

## MEMORANDUM OF AGREEMENT

On the 20th day of the month of January in the year 2023

in Genoa

between:

the company Air Sea Holiday GmbH, hereinafter "ASH", represented by Paolo Luca Tolle assisted by Alessia Minuto and Francesco Anedda and the Italian Shipowners' Confederation (Confitarma) represented by Leonardo Piliago

and

the Italian seafarers' trade union organizations:

FILT – CGIL, FIT – CISL, UIL TRASPORTI

represented by the Italian Unions' Coordinator for the Italian flag – cruise vessels, Leonardo Gaggiano

in order to sign the following

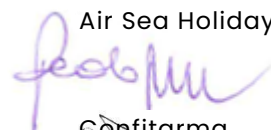
### **Collective Bargaining Agreement**

(CBA) for the seafarers who are neither citizen nor resident in a Member State of the European Union, embarked in the name and on behalf of the company A.S.H. on board the ships AIDA Cruises German Branch of Costa Crociere S.p.A., listed under the name of "AIDA" followed by a second word forming the name of the vessel in the Italian International Registry pursuant to Legislative Decree no. 457 of December 30, 1997, converted, with amendments, into Law no. 30 of February 27, 1998, and as provided by administrative regulations pursuant to Art. 17 of Law 856/1986 as amended by Law 488/1999.

THE ITALIAN UNIONS' COORDINATOR FOR THE ITALIAN FLAG – CRUISE VESSELS  
FILT/CGIL, FIT/CISL, UILTRASPORTI



Air Sea Holiday GmbH,



Confitarma



## DEFINITIONS

## DEFINITIONS

For the purpose of this Agreement and unless provided otherwise in particular provisions, the term:

a) **Seafarer**: means any person who is employed or engaged or works in any capacity onboard an Italian flag ship enrolled to Ruolo Equipaggio assigned or not to watchkeeping duties.

The following professional profiles shall not be included in the Seafarer definition above for the MLC,2006 purposes:

- Pilots;
- Dock workers;
- Inspectors and public Officials;
- Inspectors, supervisors or other professional capacities engaged by the Shipowner;
- Researcher;
- Scuba divers;
- Trainees;
- Maintenance and repair technicians;

Any other professional capacities not engaged by the Shipowner, working occasionally onboard ship (for a maximum of 60 days within six months) which activities shall not be considered an integral part of board activities. The afore mentioned professional capacities shall have an ashore individual agreement or similar, and it shall guarantee the same MLC,2006 working conditions.

b) **ship** means a cruise ship listed in the International Italian Registry.

c) **Shipowner** means the cruise Company which ships are listed in the International Italian Register

d) **seafarer's employment agreement (SEA)** means the contract of employment and includes the articles of agreement;

e) **capacity** means the position onboard and the work which is to be performed by the seafarer. The capacity shall be indicated in the SEA. The seafarer may be employed in the following different levels of capacity:

- **First**, means the seafarer who is employed in the capacity for the first time with the Employer;
- **Standard**, means the seafarer who is employed in the capacity with full working skills and knowledge of the Shipowner's and/or Employer's procedures.
- **Advanced**, means the seafarer who has superior skills for the capacity he is employed in
- **Premium**, means the seafarer who has very high potential in the capacity and has taken over additional responsibilities in the capacity

## Article 1

### APPLICATION

1.1 This Collective Bargaining Agreement applies to the seafarers who are neither citizen nor resident in a Member State of the European Union, embarked in the name and on behalf of the company Air Sea Holiday GmbH – Italian Branch" (the Employer), on board the ships of Costa Crociere S.p.A. – AIDA German Branch (the Shipowner), listed under the name of "AIDA" followed by a second word forming the name of the vessel in the Italian International Registry pursuant to Legislative Decree no. 457 of December 30, 1997, converted, with amendments, into Law no. 30 of February 27, 1998, and as provided by administrative regulations pursuant to Art. 17 of Law 856/1986 as amended by Law 488/1999. Therefore the applicable legislation is the Italian Flag Law with exception of recruitment and placement and Social Security.

1.2 The seafarer shall be subject to this Agreement, signed between Air Sea Holiday GmbH. and the

Italian Trade Union in compliance with art. 3 clauses 2 & 3 of Italian Law no. 30/1998, from the date on which they are engaged until the date on which they sign off or the date until which, in accordance with this Agreement, the Employer - is liable for the payment of wages.

**Article 2**  
**MINIMUM AGE**

- 2.1 The employment, engagement or work of any person under the age of 18 and over 65 should be avoided onboard cruise ships flying Italian Flag.

**Article 3**  
**MEDICAL CERTIFICATE**

- 3.1 The Employer shall be entitled to require that any seafarer shall have a medical certificate for seafarer, and if issued separately, a color vision certificate, where applicable. Such medical certificates shall be issued by duly qualified medical practitioners as specified in the MLC 2006, Convention and in Flag rules. In addition, the Employer is entitled to ask the seafarer for a pre-embarkation medical certificate, to be undertaken in the days prior to embarkation as per rules defined by the Flag Authority. Both certificates shall be shouldered by the seafarer, being mandatory requirements. Additional test may be asked to be performed in conjunction with the epidemiological situation of a Country before issuing a fitness for sea duty (e.g. Mantoux test) or related to specific duties onboard (e.g. food handlers).

Such certificates shall be valid for the whole length of the seafarer's employment agreement, in accordance with International and National regulations. The seafarer may be asked to answer faithfully to any questionnaire on his/her state of health for the issuance of medical certificates. Failure to do so may affect the seafarer's entitlement to compensation as per the terms and conditions of this Agreement.

The seafarer shall be entitled to receive a copy of the medical certificate issued in respect of such an examination.

- 3.2 The Employer shall also be entitled to require that any seafarer is holding the vaccinations needed. Where not required by Flag or International regulations, cost of such vaccinations is shouldered by the Employer.
- 3.3 Under the rules of Italian D. Lgs. 271/99, the Employer submits the seafarer to a work-related job fitness at the Employer's cost and to medical surveillance for the risks specific for the position, if any, and specified in the "Work-related risk document" issued by the Employer. Work -related fitness is issued by the Occupational Health physician. Eventual unfitness for job-related tasks is communicated by the Occupational Health physician to the seafarer and to the Employer for further actions specified in D. Lgs. 271/99.

