

Should any discrepancy occur between the German and English version, the German version shall prevail.

**Wage Scale for
German Maritime
Shipping (HTV-See)**

valid from 1 January 2017

Between

Verband Deutscher Reeder registered association, Hamburg

and

**ver.di - Vereinte Dienstleistungsgewerkschaft (ver.di)
- Federal board -, Berlin**

the following is agreed:

1. The HTV 2017 will be effective from 1 January 2017. The salaries and payments in kind listed below shall come into force on 1 January 2017. Until this date, the salaries and payments in kind listed in the HTV 2015 continue to apply.
2. This rates of pay agreement can first be cancelled from 31 December 2017 with a period of one month, cancellation at a later dates requires a period of notice of three months for ending a calendar quarter.
3. The parties agree that the Verband Deutscher Reeder registered association confirm this agreement only for its collective community's members.
4. Agreement between the parties that this agreement applies only to employees who are members of ver.di - [The United Service Union; Vereinte Dienstleistungsgewerkschaft (ver.di)]
5. This agreement also applies to payment conditions of employees of a marine register entered in the international sea freight ships who have no permanent abode or residence in the country where such employees are members of the signatory union.
6. The tables in points 2 and 3 from the existing 1 July 2002 HTV-See will come into force as written in the table under point 1.
7. For the ruling on all civil disputes of the salary agreement, the Labour Court of Hamburg has the exclusive rights on all decisions concerning who is entitled to each salary in the tariffs contract.

The address of the court is:

Arbeitsgericht Hamburg, Osterbekstraße 96, 22083 Hamburg.

Hamburg/Berlin, 30 October 2015

Verband Deutscher Reeder e. V. ,
Hamburg

ver.di - Vereinte Dienstleistungsgewerkschaft (ver.di)
- Federal board - , Berlin

A. Salaries

Rank	Basic compensation €	Installment according to § 15 MTV-See or basic compensation supplementary claim ¹ (\$ 16 MTV-See) €	Flat-rate overtime compensation €	Sum €
1. Captains and ship officers on ships with more than 3500 BRZ				
Captain	5.258	1.615		6.873
I. Nautical Officer	3.844	1.169	555	5.568
Chief Engineer	4.338	1.320	627	6.285
II. Technical Officer	3.764	1.145	544	5.453
Nautical / Technical Watch Officer				
Year 1 to year 2	3.179	967	459	4.605
Year 3 to year 4	3.381	1.029	488	4.898
From year 5	3.584	1.090	518	5.192
Ship's Electrical Engineer				
Year 1 to year 2	3.179	967	459	4.605
Year 3 to year 4	3.381	1.029	488	4.898
From year 5	3.764	1.145	544	5.453
Electrician				
Year 1 to year 2	2.987	909	431	4.327
Year 3 to year 4	3.179	967	459	4.605
From year 5	3.381	1.029	488	4.898
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	4.855	1.492		6.347
I. Nautical Officer	3.548	1.079	513	5.140
Chief Engineer	4.006	1.219	579	5.804
II. Technical Officer	3.476	1.058	502	5.036
Nautical / Technical Watch Officer				
Year 1 to year 2	2.933	892	424	4.249
Year 3 to year 4	3.121	949	451	4.521
From year 5	3.309	1.007	478	4.794
Ship's Electrical Engineer				
Year 1 to year 2	2.933	892	424	4.249
Year 3 to year 4	3.121	949	451	4.521
From year 5	3.476	1.058	502	5.036
Electrician				
Year 1 to year 2	2.758	839	398	3.995
Year 3 to year 4	2.933	892	424	4.249
From year 5	3.121	949	451	4.521
3. Temporary crew on freight ships from 1600 BRZ				
Captain	3.945	1.212		5.157
I. Nautical Officer	3.200	974	462	4.636

¹ Tax treatment of installment according to § 15 MTV-See shall be based on the work which has in fact been conducted on Sundays, public holidays and at night. In the case of proof of actual hours worked on Sundays, public holidays and at night, tax exemption may possible within the framework of the applicable law. Claims to the basic compensation supplementary claim, according to § 16 MTV-See is taxable earned income.

