

ANNEX 1 (USD)

	Differential	Basic Salary (40hrs)	Guaranteed Overtime (103hrs)	Overtime rate	Leave Pay (7 days)	Leave Subsistence (\$18)	Net Total	Ph.sc./ Pag-ibig	TAX (35 %)	Gross total	Memb.sh. fee (1,2 %)
Master	3,369	2864	2127	20,65	668	126	5785	51,00	3142,44	8978,40	107,74
Ch. Eng	3,062	2603	1933	18,77	607	126	5269	51,00	2864,77	8185,06	98,22
Ch. Off	2,175	1849	1373	13,33	431	126	3779	51,00	2062,51	5892,89	70,71
1st Eng	2,175	1849	1373	13,33	431	126	3779	51,00	2062,51	5892,89	70,71
2nd Off	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
2nd Eng	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
RO	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
Elect Eng	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
Chief Stew	1,742	1481	1100	10,68	345	126	3052	51,00	1670,88	4773,95	57,29
3rd Off	1,679	1427	1060	10,29	333	126	2946	51,00	1613,90	4611,14	55,33
3rd Eng	1,679	1427	1060	10,29	333	126	2946	51,00	1613,90	4611,14	55,33
Electrician	1,498	1273	946	9,18	297	126	2642	51,00	1450,19	4143,41	49,72
Bosun	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Carpenter	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Fitter/Repairer	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Chief Cook	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Donkeyman	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
Pumpman	1,117	949	705	6,85	222	126	2002	51,00	1105,59	3158,83	37,91
AB	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
Fireman/motorman	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
Oiler/Greaser	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
Steward	1	850	631	6,13	198	126	1806	51,00	999,77	2856,49	34,28
2nd Cook	0,852	724	538	5,22	169	126	1557	51,00	865,91	2474,03	29,69
Messroom Steward	0,852	724	538	5,22	169	126	1557	51,00	865,91	2474,03	29,69
OS	0,744	632	470	4,56	148	126	1376	51,00	768,23	2194,94	26,34
Wiper	0,744	632	470	4,56	148	126	1376	51,00	768,23	2194,94	26,34
Deck Boy	0,599	509	378	3,67	119	126	1132	51,00	637,08	1820,23	21,84
Catering Boy	0,599	509	378	3,67	119	126	1132	51,00	637,08	1820,23	21,84

ANNEX 2
NATIONAL HOLIDAYS

For the purpose of the provisions in Article 7 the days listed hereby shall be considered as holidays at sea or in port.

New Years Day (Uudenvuodenpäivä)	(1st of January)
Twelfth Day (Loppiainen)	(6th of January)
Good Friday (Pitkäperjantai)	(Friday before Easter Sunday)
Easter Sunday (Pääsiäispäivä)	(For example 8.4.2012, 31.3.2013, 20.4.2014 and 5.4.2015)
Easter Monday (Toinen pääsiäispäivä)	(Monday after Easter Sunday)
1st of May (Vappu)	
Ascension Day (Helatorstai)	(40th day after Easter Sunday, always Thursday)
Whit Sunday (Helluntai)	(10th day after Ascension Day, always Sunday)
Midsummer Day (Juhannuspäivä)	(First Saturday after 19th of June)
All Saint Day (Pyhäinpäivä)	(Saturday between 31.10. and 6.11., for example 3.11.2012, 2.11.2013, 1.11.2014 and 31.10.2015)
Independence Day (Itsenäisyyspäivä)	(6th of December in Finland, 12th of June in Philippines)
Christmas Day (Joulupäivä)	(25th of December)
Boxing Day (Tapaninpäivä)	(Day after Christmas Day)

ANNEX 3

Article 25

Compensation for Loss of Life:

2015-2017

1. to immediate next of kin:
2015: \$96,909
2016: \$98,848
2017: \$102,308
2. to each dependent child under the age of 18 (subject to a maximum of 4)
2015: \$19,382
2016: \$19,770
2017: \$20,462

Annex 4

Degree of disability

Injuries to Extremities

Hand, Arm, Shoulder

(If a person is left-handed, his/her left hand is assessed as a right hand, and vice versa.)

