Eng Officer	
69	Ratings	
2	Jun./Train./Cad.	

Number of Officers: «Anzahl\_Officers»

Number of Ratings: «Anzahl\_Ratings»

Number of Jun./Train./Cad.: «Anzahl\_Trainees»

**Total Seafarers:** «Anzahl\_Seefahrer»

\* these Seamen are employed by «REEDER\_2»

\*\* these Seamen are employed by «REEDER»

**FOC ver.di - IMEC/IBF/GMP Wage Scale effective from 01.01.2025 - 31.12.2025**

RANK <sup>1,2)</sup>	Wages								Contributions <sup>7)</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	GMPC	Gross Wages	
Master	\$3.433	\$3.076		\$915	\$153	<b>\$7.577</b>		\$9	\$25	\$7.611	
Ch.Engineer <sup>4)</sup>	\$3.012	\$2.699		\$803	\$153	<b>\$6.667</b>		\$9	\$25	\$6.701	
Chief Nav. Officer/1st Eng. Officer	\$2.290	\$2.052		\$611	\$153	<b>\$5.106</b>		\$9	\$25	\$5.140	
2nd Nav./2nd Eng. Off.	\$1.549	\$1.388		\$413	\$153	<b>\$3.503</b>		\$9	\$25	\$3.537	
3rd.Nav./3rd Eng.Off.	\$1.334	\$1.195		\$356	\$153	<b>\$3.038</b>		\$9	\$25	\$3.072	
Electr.Eng.Off.	\$1.565	\$1.402		\$417	\$153	<b>\$3.537</b>		\$9	\$25	\$3.571	
Electrician	\$1.141			\$848	\$304	\$153	<b>\$2.446</b>	\$8.23	\$9	\$25	\$2.480
Boatswain/Pumpman/Fitter/Repairer/Chief Cook/Donkeyman/Carpenter/Storekeeper	\$832			\$618	\$222	\$153	<b>\$1.825</b>	\$6.00	\$9	\$25	\$1.859
Able Seaman/Motorman/Oiler/Greaser	\$723			\$538	\$193	\$153	<b>\$1.607</b>	\$5.22	\$9	\$25	\$1.641
Cook <sup>5)</sup>	\$632			\$470	\$169	\$153	<b>\$1.424</b>	\$4.56	\$9	\$25	\$1.458
Ord. Seaman, Wiper	\$558			\$415	\$149	\$153	<b>\$1.275</b>	\$4.03	\$9	\$25	\$1.309
Steward / Messman	\$545			\$405	\$145	\$153	<b>\$1.248</b>	\$3.93	\$9	\$25	\$1.282
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. SF: Seafarers Fees in accordance to §31.2 of the CBA; GMPC: German Maritime Partnership Contribution in accordance to §34.2 of the CBA. The contributions have to be paid annually as specified in the special agreement.											

**FOC ver.di - IMEC/IBF/GMP Wage Scale effective from 01.01.2026 - 31.12.2026**

RANK <sup>1,2)</sup>	Wages								Contributions <sup>7)</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	GMPC	Gross Wages	
Master	\$3.585	\$3.212		\$956	\$153	<b>\$7.906</b>		\$9	\$25	\$7.940	
Ch.Engineer <sup>4)</sup>	\$3.150	\$2.822		\$840	\$153	<b>\$6.965</b>		\$9	\$25	\$6.999	
Chief Nav. Officer/1st Eng. Officer	\$2.391	\$2.142		\$638	\$153	<b>\$5.324</b>		\$9	\$25	\$5.358	
2nd Nav./2nd Eng. Off.	\$1.595	\$1.429		\$425	\$153	<b>\$3.602</b>		\$9	\$25	\$3.636	
3rd.Nav./3rd Eng.Off.	\$1.365	\$1.223		\$364	\$153	<b>\$3.105</b>		\$9	\$25	\$3.139	
Electr.Eng.Off.	\$1.646	\$1.475		\$439	\$153	<b>\$3.713</b>		\$9	\$25	\$3.747	
Electrician	\$1.173			\$872	\$313	\$153	<b>\$2.511</b>	\$8.47	\$9	\$25	\$2.545
Boatswain/Pumpman/Repairer/Donkeyman/Carpenter/Storkeeper	\$856			\$637	\$228	\$153	<b>\$1.874</b>	\$6.18	\$9	\$25	\$1.908
Fitter/Chief Cook	\$870			\$647	\$232	\$153	<b>\$1.902</b>	\$6.28	\$9	\$25	\$1.936
Able Seaman/Motorman/Oiler/Greaser	\$743			\$552	\$198	\$153	<b>\$1.646</b>	\$5.36	\$9	\$25	\$1.680
Cook <sup>5)</sup>	\$649			\$482	\$173	\$153	<b>\$1.457</b>	\$4.68	\$9	\$25	\$1.491
Ord. Seaman, Wiper, Steward / Messman	\$573			\$426	\$153	\$153	<b>\$1.305</b>	\$4.14	\$9	\$25	\$1.339