Rank	Basic compensation	Installment according to § 15 MTV-See or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Sum
	€	€	€	€
4. Supervisors Deck: Bosun, Repairer Machine: Mechanic, Storekeeper, Pump man Catering services: Sole Cook, Head Cook				
	3.054	929	441	4.424
5. Skilled workers a. Ship mechanic Year 1 to year 2 Year 3 to year 4 From year 5 b. Others Deck: Seaman with discharge book Engine: Engine man, Engine man with completed training in metal work and 6 month' running time in engine service. Catering services: Sole Cook on ships with less than 15 crew, Steward (trained) Cook's mate (trained) Sole steward (trained)				
	2.566	781	371	3.718
	2.799	851	404	4.054
	3.026	920	437	4.383
	2.566	781	371	3.718
6. Specialised staff Deck: Seaman without discharge book Deck hand with a least 6 month' running time in deck service. Engine: Engine operator with completed training in metal work up to 6 month experience Engine operator with at least 6 month' running time in engine service Catering services: Cook's mate, mess steward, 2nd Steward				
	1.925	585	278	2.788
	2.047	623	296	2.966
	2.171	660	314	3.145
7. Assistants Deck: Deck hand, Deck assistant (under 18 years old) Engine: Engine operator Catering services: Steward (untrained), Cook's assistant (under 18 years old)				
	1.070	326	154	1.550
8. Apprentices Ship mechanic apprentice in the first year of training in the second year of training in the third year of training Assistant officer according to §§ 10 and 15 ship's officer training regulations in year 1 in year 2				
	682	207	98	987
	850	259	123	1.232
	1.178	358	170	1.706
	899	274	130	1.303
	1.317	401	190	1.908

B. Payment in kind

1. Meal allowances The amount of meal allowances is shown in § 17 para. 3 nos. 1 and 4 - 9 MTV-See § 17 para. 3 nos. 1 and 2 MTV-See for journeys up to 6 hours for journeys up to 12 hours for journeys up to 24 hours § 17 para. 3 no. 3 MTV-See	15,10 13,70 27,30 40,90 27,30
2. Replacement of effects Under § 21 MTV-see, goods will be replaced up to the value of	5.200,00
3. Daily allowance for patient care Daily allowance according to § 27 para. 2 MTV-See allows within European countries outside of European countries	10,50 16,70
4. Job specific insurance The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	22,50

9. Hapag-Lloyd AG

a. Crew with integrated training

Rank	Basic compensation	Installment according to § 15 MTV-See or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain / Ship operating officer				
Year 1 to year 2	4.911	1.508		6.419
Year 3 to year 5	5.017	1.541		6.558
Year 6 to year 9	5.161	1.585		6.746
Year 10 to year 15	5.346	1.642		6.988
From year 16	5.532	1.699		7.231
Head of the engine plant / Ship operating officer				
Year 1 to year 2	3.863	1.175	558	5.596
Year 3 to year 5	3.979	1.211	575	5.765
Year 6 to year 9	4.145	1.261	599	6.005
Year 10 to year 15	4.291	1.305	620	6.216
From year 16	4.431	1.348	640	6.419
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	3.358	1.022	485	4.865
Year 3 to year 5	3.420	1.041	494	4.955
Year 6 to year 9	3.528	1.074	510	5.112
Year 10 to year 15	3.693	1.123	533	5.349
From year 16	3.863	1.175	558	5.596
II. Technical Officer / Ship operating officer				
Year 1 to year 2	3.358	1.022	485	4.865
Year 3 to year 5	3.420	1.041	494	4.955
Year 6 to year 9	3.528	1.074	510	5.112
Year 10 to year 15	3.693	1.123	533	5.349
From year 16	3.863	1.175	558	5.596
Ship operating officer				
Year 1 to year 2	3.358	1.022	485	4.865
From year 3	3.420	1.041	494	4.955
Ship operation master				
Year 1 to year 2	2.915	887	421	4.223
Year 3 to year 5	2.967	902	428	4.297
Year 6 to year 9	3.019	918	436	4.373
Year 10 to year 15	3.164	962	457	4.583
From year 16	3.307	1.006	478	4.791
Ship mechanic				
Year 1 to year 2	2.201	670	318	3.189
Year 3 to year 5	2.321	706	335	3.362
Year 6 to year 9	2.429	739	351	3.519
Year 10 to year 15	2.604	792	376	3.772
From year 16	2.767	842	400	4.009

Classification in the tariff levels

In principle, the working years are credited for classification in the tariff levels since regrouping in each grade group

I. Officer / Ship operating officer

Working years since regrouping for I. Nautical officer / Ship operating officer (Years working as a ship operating officer / II. Technical officer / Ship operating officer will be considered).

