

Summary of Changes-MEBA

Contract effective July 1, 2025, through June 30, 2028

Rule 1 – Scope

- 1.045– Extended ability to contract out for unexpected issues.

Rule 2 – Recognition

- Union may authorize shop stewards to handle disputes, grievances and other issues under agreement.

Rule 3 – Preferential Hiring and Use of Information

- 3.01, 3.02, 3.03, 3.04, 3.05, 3.06, 3.10 - Rewritten for clearer language.
- 3.05 Current employees may not apply through/be referred by MEBA Hall.

Rule 4 – Definitions

- 4.05 – Shoreside work. Allows for crew to work temporarily on shore-side assignments.

Rule 8- Health and Safety

- 8.01 Ability to maintain climate control in quarters between 60- and 80-degrees Fahrenheit.
- Room service in yards at least once per week
- 8.02 Working washer/dryer on new construction or through supporting shore facilities.
- 8.06 Deleted reference to deleted language.

Rule 12- Relief Terminal

- 12.01 Change Ports. Whittier to be used as a change port on a one-year trial basis
- Deleted unnecessary language
- 12.03 Travel To/From Temporary Change Ports. Temporary Relief Engineers are entitled to 6 hours pay or actual hours (whichever is less) spent waiting for vessel at port.

- 12.03 Nonresident Engineer Officers reimbursed for actual travel from SeaTac to a change port not to exceed \$500 per month.
- 12.05 Travel Pay. Clarification that Engineer Officers must note where they traveled to/from on timesheet in order receive travel pay.

Rule 14 – Settlement of Disputes

- Renaming respondents at each level.

Rule 15 – Working Conditions

- 15.02 Penalty pay for when working with fiberglass insulation.

Rule 16 – Shipyard and Terminal Work

- Chiefs receiving nonwatch pay eligible to receive Security Watch (aka beeper watch) premium pay.
- Changes to Hubbard manning in revenue and overhaul status

Rule 17 – Pay Plan

- 17.01 (B) CPI/COLA formula intended to be used in future agreements.
- Effective July 1, 2025, pay rates as follows:
Chief Engineer \$61.00/hour
First Assistant Engineer \$55.00/hour
Second Assistant Engineer \$50.00/hour
Third Assistant Engineer \$45.00/hour
- Effective July 1, 2026, wages will increase by 5%
- Effective July 1, 2027, wages will increase by 3%.
- 17.03 Lead Chief paid 5% above Chief Engineer rate
- 17.04 Notice of Pay Problems may be filed on-line. Initial direct deposit or change indirect deposit will result in paper check while pre-note process is initiated.

Rule 22 - Overtime

- 22.03 Incorporates Holdover Overtime LOA language

- Holdover overtime not pre-scheduled on seasonal scroll unless approved by Marine Director or designee
- Shipyard work should not normally be pre-scheduled unless authorized by Marine Director or designee.
- Labor Management Committee to monitor/discuss/formulate solutions for holdover overtime.
- 22.07 Deleted reference to outdated LOA

Rule 23 – Vacation

- Continuous service no longer required for leave accrual rate (would apply to rehired employees with previous vessel service time or transfers from other vessel bargaining units).
- 23.01 (C) Leave accrual starts for new hires after 1092 hours
- Vessel employees who transfer with A Day balances will be converted on an hour for hour basis to personal leave
- 23.01 (D) Leave cash-ins counted as base wages for pension purposes
- 23.03 (D) Incorporates LOA language for scheduling Committee addressing air fare, and receipted travel expenses.
- 23.03 (E) Leave scheduling committee may not involuntarily reduce leave balance below 924 hours.

Rule 24 – Holidays

- New holiday, Juneteenth (June 19)

Rule 25 – Minimum Guarantee

- Language change for clarity for payroll processing

Rule 26 – Seniority

- 26.04 includes pregnancy and childbirth for exemption from six month limitation on no loss of seniority

Rule 27 – Health and Welfare

- 27.04 Correction to current process for MEBA retirees enrolling in DVA coverage

Rule 28 – Pensions

- 28.02 Effective January 1, 2026, full-time Engineer Officer equals 2184 hours straight time pay status.
- Employer contribution increases one (1) % each year of the agreement.
- Effective July 1, 2025, leave cash-ins considered pensionable wages.

Rule 37 – Education

- Increase in Employer contribution to MEBA Training Plan to \$10/man/day.

Dayboat Supplemental – Delete Hubbard

Port Engineer Supplemental – Left in the agreement at request of Union

Appendix A – Hotel Ship

Appendix B – Job Fair Assist

Appendix C – Change Port Agreement

Aurora and Tustumena Supplementals Deleted