**Article 4**  
**TRAINING AND QUALIFICATIONS**

- 4.1 Seafarers shall not be permitted to work on a ship unless they successfully completed a training for personal safety on board ship. Training in accordance with STCW Code Section A-VI/1 shall be considered as meeting the requirements of this paragraph.

**Article 5**  
**RECRUITMENT AND PLACEMENT**

- 5.1 The Employer shall require to its Manning Agents to be in compliance with Title 1 Standard A1.4 MLC,2006.

**Article 6**  
**INDIVIDUAL EMPLOYMENT AGREEMENT AND DOCUMENTATION REQUIRED**

- 6.1 Employer –seafarer relationship is regulated by a SEA (as per ANNEX A) of a definite (fixed-term) period, which shall be expressly stipulated at the embarkation onboard the ship (beginning of the relationship).
- 6.2 A fac-simile of the SEA shall be anticipated to the seafarer (before the embarkation) to give him/her the opportunity to review and seek advice on the terms and conditions in the agreement and freely accepts them. The fac-simile of the SEA does not have any legal validity regarding the employment relationship between the Employer and the seafarer. The date of enter into force and the date of expiry indicated in the fac-simile of the SEA shall be intended as conditional proposal. The SEA shall enter into force on the effective date of seafarer's embarkation.
- 6.3 The seafarer may be transferred, at any time and place, during the period regulated by the SEA, to any ship operated by the Employer who shall bear the travel costs. The SEA shall always have legal validity, irrespective of the destination of the ship.
- 6.4 The seafarer may be employed onboard for a maximum period of 11 months. The embarkation period as indicated in the SEA may be extended (within the limit of the maximum period of 11 months) or reduced by the amount of 30 (thirty) days by the Employer for operational necessities. Therefore, the Employer and the seafarer shall be entitled to extend the embarkation period as indicated on SEA up to the maximum period (11 months).
- 6.5 The SEA automatically expires, in accordance with this CBA, in the date indicated in the SEA following completion of the period of embarkation. In case of expiration date at sea, the employment agreement shall be tacitly extended until the date of seafarer's disembarkation in the first port of call as appropriate.
- 6.6 The seafarer, at the end of embarkation, shall receive a document (discharge form) containing a record of his/her onboard employment. The discharge form shall be issued by the Captain.
- 6.7 When practicable, upon the consent of the Employer and taking into consideration the immigration rules and the operational and safety of the ship, the seafarer may require a temporary suspension ("work break") of the embarkation for the maximum period of 10 days. The temporary suspension shall be agreed and authorized by the Employer in advance. In case of work break, the SEA shall be not considered terminate. The Employer shall not remunerate the "work break" period. Travel expenses for disembarkation and re-embarkation shall be borne by the seafarer.
- 6.8 The Employer shall be entitled to require the criminal record in order to assess the professional attitude in relation to the onboard capacity and that any seafarer shall have a satisfactory pre-embarkation medical examination and medical certificates in compliance with Flag State Law and as requested by the Employer. The afore mentioned documentation shall be submitted in Italian or in English and the event that it is incomplete or non-compliant; the seafarer shall not be hired. The Employer shall also be entitled to require that any seafarer holds the vaccinations needed and that he/she answers faithfully any questionnaire on his/her state of health, which may be required. The seafarer's declarations shall be truthful, detailed, precise and complete. Failure to do so shall affect the seafarer's entitlement to compensation as per this CBA.
- 6.9 In order to facilitate national and international inspections required under current legislation and visa release process, the seafarer shall submit to the Captain or his delegate the following original documents necessary for the purposes of embarkation:
- a) passport and/or seafarer's book if any;
  - b) certification and documentation in compliance with the STCW Convention;
  - c) valid medical fit certificates;
  - d) documents currently required for embarkation on ships listed in the Italian International Registry

and Company standards.

- 6.10 In the event that the afore mentioned documentation is incomplete or non-compliant, the seafarer shall not be hired. Subject to those cases provided by Flag State Law or international Law, the Employer shall hand over documents as per art. 6.8 of this CBA to the seafarer upon receipt of his/her written request.

#### **Article 7**

##### **PROBATION PERIOD**

- 7.1 The first 90 days of service starting from the date of embarkation, during the first term of employment in the capacity with the Employer shall be regarded as probationary and both the seafarer and/or the Employer shall be entitled to terminate the employment prior to the expiry of the SEA during this period. In such an event compensation for premature termination of employment provided shall not apply. The seafarer shall be entitled to be paid the amounts accrued until the date of employment's termination and including the date of disembarkation

#### **Article 8**

##### **WAGES AND OTHER REMUNERATION**

- 8.1 The wage of each seafarer shall be calculated in accordance with this Agreement and as per the attached wage scale (ANNEX B) and the only deductions from such wage shall be permitted if there is an express provision in the Flag State laws and/or in this Agreement and/or if it is authorized by the seafarer through his/her signature of the SEA.
- 8.2 The seafarer shall be entitled to payment of his/her net monthly wage in US\$ by and no later than the twelfth day of the following month. Cash payment shall be in compliance with Italian Law.
- 8.3 For the purpose of calculating wage, a calendar month shall be regarded as having 30(thirty) days.
- 8.4 The seafarer shall be entitled to receive a monthly advanced administration remuneration as per column 13 of ANNEX B for the VISA expenses. This remuneration may include IMO certificate, STCW documentary evidence, medical certificate, vaccination expenses if any. The seafarer will receive every month the advanced administration amount if she/he is not resident in Countries which request directly to the Employer the payment of the foregoing expenses.
- 8.5 The hourly overtime wage shall be equal to 1,25 times the hourly basic wage, as per column 1 of the ANNEX B.  
The seafarer shall be entitled to receive a payment for 150 (One hundred fifty) hours guaranteed monthly overtime, as specified in the column 8 of the ANNEX B. The duties requested to the seafarer, in compliance with International and Flag State Laws, cannot exceed the minimum hours of rest as per Article 8. This remuneration is meant to compensate any time effort during embarkation. However the Employer may provide to organize the monthly working schedules based on a request of 90(ninety) hours of overtime per month.
- 8.6.1 Unless the laws or regulations of the seafarer's country of residence expressly prohibits such transfers, the seafarer shall be entitled to transmit all or part of his/her net monthly wage to his/her family or dependents or legal beneficiaries or any person nominated by the seafarer.
- 8.7 The Employer shall provide the seafarer with a means to transmit all or part of his/her net monthly wage in compliance with Article 7.6.
- 8.8 The seafarer who is subject to this Agreement may ask once a month for a cash advance on his/her wage net of the allotments as per Article 7.1, payable between the 15th and the 20th day of the month, provided that this is no more than 60% of the net monthly wage and within cash