II. Technical Officer / Ship operating officer

Working years since the regrouping II. Technical Officer / Ship operating officer (Years as a ship operating officer will be considered).

Ship operating officer

Working years since gaining the double commissioning.

Ship operation master

Working years since grouping for ship operating master (Years of service as a supervisor will be considered).

Ship mechanic

Working years since grouping as a ship mechanic (Years of service as a skilled crew member will be considered).

b. Crew with conventional training

Rank	Basic compensation	Installment according to § 15 MTV-See or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain				
Year 1 to year 2	4.655	1.430		6.085
Year 3 to year 5	4.754	1.460		6.214
Year 6 to year 9	4.888	1.502		6.390
Year 10 to year 15	5.067	1.556		6.623
From year 16	5.242	1.610		6.852
Head of the engine plant				
Year 1 to year 2	3.637	1.106	525	5.268
Year 3 to year 5	3.745	1.139	541	5.425
Year 6 to year 9	3.901	1.187	564	5.652
Year 10 to year 15	4.037	1.228	583	5.848
From year 16	4.170	1.269	602	6.041
I. Nautical Officer				
Year 1 to year 2	3.249	988	469	4.706
Year 3 to year 5	3.307	1.006	478	4.791
Year 6 to year 9	3.354	1.020	484	4.858
Year 10 to year 15	3.457	1.052	499	5.008
From year 16	3.630	1.104	524	5.258
II. Technical Officer				
Year 1 to year 2	3.249	988	469	4.706
Year 3 to year 5	3.307	1.006	478	4.791
Year 6 to year 9	3.354	1.020	484	4.858
Year 10 to year 15	3.457	1.052	499	5.008
From year 16	3.630	1.104	524	5.258
Nautical / Technical Watch Officer				
Year 1 to year 2	2.942	895	425	4.262
Year 3 to year 5	3.127	951	452	4.530
From year 6	3.312	1.007	478	4.797
Ship's Electrical Engineer				
Year 1 to year 2	3.249	988	469	4.706
Year 3 to year 5	3.307	1.006	478	4.791
Year 6 to year 9	3.354	1.020	484	4.858
Year 10 to year 15	3.457	1.052	499	5.008
From year 16	3.630	1.104	524	5.258
Electrician				
Year 1 to year 2	2.942	895	425	4.262
Cook				
Year 1 to year 2	2.744	835	396	3.975
Year 3 to year 5	2.811	855	406	4.072
Year 6 to year 9	2.915	887	421	4.223
Year 10 to year 15	3.015	917	435	4.367
From year 16	3.123	950	451	4.524
Steward				
Year 1 to year 2	2.065	628	298	2.991
Year 3 to year 5	2.173	661	314	3.148
Year 6 to year 9	2.316	704	334	3.354
Year 10 to year 15	2.369	721	342	3.432
From year 16	2.483	755	359	3.597

Classification in the tariff levels

In principle, the working years in each grade group since regrouping for classification in the tariff levels are applied (to preserve the acquired rights, the regrouping of the Nautical/Technical Officer of the watch to I. Nautical Officer or II. Technical Officer will consider the minimum working years in the classification).