	Percentage	Compensatio		Percentage	Compensatio
	Right	n Left		Right	n Left
a. Fingers					
• Loss of all fingers of one hand	55	50	• Loss of middle and extreme joints of ring finger		5
• Loss of one thumb and metacarpal bones	30	25	• Loss of extreme joint of ring finger		3
• Loss of one thumb		25	• Ring finger with stiff metacarpophalangeal joint in outstretched position		5
• Loss of extremity of one thumb		12	• Ring finger with 90 degrees or more stretch deficiency in middle joint		5
• Loss of half of extremity of one thumb		8	• Loss of little finger (fifth finger)		8
• Thumb with stiff extreme joint		5	• Loss of middle and extreme joints of little finger		5
• Thumb with stiff metacarpophalangeal joint		3	• Loss of extreme joint of little finger		3
• Thumb with stiff extreme and metacarpophalangeal joints		15	• Loss of thumb and forefinger (1st and 2nd fingers)	40	35
• Loss of forefinger (second finger)		10	• Loss of extreme joints of thumb and forefinger		18
• Loss of middle and extreme joints of forefinger		10	• Loss of thumb, forefinger and middle finger	50	45
• Loss of extreme forefinger		5	• Loss of extreme joints of thumb, forefinger and middle finger		20
• Forefinger with stiff metacarpophalangeal joint in outstretched position		5	• Loss of thumb, forefinger, middle finger and ring finger (1st, 2nd, 3rd and 4th fingers)	55	50
• Forefinger with 90 degrees or more stretch deficiency in middle joint		5	• Loss of forefinger and middle finger (2nd and 3rd)		25
• Loss of middle finger (third finger)		10	• Loss of middle and extreme joints of forefinger and middle finger		20
• Loss of middle and extreme joints of middle finger		8	• Loss of extreme joint of forefinger and middle finger		10
• Loss of extreme joint of middle finger		5	• Loss of forefinger, middle finger and ring finger	35	30
• Middle finger with stiff metacarpophalangeal joint in outstretched position		5			
• Middle finger with 90 degrees or more stretch deficiency in middle joint		5			
• Loss of ring finger (fourth finger)		8			

	Percentage		Compensation	
	Right	Left	Right	Left
• Loss of middle and extreme joints of forefinger, middle finger and ring finger		25		
• Loss of extreme joints of forefinger, middle finger and ring finger		12		
• Loss of forefinger, middle finger, ring finger and little finger (2nd, 3rd, 4th and 5th)	40		35	
• Loss of middle and extreme joints of forefinger, middle finger, ring finger and little finger	35		30	
• Loss of extreme joints of forefinger, middle finger, ring finger and little finger		15		
• Loss of middle finger, ring finger and little finger (3rd, 4th and 5th)		30		
• Loss of middle and extreme joints of middle finger, ring finger and little finger		20		
• Loss of extreme joints of middle finger, ring finger and little finger		10		
• Loss of ring finger and little finger (4th and 5th)		20		
• Loss of middle and extreme joints of ring finger and little finger		15		
• Loss of extreme joints of middle finger and ring finger or of ring finger and little finger		5		
• Middle finger and ring finger with 90 degrees or more stretch deficiency in middle joint		8		
b. Hand, Wrist				
• Loss of one hand	60		55	
• Stiffness in good working position		10		
• Stiffness in poor working position		15		
• Fracture of radial bone healed with some dislocation and slight functional disturbances, possible friction		5		
• Consequences of fracture of radial bone: Forefinger to little finger down to 2 cm from the palm of the hand				18
c. Arm				
• Loss of one arm		70		65
• Amputation of upper arm		65		60
• Amputation of forearm with good elbow movement		60		55
• Amputation of forearm with poor elbow movement		65		60
• Unhealed rupture of biceps				5
• Axillary thrombosis				5
d. Elbow				
• Stiffness in outstretched position		45		40
• Stiffness in good working position		25		20
• Stiffness in poor working position		30		25
• Cessation of rotary function of forearm ("upright position")		20		15
• Elbow bending reduced to 90 degrees or less		15		12
• Stretch deficiency of up to 40 degrees				3
• Stretch deficiency 40-90 degrees				5
e. Shoulder				
• All mobility reckoned with "unset" shoulder blade. Stiffness in shoulder (with arm alongside body)				35
• Elevation up to 90 degrees				15
• Friction and some reduction of mobility				5
• Habitual luxation				10
• Luxatio acromio-clavicularis				5
f. Paralysis				