payment limit foreseen by Italian Law.

## **Article 9**

### **HOURS OF DUTY AND HOURS OF REST**

- 9.1 The seafarer shall have a minimum of 10 (ten) hours of rest in any 24 (twenty-four) hours period and 77 (seventy-seven) hours of rest in any seven-day period. The 24 (twenty-four) period mentioned above shall begin at the time a seafarer start work immediately after having had a period of at least 6 (six) consecutive hours of rest. The 10 (ten) hours of rest may be divided into no more than two periods, one of which shall be at least 6 (six) hours in length, and the interval between consecutive periods of rest shall not exceed 14 (fourteen) hours. Additional periods of rest to such minimum period shall be considered to reach the 77 (seventy-seven) hours of rest in any seven-day period and/or to allow more favorable condition.
- 9.2 A short break of less than 60 minutes shall not be considered as a period of rest.
- 9.3 The Employer shall post in an accessible place onboard a table detailing the schedule of service at sea and in port and the minimum hours of rest for each capacity onboard in the working language and in English. Record of seafarer's daily hours of rest shall be maintained to allow for monitoring compliance with this article. This record shall be maintained using an appropriate software. One copy shall be handed over to the seafarer. The Employer shall be entitled to verify, control and maintain directly or through the Captain or any other delegated person, the records of the seafarer's daily hours of work or rest.
- 9.4 Musters, fire-fighting and lifeboat drills prescribed by Flag State Law and by international instruments shall be conducted in a manner that minimizes the disturbance of rest period and does not induce fatigue.
- 9.5 Nothing in this CBA shall be deemed to impair the right of the Captain to require the seafarer to perform any hours of work necessary, also suspending the rest hours program, according to the provisions of the Flag State Law. As soon as practicable, after the normal situation has been restored, the Captain shall ensure that the seafarer who has worked in a scheduled rest period is provided with an adequate period of rest.
- 9.6 Without prejudice to Italian provisions concerning onboard time recording for seafarers enrolled in the muster roll (ruolo equipaggio), for other seafarers the registration and monitoring system of working hours and rest periods shall be controlled using an appropriate software. The computerized system shall ensure the compliance with the working hours register's requirements for seafarers enrolled in the seafarer's employee register. At the end of each month the Employer shall deliver to seafarers a paper summary of the hours of rest recorded.

## **Article 10**

### **LEAVE AND ADDITIONAL LEAVE**

- 10.1 Taking into consideration the particular type of work to be performed on a cruise ships, the seafarer shall be on duty on 7 days per week from Monday to Sunday.
- As hours of leave and additional leave, the seafarer shall be entitled to receive 11,5 (eleven and an half) calendar days per month of employment, equivalent to 92 (ninety-two) hours plus 3 hours for a total of 95 (ninety-five) hours of basic wage or pro rata for a shorter period.
- Hours of leave and additional leave include the regular monthly leave, the work performed on Sundays, half day on Saturday, on public holiday and others.
- 50 hours of the 95 (ninety-five) hours of basic wage monthly accrued by the seafarer as leave and additional leave are paid in on a monthly basis as advance on leave and additional leave (column 7). The remaining amount of leave and additional leave (45 hours) is paid at the end of the embarkation period as per column 10. Leave and additional leave shall begin upon the repatriation

of the seafarer in order to benefit his/her health and well-being and with the operational requirements of his/her capacity.

- 10.2 Should the seafarer request to disembark or be subjected to disciplinary disembarkation before the end of employment, the Employer shall be entitled to withhold further sums needed to cover the costs of repatriation of the seafarer out of total accrued amount of his/her latest monthly salary, leave and additional leave. The seafarer shall be entitled to request documentary evidence of the expenses incurred by the Employer.

**Article 11**  
**REPATRIATION**

- 11.1 The seafarer shall have a right to be repatriated at no cost to his/herself except in case that he/she is found to be in serious default of the seafarer's employment obligations in accordance with Article 22.
- 11.2 Repatriation shall take place in such a manner that it takes into account the needs and reasonable requirements for comfort of the seafarer. Repatriation will be arranged on a scheduled flight to the airport in the seafarer's country of repatriation which is nearest to her/his "repatriation place" as indicated in the SEA.
- 11.3 During repatriation for normal reasons, the Employer shall be liable for the following costs until the seafarer reaches the "repatriation place" as indicated in the SEA:
- a) the cost of accommodation and food;
  - b) reasonable personal travel and subsistence costs;
  - c) transport of the seafarer's personal luggage up to the maximum weight allowed by each air flight company;
  - d) medical treatment when necessary until the seafarer is medically fit to travel to the "repatriation place".

**Article 12**  
**SEAFARER COMPENSATION FOR THE SHIP'S LOSS OR FOUNDERING**

- 12.1 In case of ship's loss or foundering the seafarer shall be entitled to receive compensation of two months' basic wage on termination of his/her employment.
- 12.2 When the seafarer suffers total or partial loss of, or damage to his/her personal effects whilst serving onboard the ship as a result of wreck, loss stranding or abandonment of the ship, or as a result of fire, flooding or collision, excluding any loss or damage caused by the seafarer's own fault or through theft or misappropriation, he/she shall be entitled to receive from the Employer compensation up to a maximum of 3,750.00 USD (three thousand seven hundred and fifty). The seafarer shall certify that any information provided with regard to lost property is true to the best of his/her knowledge.