Cook

Years working since being grouped as Sole cook / 1st Cook

Steward

Years working since being grouped as Sole steward / 1st Steward

10. TT-Line GmbH & Co. KG

Rank	Basic compensation	Installment according to § 15 MTV-See or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Sum
	€	€	€	€
Navigation / Engineering				
Captain	4.753	2.143	1.220	8.116
Chief Engineer	4.106	1.528	733	6.367
I. Nautical Officer (Department leader)	3.777	1.405	674	5.856
I. Nautical Officer	3.598	1.339	642	5.579
II. Technical Officer	3.520	1.310	628	5.458
Ship's electrical technician	3.520	1.310	628	5.458
Nautical / Technical Watch Officer / Electrician	3.116	1.159	556	4.831
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	2.699	1.004	482	4.185
Year 3 to year 4	2.821	1.050	503	4.374
Year 5 to year 7	2.890	1.076	516	4.482
From year 8	3.039	1.131	543	4.713
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	2.586	962	462	4.010
Year 3 to year 4	2.605	970	465	4.040
From year 5	2.718	1.012	485	4.215
Seaman without discharge book				
Year 1 to year 2	1.810	674	323	2.807
Year 3 to year 4	1.911	711	341	2.963
From year 5	2.011	748	359	3.118
Deck crew *)				
Year 1 to year 2	1.455	542	260	2.257
Year 3 to year 4	1.656	616	295	2.567
From year 5	1.753	652	313	2.718
Catering				
Purser	3.213	1.195	573	4.981
1. Cook	2.826	1.052	505	4.383
Skilled cook				
Year 1 to year 4	2.294	853	409	3.556
From year 5	2.401	894	429	3.724
Cook, FK Catering	1.810	674	323	2.807
Catering aide	1.455	542	260	2.257
Hotel / Catering Assistant	1.236	460	221	1.917

* Only beyond the job chart for maintenance

11. Rostock Ferry Services GmbH & Co. KG

Rank	Basic compensation €	Installment according to § 15 MTV-See or basic compensation supplementary claim ¹ (§ 16 MTV-See) €	Flat-rate overtime compensation €	Sum €
Captain	4.753	2.143	1.220	8.116
Head of the engine plant	4.106	1.528	pilot compensation 733	6.367
I. Nautical Officer (Department leader)	3.777	1.405	674	5.856
I. Nautical Officer	3.598	1.339	642	5.579
II. Technical Officer	3.520	1.310	628	5.458
Ship's electrical technical	3.520	1.310	628	5.458
Nautical / Technical Watch Officer / Electrician	3.116	1.159	556	4.831
Purser	3.213	1.195	573	4.981
1. Cook	2.826	1.052	505	4.383
Technician				
Ship mechanic				
Year 1 to year 4	2.605	970	465	4.040
From year 5	2.718	1.012	485	4.215
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.294	853	409	3.556
From year 5	2.401	894	429	3.724
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	1.810	674	323	2.807
Assistant				
Deck hand **, Catering assistant	1.455	542	260	2.257
Hotel / Catering Assistant	1.236	460	221	1.917

** Only beyond the job chart for maintenance

Protocol notice

Agreement on outbound grades of tariff bound shipping companies

Rank	Basic compensation	Installment according to § 15 MTV-See or basic compensation supplementary claim ¹ (§ 16 MTV-See)	Flat-rate overtime compensation	Sum
	€	€	€	€
Ship operation master				
Year 1 to year 2	3.151	958	455	4.564
From year 3	3.439	1.046	497	4.982
Paymaster				
Year 1 to year 3	3.291	1.001	475	4.767
Year 4 to year 6	3.528	1.074	510	5.112
From year 7	3.851	1.172	556	5.579
Head steward assistant				
From year 7	2.787	848	402	4.037
Steward				
Year 1 to year 3	2.091	636	302	3.029
Year 4 to year 6	2.226	677	322	3.225
From year 7	2.293	697	331	3.321
1st Cook or lead cook on boats without head cook				
Year 1 to year 3	2.921	889	422	4.232
Year 4 to year 6	3.100	943	448	4.491
From year 7	3.318	1.009	479	4.806
2nd Cook /1st Team cook / 1st Ore assayer				
Year 1 to year 3	2.579	784	372	3.735
Year 4 to year 6	2.683	816	387	3.886
From year 7	2.802	852	405	4.059
Sole cook				
Year 1 to year 3	2.758	839	398	3.995
Year 4 to year 6	2.929	891	423	4.243
From year 7	3.108	946	449	4.503