	Percentage	Compensatio
	Right	n Left
• Total paralysis of plexus brachialis	70	65
• Total paralysis of nervus radialis on the upper arm	25	20
• Total paralysis of nervus ulnaris	30	25
• Total paralysis of nervus medianus, both sensory and motoric injuries	35	30
• For sensory injuries only		10

Foot, Leg, Hip

a. Foot

• Loss of foot with good function of prosthesis	30
• Loss of foot with poor function of prosthesis	35
• Amputation of tarsus with stump capable of bearing	15
• Loss of all toes on one foot	10
• Loss of 1st toe (big toe) and some of its metatarsal bone	8
• Loss of 1st toe (big toe)	5
• Loss of extreme joint of big toe	3
• Big toe with stiffness in metatarsophalangeal joint	5
• Loss of one of the other toes	3
• Ankle joint stiff at right angle or slight talipes equinus (up to 15 degrees)	15
• Ankle joint stiff in pronounced talipes equinus position	20
• Ankle joint where rotary mobility has ceased	5
• Fallen arches aggravated by pains	8
• Traumatic fallen arches	10

b. Leg

• Loss of one leg	65
• Amputation at the knee or thigh with good function of prosthesis	50
• Amputation at the knee or thigh with poor function of prosthesis	55
• Loss of crus (shank) with good function of prosthesis	30
• Loss of crus with poor function of prosthesis	35
• Shortening by less than 3 cm	3

• Shortening of at least 3 cm	10
• Thigh shrinkage of at least 3 cm	
• (Is not, however, added to the compensation for shortening or reduction of mobility)	8
• Postthrombotic syndrome in one leg	5
• Essential deterioration of varicose veins or leg sores	8
• Knee stiff in good position	25
• Knee with stretch deficiency of up to 5 degrees	3
• Knee with bending capacity reduced to 90 degrees or less	10
• Knee with hampering looseness	10
• Knee with strong friction during movements, with muscle wastage exceeding 2 cm as measured 10 cm above the patella and reduction of mobility	8
• Knee with somewhat regular and hampering incarcerations	5
• Habitual luxation of kneecap	5
• Loss of kneecap	5
• Well functioning totally artificial kneecap	15

c. Hip

• Hip with stiffness in favorable position	30
• Hip with severe insufficiency of hip function	50
• Well functioning totally artificial hip joint	10

d. Paralysis

• Total paralysis of nervus fibularis	10
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- Total paralysis of nervus femoralis 20
- Ischiadiscuspareisis - with good mobility 10
- Ischiadiscuspareisis - with poor mobility 30

The Head

A. The Face

- Loss of all teeth (double dentures) 5
- Loss of outer ear 5
- Scalping 5
- One-sided paralysis of the facialis nerve 10
- Two-sided paralysis of the facialis nerves 15
- Loss of sense of smell 10
- One-sided paralysis of vocal chords with considerable speech difficulties 10
- Paralysis of sensory (trigeminal) nerve to the face 5

B. The Brain

a. Demens

- Mild demens 15
- Mild-medium severe demens 25
- Medium severe demens 40
- Severe demens 65
- Total demens 100

b. Postcommotional Syndrome

Reduction of visual power of one or both eyes is assessed in accordance with the following decimal table or fraction table:

Decimal Table

S	0.6	0.5	0.4	0.3	0.2	0.1	0
0.6	0	0	5	10	10	15	20
0.5	0	5	5	10	10	15	20
0.4	5	5	10	15	15	20	30
0.3	10	10	15	25	35	45	55
0.2	10	10	15	35	45	60	70
0.1	15	15	20	45	60	75	85
0	20	20	30	55	70	85	100

C. The Eye

- Loss of one eye 20
- Loss of both eyes 100
- Loss of sight of one eye 20
- Loss of sight of both eyes 100
- Loss of sight of one eye with complications (e.g. glaucoma and/or contracted eye) 25
- Loss of sight of one eye with possibility of improvement via operation (reserve eye) 18
- Double vision 10
- Double vision in outermost position 3
- Loss of binocular vision (e.g. aphakia with visual power of at least 6/60) 15
- Aphakia with good contact glass function 8
- Total one-sided ptosis 18
- Flood of tears 3
- Hemianopsia 40
- Rightsided heminaopsia as a result of brain injury 50

Fraction Table

S	6/6	6/12	6/18	6/24	6/36	6/60	2/60	0
6/6	0	0	5	8	10	12	15	20
6/12	0	5	10	10	12	15	18	20
6/18	5	10	20	30	35	40	45	50
6/24	8	10	30	35	45	50	55	60
6/36	10	12	35	45	55	65	70	75
6/60	12	15	40	50	65	75	80	85
2/60	15	18	45	55	70	80	95	100

0	20	20	50	60	75	85	100	100
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Visual power is assessed with the best available glasses.