**Article 13**  
**MEDICAL CARE ON BOARD SHIP AND ASHORE**

- 13.1 The seafarer shall be entitled to immediate medical attention, including essential dental care, when required.
- 13.2 The seafarer who is hospitalized abroad owing to sickness or injury shall be entitled to health protection and medical care including prompt access to the necessary medicines, medical equipment and facilities for diagnosis and treatment and to medical information and expertise at the Employer's expense for as long as such attention is required or until the seafarer is repatriated to his/her Country of residence, whichever is the earlier.

- 13.3 The seafarer repatriated to his/her Country of residence unfit as a result of sickness or injury, shall be entitled to medical attention (including hospitalization) at the Employer's expense:
- a) in the case of sickness, for up to 130 (one hundred-thirty) days after repatriation, subject to the submission of satisfactory medical reports;
  - b) in the case of injury, for so long as medical attention is required or until a medical determination is made in accordance with Article 16.3 concerning permanent (long term) disability.
- 13.4 Proof of continued entitlement to medical attention shall be by submission of satisfactory medical reports, endorsed by Employer's medical practitioner. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly by the Employer and the seafarer and the decision of this doctor shall be final and binding on both parties.
- 13.5 The Employer shall be not liable to cover the cost of undisclosed pre-existing health condition.
- 13.6 The Employer shall be not liable in respect of injury incurred otherwise than in the service of the ship or due to the willful misconduct of the injured or deceased seafarer or infirmity intentionally concealed when the employment is entered into.
- 13.7 The Employer shall be not liable in respect of sickness due to the willful misconduct of the sick or deceased seafarer or intentionally concealed when the employment is entered into.

**Article 14**  
**SICK PAY**

- 14.1 When the seafarers are disembarked at any port because of sickness or injury, a pro rata payment of their basic wage shall be continued until they have been repatriated at the Employer's expenses as specified in article 11. Thereafter the seafarers shall be entitled to sick pay at the rate equivalent to their basic wage while remain sick up to a maximum of 130 (one hundred-thirty) days.
- 14.2 However, in the event of incapacity due to an accident the basic wages shall be paid until the injured seafarer has been or until a medical determination is made in accordance with article 16 concerning permanent (long term) disability.
- 14.3 Proof of continued entitlement to sick pay shall be by submission of satisfactory medical reports endorsed, where necessary, by Employer recognized medical practitioner. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly between the Employer and the seafarer and the decision of this doctor shall be final and binding on both parties.

**Article 15**  
**MATERNITY**

- 15.1 In the event that the seafarer becomes pregnant during the period of employment:
- a) the seafarer shall advise the Ship's Doctor as soon as the pregnancy is confirmed;
  - b) the Employer shall repatriate the seafarer at the first available port of call;
  - c) the seafarer shall be entitled to 130 (one hundred thirty) days monthly basic wage;
  - d) the seafarer shall be afforded priority in filling a suitable vacancy in the same or equivalent capacity within one year following the birth of a child should such a vacancy be available.

**Article 16**  
**EMPLOYER'S LIABILITY**

- 16.1 The seafarer who suffers permanent (long term) disability as a result of an accident whilst in the employment of the Employer regardless of fault, including accidents occurring while traveling



during the repatriation and transshipment, and whose ability to work as the seafarer is reduced as a result thereof, but excluding permanent (long term) disability due to willful acts on the part of the seafarer, shall in addition to sick pay, be entitled to compensation according to the provisions of this Agreement.

- 16.2 The disability suffered by the seafarer shall be determined by a doctor appointed by the Employer. If a doctor appointed by or on behalf of the seafarer disagrees with the assessment, a third doctor may be nominated jointly by the Employer and the seafarer and the decision of this doctor shall be final and binding on both Parties.
- 16.3 Under the provisions of this Article, the Employer shall provide disability compensation - in US DOLLAR (US\$) - to the seafarer in accordance with the following table, with any differences, including less than 10 % disability, to be pro rata.

Degree of permanent disability	Compensation	
	Ratings	Officers
%		
100	60,000	80,000
75	45,000	60,000
60	36,000	48,000
50	30,000	40,000
40	24,000	32,000
30	18,000	24,000
20	12,000	16,000
10	6,000	8,000

- 16.4 The seafarer who is declared permanently unfit for sea service in any capacity in accordance with the provisions of Article 15.3 shall be entitled to 100% (one hundred per cent) compensation, irrespective of her/his assessed degree of permanent disability.
- 16.5 Any payment effected under the Article above, shall be without prejudice to any claim for compensation made in law, but may be deducted from any settlement in respect of such claims.
- 16.6 If the seafarer dies through any cause whilst in the employment of the Employer including death from natural causes and death occurring whilst traveling to and from the vessel, or as a result of marine or other similar peril, but excluding death due to willful acts on the part of the seafarer, the Employer shall pay the sums of USD 60.000(sixty thousand) to a nominated beneficiary and the sums of USD 15.000(fifteen thousand) to each dependent child up to a maximum of 3 (three) under the age of 18. The Employer should also transport at its own expense the body to seafarer's home where practical and at the families' request and pay the cost of burial expenses. If the seafarer shall leave no nominated beneficiary, the aforementioned sum shall be paid to the person or body empowered by law or otherwise to administer the estate of the seafarer.
- 16.7 Any payment effected under this Article shall be without prejudice to any claim for compensation made in law but may be offset against any such payment.
- 16.8 The Employer shall take measures of safekeeping property left on board by the sick, injured or deceased seafarer and of returning it to him/her or to his/her next of kin.

**Article 17**

**HEALTH AND SAFETY PROTECTION AND ACCIDENT PREVENTION**

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- 17.1 The Employer or/and the Shipowner shall ensure that seafarers are provided with occupational safety and health protection and live, work and train onboard ship in a safe and hygienic environment in accordance with Italian Law and MLC,2006, Title IV, Regulation 4.3.