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. SF: Seafarers Fees in accordance to §31.2 of the CBA; GMPC: German Maritime Partnership Contribution in accordance to §34.2 of the CBA. The contributions have to be paid annually as specified in the special agreement.

**FOC ver.di - IMEC/IBF/GMP Wage Scale effective from 01.01.2027 - 31.12.2027**

RANK <sup>1,2)</sup>	Wages							Contributions <sup>7)</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	GMPC	Gross Wages	
Master	\$3.666	\$3.285		\$978	\$153	<b>\$8.082</b>		\$9	\$25	\$8.116	
Ch.Engineer <sup>4)</sup>	\$3.218	\$2.883		\$858	\$153	<b>\$7.112</b>		\$9	\$25	\$7.146	
Chief Nav. Officer/1st Eng. Officer	\$2.436	\$2.183		\$650	\$153	<b>\$5.422</b>		\$9	\$25	\$5.456	
2nd Nav./2nd Eng. Off.	\$1.613	\$1.445		\$430	\$153	<b>\$3.641</b>		\$9	\$25	\$3.675	
3rd.Nav./3rd Eng.Off.	\$1.379	\$1.236		\$368	\$153	<b>\$3.136</b>		\$9	\$25	\$3.170	
Electr.Eng.Off.	\$1.681	\$1.506		\$448	\$153	<b>\$3.788</b>		\$9	\$25	\$3.822	
Electrician	\$1.187			\$883	\$317	\$153	<b>\$2.540</b>	\$8.57	\$9	\$25	\$2.574
Boatswain/Pumpman/Repairer/Donkeyman/Carpenter/Storkeeper	\$874			\$650	\$233	\$153	<b>\$1.910</b>	\$6.31	\$9	\$25	\$1.944
Fitter/Chief Cook	\$888			\$660	\$237	\$153	<b>\$1.938</b>	\$6.41	\$9	\$25	\$1.972
Able Seaman/Motorman/Oiler/Greaser	\$752			\$559	\$201	\$153	<b>\$1.665</b>	\$5.43	\$9	\$25	\$1.699
Cook <sup>5)</sup>	\$657			\$488	\$175	\$153	<b>\$1.473</b>	\$4.74	\$9	\$25	\$1.507
Ord. Seaman, Wiper, Steward / Messman	\$580			\$432	\$155	\$153	<b>\$1.320</b>	\$4.19	\$9	\$25	\$1.354

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. SF: Seafarers Fees in accordance to §31.2 of the CBA; GMPC: German Maritime Partnership Contribution in accordance to §34.2 of the CBA. The contributions have to be paid annually as specified in the special agreement.

Date and place: **Berlin / «Ort» / «Ort\_2», «VON»**

With the signature **«REEDER» & «REEDER\_2»** confirms to have approved and signed the entire text on all pages of this **Special Agreement for MV «Schiffname»**.

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

signed on behalf of Ver.di and of the  
**Susana Pereira Ventura**  
**Head of ITF Flag of Convenience**  
**Campaign & Agreements Germany**

the company/on behalf of the company who is duly  
authorized by the owner of the Ship to sign on its behalf:  
**«REEDER\_2»**