D. Ears

- Loss of outer ear, see under II.A. - The Face
- Total loss of hearing in one ear 10
- Total loss of hearing in both ears 75

Loss of hearing based on speech audiometry: assessed or calculated binaural loss of hearing in dB with well adjusted hearing aid.

Degree of Loss of Hearing	HH: 0	HH: 1	HH: 2	HH: 3	HH: 4	HH:5
CH: 0	0	5	-	-	-	-
CH: 1	-	8	15	30	-	-
CH: 2	-	12	20	35	50	-
CH: 3	-	-	30	40	55	65
CH: 4	-	-	-	50	60	70
CH: 5	-	-	-	-	65	75

HH = Hearing handicap

CH = Communication handicap:

- 0 no handicap
- 1 slight handicap
- 2 mild to medium handicap
- 3 considerable handicap
- 4 severe handicap
- 5 total handicap

Normally no compensation is paid solely in respect of use of a hearing aid.

- Hampering tinnitus and distortion of hearing 3

Neck and Back

Vertebral Column

Fracture of body of the vertebra without discharge of medulla spinalis or nerves:

Minor Fracture

- With minor reduction of mobility 5

Medium severe fracture

- Without reduction of mobility 8
- With reduction of mobility 12

Very severe fracture or several medium severe fractures, possibly with formation of gibbus (hump)

- Slight to some reduction of mobility 15
- Very severe reduction of mobility 20
- If support (neck collar or support corset) is used 5
- Pain - local or transmitted to extremities 2

Fracture with Discharge of Medulla Spinalis or Nerves

Assessed in accordance with the above rules with a supplementary degree for the discharge of nerves assessed in accordance with the other rules specified in the table.

B. Consequences of Slipped Disc 12

C. Other Back Injuries

a. Cervical Column

- Some reduction of mobility and/or local pains 8
- If a supportive device (neck collar) is used 12
- Radiating pains - root irritating 12

b. Other Parts of the Vertebral Column

- Back pains without reduction of mobility 5
- If a supportive device (corset) is used 8
- Back pains with some reduction of mobility 12
- Back pains with considerable reduction of mobility 25

D. Injuries to the Medulla Spinalis

- Mild but lasting consequences - without bladder(possibly defecation) symptoms (objectively determinable neurological symptoms on a modest scale) 20
- Mild but lasting consequences - with bladder (possibly defecation) symptoms (objectively determinable neurological symptoms on a modest scale) 25
- Other lasting consequences without bladder symptoms as defined above 30
- Other lasting consequences with bladder symptoms as defined above 35
- incontinence - please see Section V.

- Loss of spleen 5
- Loss of one kidney 10
- Well functioning transplanted kidney 25
- Anus praeternaturalis 10
- Minor incontinence (i.e. imperious urination, possibly defecation) 10
- Expulsive incontinence 25
- Abdominal hernia, inoperable 20
- Loss of both testicles 10
- Loss of both ovaries before menopause 10
- Loss of both ovaries after menopause 3
- Loss of one or both epididymides 3
- Urethra stricture, if a bougie must be used 15
- Impotence Not covered

Heart and Lungs

Heart and lung ailments are assessed with regard to the limiting of the functional capacity caused by the ailment, applying the following division into function groups:

1. No limitation of physical activity 3
2. Minor limitation of physical activity. Symptoms appear only during strenuous activity 20
3. Considerable limitation of physical activity. Symptoms also appear during low levels of activity 45
4. Any form of physical activity produces symptoms, which can also be present during periods of rest 70

Steps are taken to support the division into functions by means of objective measurements for lung function, such as the forced exhalation volume in the first second, FEV 1.0.

Assuming that the case is one of permanent reduction of FEV 1.0. FEV 1.0 of over 2 litres corresponds roughly to function group 1, FEV 1.0 of 1.5-2 litres corresponds roughly to function group 2, FEV 1.0 of about 1 litre corresponds roughly to function group 3, and FEV 1.0 of about 0.5 litre corresponds roughly to function group 4

Abdominal Cavity and Pelvis