**Article 18**  
**SOCIAL SECURITY**

- 18.1 With reference to Italian Law no. 30/98, Article 3, clauses 2 & 3, the Social Partners agree that, for the seafarer who is neither citizen nor resident in a Member State of the European Union, the applicable social security legislation is that in his/her respective country of residence. For this reason the seafarer concerned is entitled to a monthly bonus for social benefits as specified in column 12 of ANNEX B. The foregoing bonus shall be understood to mean the payment in full or in part of the social security and pension contributions. It is mandatory for the seafarer to deposit the foregoing bonus in his private or national pension fund and the Employer shall not be held liable if the seafarer fails to make the payment in his country of residence. The seafarer will receive every month the foregoing bonus if she/he is not resident in Countries which provide for the direct payment of social security contributions by the Employer or if she/he is not resident in Countries which have a bilateral agreement with Italian Flag State in this matter.

**Article 19**  
**ON BOARD COMPLAINT PROCEDURE**

- 19.1 The Employer ensure to the seafarer an on-board complaint procedure for the fair, effective and expeditious handling of seafarer complaints relating to any matter that is alleged to constitute a breach of employment obligations and of any MLC,2006 requirements.
- 19.2 The Employer prohibits and penalizes any kind of victimization of a seafarer for filing a complaint

**Article 20**  
**UNIFORMS**

- 20.1 The Employer shall provide the seafarer with uniforms and shall clean such uniforms at its expense. The seafarer shall return to the Employer all uniforms in good use when the seafarer signs off the vessel and shall reimburse the Employer for any uniforms not returned or damaged beyond use.

**Article 21**  
**NON – SEAFARER WORK**

- 21.1 The Employer cannot require the seafarer to carry out cargo and/or luggage handling and other work done by dock workers without the prior agreement between the Parties

**Article 22**  
**TERMINATION OF EMPLOYMENT**

- 22.1 The employment shall be terminated:
- a) upon expiry of the agreed period of service as per Article 7;
  - b) when signing off due to sickness or injury, after medical examination in accordance with Articles 14 and 15.
- 22.2 The Employer may terminate the employment of the seafarer:
- a) by giving 14 (fourteen) days' written notice to the seafarer, for any justified reason;
  - b) due to the incompetence or misconduct of the seafarer in accordance with Article 23;
  - c) upon the total loss of the ship, or when the ship has been laid up for a continuous period of at least one month, or upon the sale of the ship;
  - d) during the probation period in case of failure of the probation period.
- 22.3 The seafarer may terminate employment:

- a) by giving 14 (fourteen) days' written notice to the Employer's representative on board;
- b) when, during the course of the employment, it is confirmed that the spouse, father, mother or child(ren) has fallen dangerously ill;
- c) if the ship has been arrested and has remained under arrest for 30(thirty) days;
- d) if after any agreed grievance procedure has been invoked, the Employer has not complied with the terms of this Agreement;
- e) during the probation period;
- f) in the event of a ship being bound for a war zone for more than 72 hours as defined by national laws or regulation to which the seafarer does not consent to go.

22.4 The seafarer shall be entitled to receive compensation of two months' basic wage on termination of his/her employment in accordance with Article 22.2, letter c), Article 22.3 letters c) and d). Without prejudice to the provisions of Article 7 the seafarer shall be entitled to receive compensation of up to two months basic wage in accordance with Article 22.2 a. These clauses shall not apply for the probation service.

22.5 It shall not be ground for termination if, during the period of the SEA, the Employer transfers the seafarer to another vessel belonging or related to the same Employer. There shall be no loss of earnings or entitlements during the transfer and the Employer shall be liable for all costs and subsistence for and during the transfer.

### **Article 23**

#### **SERIOUS DEFAULT OF THE SEAFARER'S EMPLOYMENT OBLIGATIONS**

23.1 The Employer is lawfully entitled to terminate the employment of the seafarer following serious default of the seafarer's employment obligations i.e. in case the seafarer, before the end of employment, requests to disembark or is subject to disciplinary disembarkation or is subject to disembarkation due to his/her incompetence.

The Employer and/or the Shipowner, issues a document regulating the conduct of seafarers and the application of disciplinary sanctions for all seafarers, irrespective of their capacities on board Shipowner's ships.

23.2 In the event of termination of the employment of the seafarer in accordance with this Article, the Employer shall be entitled to withhold further sums needed to cover the costs of repatriation of the seafarer out of the total accrued amount of his/her latest monthly salary, leave and additional leave.

23.3 The Employer shall ensure that a fair, effective and expeditious on-board procedure is in place to deal with reports of breaches of employment obligations and with seafarer's complaints or grievances. The procedures shall allow the seafarer to be accompanied or represented during the procedure and provide safeguards against victimization for raising complaints that are not manifestly vexatious or malicious with onboard and ashore claims addressees.

### **Article 24**

#### **INSURANCE COVER**

24.1 The Employer and/or Shipowner has negotiated an appropriate insurance with "P&I Club" to cover themselves fully against the possible contingencies arising from the Articles of this Agreement and from MLC,2006 provisions.

### **Article 25**

#### **SEAFARERS' TRADE UNION REPRESENTATIVES**

25.1 The Employer and/or the Shipowner acknowledges the right of seafarers to participate in trade union activities and to be protected against acts of anti-union discrimination.

Moreover, the Employer and/or the Shipowner acknowledges that the Italian Trade Union

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organizations who are signatories of this Agreement are the sole representatives of the seafarers to all intents and purposes.

