

Summary of Changes-MMP

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

Rule 1 – Scope

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

Rule 4 – Definitions

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

Rule 8 – Health and Safety

- 8.04 – Annual Physicals. Reimbursement for costs not covered by insurance plan, up to \$200. Employer to notify Deck Officers of medical certificate expiring six months in advance (not subject to grievance procedure). Deck Officer may be permitted to use leave and/or leave without pay not to exceed 90 days.

Rule 12- Relief Terminal

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

Rule 14 – Settlement of Disputes

- 14.01 Thirty days to request arbitration after Step 4. If arbitrator not selected within 90 days, grievance deemed closed.
- 14.06 Complaint Procedure. Renaming respondents at each level.

Rule 15- Working Conditions

- 15.03 Increase in Employer contributions to the MATES Program each year of the agreement.
- 15.04 MMC and TWIC renewal rules. Reimbursement for document renewal up to \$500 at five-year intervals.

Rule 16 – Shipyard and Terminal Work

- 16.02 Crew Requirements. Master first on/last off in yard unless an operational need to deviate, Employer will consult Union.

Rule 17- Pay Plan

- 17.01 (A) Effective July 1, 2025, Wage separation between job classes to promote upward mobility.
- 17.01 (B) Ocean Relief bid holders receive Ocean premium pay when assigned to vessels other than bid jobs.
- 17.01 (C) CPI/COLA formula intended to be used in future agreements.
- Effective July 1, 2025, wages will increase by 7%
- Effective July 1, 2026, wages will increase by 5%
- Effective July 1, 2027, wages will increase by 3%.
- 17.02 COLD applies to nonperm retirees that are residents.
- 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

- 22.02 Incorporates Holdover Overtime LOA language
- 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.

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).
- 23.03 (D) Incorporates LOA language for scheduling Committee addressing air fare, and receipted travel expenses.
- Maximum Accumulation of Vacation. Any hours in excess of 924 hours on June 30 will be cashed out to employee, unless the Marine Director

waives the requirement due to short staffing limiting employees to take vacation.

- 23.11 Vacation Credit for Pilotage Endorsements. Increase to 25 hours of leave for successful completion of pilotage endorsement.

Rule 24 – Holidays

- New holiday, Juneteenth (June 19)

Rule 26 – Seniority

- 26.06 – Removal of Peer Review Committee
- 26.08 – Deck Officer returning to a vessel position after working in a management position have right to return to fleet based on seniority for vacant positions.

Rule 27 – Health and Welfare

- Increase to Employer contribution by \$50 per eligible employee per month in years two and three of the agreement.

Rule 31- Sick Leave

- 31.09 Deletes retention of sick leave after 3 years on leave of absence.

Rule 34- Discipline

- 34.02 Adds offenses to be grounds for immediate discharge: willful dishonesty, physical misconduct, accessing or viewing indecent or obscene content at work or on a State computer.
- 34.03 Change from “will” to “may” on consideration of applications from a former employee discharged for a positive drug test.

Dayboat Supplemental – Delete Hubbard

Appendix A – Work Swaps

Appendix B- Hotel Ship

Appendix C- Pilot Observer Wages

Appendix D – Job Fair Assist

Appendix E- Retired Deck Officers in a Nonpermanent Position