- 25.2 The Employer and/or the Shipowner acknowledges the right of seafarers to have a trade union spokesperson on board, nominated by the Italian Trade Union organizations who are members of the ITF, signatories of this Agreement pursuant to Law no. 30/98 of 1998.
- 25.3 Like other seafarers on board, the trade union spokesperson shall provide service in accordance with Flag State Law and the provision of this Agreement.
- 25.4 The Employer and/or the Shipowner shall allow the trade union spokesperson to meet with shipboard seafarers, free from service obligations, in the mess rooms in order to discuss union issues only.
- 25.5 The Employer and/or the Shipowner shall allow the representative of signatory trade union organizations to visit the ships once a year, in order to hold union meetings with the seafarers. The arrangements for these visits shall be agreed between the Parties.
- 25.6 The trade union organizations shall undertake to arrange the visits on board of their representative so that they do not disturb the normal operation of shipboard service.
- 25.7 The Employer and/or the Shipowner shall arrange a notice board on every ship, in a readily accessible position for all seafarers, for use by the trade union organizations who are signatories to this Agreement.
- These notice boards shall be used to post news and announcements with regard to labor issues from the national secretariats of the aforementioned trade union organizations through the shipboard trade union spokesperson; notices shall be promptly shown to the Captain on board and copies shall also be sent to the Employer.

#### **Article 26**

##### **EQUALITY**

- 26.1 The seafarer shall be entitled to work, train and live in an environment free from harassment and bullying whether sexually, racially or otherwise motivated. The Employer and/or the Shipowner will regard breaches of this undertaking as a serious act of misconduct on the part of seafarer.
- 26.2 The seafarer shall be provided with a copy of the on-board complaint procedure applicable on the ship in accordance with Art. 18 of this Agreement.

#### **Article 27**

##### **DISPUTES**

- 27.1 Any disputes that may arise regarding the interpretation of this Agreement shall be examined by the Parties to the Agreement themselves.
- 27.2 Any questions that may arise concerning the application of laws, or of the terms and conditions of this Agreement or of the SEA, shall be subject to the arbitrate of a Board of Arbitration in accordance to Italian Law. The Board of Arbitration shall be made up of three members, one shall be appointed by the seafarer, one by Employer and the third to act as chairperson designated by the first two. The decision of the chairperson shall be final and binding on both Parties.

#### **Article 28**

##### **CONTRACTUAL RULES AND REGULATIONS**

- 28.1 The rules and regulations arising from the provisions of this Collective Agreement, whether interpreted individually or as a whole, shall be understood to entirely replace any other contract for seafarers who

are neither citizen nor resident in a Member State of the European Union, embarked in the name and on behalf of the company A.S.H.. on board the ships AIDA Cruises German Branch of Costa Crociere S.p.A. in force nationally as a result of previous Collective Agreements, including those of a corporate nature or extending erga omnes pursuant to Flag State Law.

#### **Article 29**

##### **POSTING OF THE AGREEMENT ON BOARD**

- 29.1 The Captain shall ensure that copies of this Agreement, the service regulations and any other instructions issued by the authorities are permanently displayed on the ship on a notice board in a clearly visible position which can be readily accessed by all seafarers.

#### **Article 30**

##### **VALIDITY OF THE AGREEMENT**

- 30.1 This Agreement enters into force as of January 1st, 2023 and shall expire on December 31st, 2025.  
30.2 Any amendments shall only be accepted if they are submitted at the request of the signatory Parties.  
30.3 The Agreement is subject to tacit renewal, unless one of the interested parties gives at least six months' notice of its intention to withdraw from the agreement by means of registered letter.  
30.4 Annexes as per Article 31 can be amended or renewed separately.

#### **Article 31**

##### **ATTACHMENTS**

- 31.1 The enclosed SEA (ANNEX A) and table of pay scales (ANNEX B) are an integral part of this Agreement.



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Seafarer's Employment Agreement	CCCONTRACTTITLE CCAMENDMENTINFO	Condition of the employment agreement: <input checked="" type="checkbox"/> definite period
(SEA) number: CCCONTRACTNUMBER		
Id. number: CCCMMATRNUMBER	Seafarer: CCCREWMEMBER	
Capacity: CCCONTRACTPOSITION	Level: CCENGAGEMENTTYPE	
Birthplace: CCBIRTHPLACE	Date of birth: CCBIRTHDATE	Nationality: CCNATIONALITY
Agent: CCMANNINGAGENT	Vessel: CCEMBARKSHIPWITHPREFIX	
Date of enter into force: CCEMBARKDATE	Place of enter into force: CCEMBARKPORT	Date of expire (a): CCEXPYDATE
Notice period: 14 days	Repatriation place: CCARRIVALAIRPORT	

CURRENCY: US\$

CCCONTRACTAMOUNTSTWODECIMAL

**TOTAL MONTHLY WAGE:** CCTOTALMONTHLYWAGE of which Monthly Leave Pay will be paid at the end of the employment **(b)**

**(a)** The Employer shall be entitled to postpone or anticipate by one month the date of expire.

**(b)** The seafarer shall be entitled to receive this amount for each month of embarkation or pro rata on the termination of his/her employment as per terms and conditions of this employment agreement and relevant CBA.

**(c)** To deposit in private or national pension fund by the seafarer if he/she is not resident in countries which provide for the direct payment of social security contributions by the Employer.

**The total remuneration during the period of employment covers up to a maximum of 13 (thirteen) working hours per day including Saturday, Sunday and Public Holidays.**

**APPLICATION**

This definite (fixed-term) seafarer's employment agreement is expressly stipulated at the beginning of the relationship between Air Sea Holiday GmbH – Italian Branch, hereinafter "ASH" (the Employer) and the seafarer who is neither citizen nor resident in a Member State of the European Union, embarked in the name and on behalf of the Employer on board the ships of AIDA German Branch of Costa Crociere S.p.A., listed under the name of "AIDA" followed by a second word forming the name of the vessel in the Italian International Registry pursuant to Legislative Decree no. 457 of December 30, 1997, converted, with amendments, into Law no. 30 of February 27, 1998, and as provided by administrative regulations pursuant to Art. 17 of Law 856/1986 as amended by Law 488/1999.

This Seafarer's Employment Agreement has been drafted to be in compliance with the Collective Bargaining Agreement signed on October, 3rd 2022 between the Employer and Italian Seafarers' Trade Unions FILT-CGIL, FIT-CISL, UILTRASPORTI applicable to the seafarers who are neither citizens nor resident in a Member State of the European Union embarked in the Guest Service Departments, in the name and on behalf of the Employer, on board the ships listed under the name of "AIDA" followed by a second word forming the name of the vessel.

The applicable legislation is the Italian Flag Law with exception of recruitment and placement and Social Security.

**This employment agreement shall always have legal validity, irrespective of the destination of the ship.**

The seafarer shall embark on the date stipulated by the employment agreement and shall transfer, at any time and place, during the period regulated by employment agreement, to any vessel operated by the Employer, who shall bear the travel costs. The seafarer shall undertake to serve the Employer competently and shall undertake that he/she possesses, and will exercise, the skill commensurate with the certificates that he/she declares to hold. In order to facilitate national and international inspections required under current legislation, the seafarer shall submit to the Captain or his delegate the following documents necessary for the purposes of embarkation: a) passport and/or seaman book if any; b) certification and documentation in compliance with the STCW Convention; c) valid medical fitness certificates; d) documents currently required for embarkation on vessels listed in the Italian International Registry and Company standards.

It remains understood that the seafarer shall be entitled to obtain their aforementioned employment documents at any time. Subject to those cases provided for by current Italian or international law, the Employer or his delegates shall hand over such documents to the seafarer upon receipt of a written request to this effect.

#### PROBATION SERVICE

The 3 months (three months) of service during the first term of employment in the capacity with the Employer shall be regarded as probationary and both the seafarer and/or the Employer shall be entitled to terminate the employment prior to the expiry of the employment agreement during this period. In such an event compensation for premature termination of employment provided shall not apply.

Within the probation period, provided 14 (fourteen) days' notice is given, either party may terminate the employment agreement and the seafarer shall be entitled to get paid the amounts accrued until and including the day of disembarkation. The Employer shall be entitled to pay compensation in lieu of notice, equivalent to wages for the number of days' notice not given out of 14 (fourteen). Similarly, the Employer shall be entitled to deduct such an amount from wages in the event that the seafarer fails to give sufficient notice.

#### DURATION OF EMPLOYMENT

The seafarer shall be engaged normally for the period of 8 months and such period may be extended or reduced by the amount of 1 month by the Employer for operational necessity.

The Employer shall be entitled to stipulate a shorter employment period than 8 (eight) months, provided that this is no less than 2 (two) months, as a function of the cruise season vessel. In special cases the embarkation of the seafarer for periods of less than 2 (two) months is allowed due to specific operational demands concerning overlapping jobs, the types of Guests on board, etc.

The seafarer shall apply in writing for an extension of up to 2 (two) months of the period of embarkation provided that such request has to be submitted at least 60 (sixty) days prior to the scheduled date of expiry of the SEA. Where a request for such an extension is granted by the Employer, this shall have no effect on the seafarer's current capacity on terms and conditions of payment.

The employment automatically expires, in accordance with this agreement, on the date indicated in the SEA following completion of the period of embarkation or of another period specified in the SEA.

The seafarer shall be entitled to receive a document (discharge form) containing a record of his employment on board the ship. The discharge form shall be issued by the Captain.

#### MONTHLY CONSOLIDATED WAGE

The Monthly consolidated wage includes basic wage (191 hrs per month, 44 hrs per week), the guaranteed overtime per month (in compliance with the minimum resting hours as per MLC 2006 which corresponds to 10 hours of rest in any 24 hours period and 77 hours of rest in any seven-day period) and monthly and additional leave equivalent to 92 (ninetytwo) hours plus 3 (three) hours for a total of 95 (ninetyfive) hours for every month of employment or pro rata.

The salary does not include special services bonus, such as i.e. luggage and goods loading etc. Those special services bonus will be compensated separately.

The seafarer shall be entitled to payment of her/his wage in US\$, by and no later than the twelfth day of the following month.

For the purpose of calculating wages, a calendar month shall be regarded as having 30 (thirty) days.

The seafarer will receive at the end of her/his employment the total accrued amount of compensation pay for leave and additional leave.

#### OTHER REMUNERATION

The seafarer shall be entitled to receive a monthly advanced administration remuneration for VISA expenses. This remuneration may include IMO certificate, STCW documentary evidence, medical certificate, vaccinations expenses if any.

The seafarer will receive every month the advanced administration amount if she/he is not resident in Countries which request directly to the Shipowner the payment of the foregoing expenses.

#### ALLOTMENTS AND ADVANCES ON WAGE

Unless there is not an express provision in the seafarer's country of residence's laws or regulation any allotments and/or advances on wages are not foreseen.

#### HOURS OF DUTY AND HOURS OF REST

The normal hour of duty shall be 8 (eight) hours per day for all seafarers from Monday to Saturday, making a total of 44 (forty-four) hours a week and 191 (one hundred and ninety one) hours per month.

The seafarer shall have a minimum of 10 (ten) hours of rest in any 24 (twenty-four) hours period and 77 (seventy-seven) hours of rest in any seven-day period. The 10 (ten) hours of rest may be divided into no more than two periods, one of which shall be at least 6 (six) hours in length, and the interval between consecutive periods of rest shall not exceed 14 (fourteen) hours. Additional periods of rest to such minimum shall be considered to reach the 77 (seventy seven) hours of rest in any seven-day period and/or to allow more favorable condition. A short break of less than 60 (sixty) minutes will not be considered as a period of rest. The seafarer shall interrupt his/her working activities at the end of the 14th (fourteenth) hour of work. Supervisors shall not entitled to require to other seafarers any working activities exceeding the 14 (fourteen hours) in any 24 (twenty four) hours.

#### OVERTIME

The hourly overtime wage shall be equal to 1,25 times the hourly basic wage. The seafarer shall be entitled to receive a payment for 127,5 (One hundred twenty seven and half) guaranteed monthly overtime hours. The duties requested to the seafarer, in compliance with International and Flag State Laws, cannot exceed the minimum hours of rest. This remuneration is meant to compensate any time effort during embarkation. However the Employer may provide to organize the monthly working schedules based on a request of 90 (ninety) hours of overtime per month.

#### LEAVE AND ADDITIONAL LEAVE

Taking into consideration the particular type of work to be performed on a Cruise vessel, the seafarer shall be on duty on 7 days per week from Monday to Sunday.

The seafarer shall be entitled to receive 11,5 (eleven and an half) calendar days per month of employment, equivalent to 92 (ninety-two) hours plus 3 hours for a total of 95 (ninety-five) of basic wage or pro rata for a shorter period to be paid on the termination of employment.

50 hours of the 95 (ninety-five) hours of basic wage monthly accrued by the seafarer as leave and additional leave are paid in on a monthly basis as advance on leave and additional leave. The remaining amount of leave and additional leave (45 hours) is paid at the end of the embarkation period. Leave and additional





leave shall begin upon the repatriation of the seafarer in order to benefit his/her health and well-being and with the operational requirements of his/her capacity.

Hours of leave and additional leave include the regular monthly leave, the work performed on Sundays, on public holiday and others.

Leave and additional leave shall begin upon the repatriation of the seafarer in order to benefit his/her health and well-being and with the operational requirements of his/her capacity.

The amount due to the shore leaves accrued during the employment is paid in advance at the end of the embarkation period.

#### REPATRIATION OF THE SEAFARER

The seafarer shall have a right to be repatriated at no cost to his/herself except in case that he/she is found to be in serious default of the seafarer's employment obligations. Repatriation shall take place in such a manner that it takes into account the needs and reasonable requirements for comfort of the seafarer.

Repatriation will be arranged on a scheduled flight to the airport in the seafarer's country of repatriation which is nearest to her/his "repatriation place" as indicated on page 1 of the present SEA.

During repatriation for completion of the contract, the Employer shall be liable for the following costs until the seafarer reaches the "repatriation place" as indicated on page 1 of the present SEA: a) the cost of accommodation and food; b) reasonable personal travel and subsistence costs; c) transport of the seafarer's personal luggage up to the maximum weight allowed by each air flight company, but never less than 20 kg of the seafarer's personal luggage to the repatriation destination; d) medical treatment when necessary until the seafarer is medically fit to travel to the "repatriation place".

#### SEAFARER COMPENSATION FOR THE SHIP'S LOSS OR FOUNDERING.

In case of ship's loss or foundering the seafarer shall be entitled to receive compensation of two months' basic wage on termination of his/her employment.

When the seafarer suffers total or partial loss of, or damage to his/her personal effects whilst serving on board the ship as a result of wreck, loss stranding or abandonment of the vessel, or as a result of fire, flooding or collision, excluding any loss or damage caused by the seafarer's own fault or through theft or misappropriation, he/she shall be entitled to receive from the Employer compensation up to a maximum of 3750 US\$ (three thousand seven hundred and fifty).

#### ACCOMMODATION AND RECREATIONAL FACILITIES

The Shipowner and/or the Employer shall provide and maintain decent accommodations and recreational facilities for seafarers working or living on board, or both, consistent with promoting the seafarers' health and well-being.

With reference to accommodation, recreational facilities and food and catering services, the Shipowner and/or the Employer shall provide as a minimum, the following conditions in compliance with Flag State Laws, ILO Conventions 92 and 133 have been ratified by Italy and given in consideration the standards specified in Title 3 to the ILO Maritime Labour Convention 2006.

- i) Decent accommodations in compliance with Flag State requirements paying particular attention to the size of rooms and other accommodation spaces, heating and ventilation, noise and vibration and other ambient factors, sanitary facilities, lighting and hospital accommodation;
- ii) appropriate seafarers' recreational facilities, amenities and services, as adapted to meet the special needs of seafarers who must live and work on ships;

#### FOOD AND CATERING

With reference to food and catering facilities the Shipowner and/or the Employer shall provide the following conditions, given in consideration the standards specified in Title 3, Regulation 3.2, to the ILO Maritime Labour Convention 2006:

- iii) food and drinking water supplies, having regard to the number of seafarers on board, their religious requirements and cultural practices as they pertain to food, and the duration and nature of the voyage, suitable in respect of quantity, nutritional value, quality and variety;
- iv) an organization and equipment of the catering department such as to permit the provision to the seafarers of adequate, varied and nutritious meals prepared and served in hygienic conditions;
- v) catering staff properly trained or instructed for their capacities.

#### MEDICAL ATTENTION

The seafarer shall be entitled to immediate medical attention, including essential dental care, when required.

The seafarer who is hospitalised abroad owing to sickness or injury shall be entitled to health protection and medical care including prompt access to the necessary medicines, medical equipment and facilities for diagnosis and treatment and to medical information and expertise at the Employer's expense for as long as such attention is required or until the seafarer is repatriated to her/his countries of residence, whichever is the earlier.

The Employer shall be not liable in respect of injury incurred otherwise than in the service of the ship or due to the willful misconduct of the injured or deceased seafarer or infirmity or sickness intentionally concealed when the employment is entered into.

The seafarer repatriated to her/his country of residence unfit as a result of sickness or injury, shall be entitled to medical attention (including hospitalisation) at the Employer's expense: a) in the case of sickness, for up to 130 (one hundred- thirty) days after repatriation, subject to the submission of satisfactory medical reports; b) in the case of injury, for so long as medical attention is required or until a medical determination is made in accordance with concerning permanent disability. Proof of continued entitlement to medical attention shall be by submission of satisfactory medical reports, endorsed by a Employer's medical practitioner.

#### MATERNITY

In the event that the seafarer becomes pregnant during the period of employment:

- a) the seafarer shall advise the Ship's Doctor as soon as the pregnancy is confirmed;
- b) the Employerr shall repatriate the seafarer at the first port of call;
- c) the seafarer shall be entitled to 130 (one hundred thirty) days monthly basic wage;
- d) the seafarer shall be afforded priority in filling a suitable vacancy in the same or equivalent capacity within one year following the birth of a child should such a vacancy be available.

#### DISABILITY AND DEATH IN SERVICE

The seafarer who suffers permanent disability as a result of an accident whilst in the employment of the Employer regardless of fault, including accidents occurring while travelling to or from the ship, and whose ability to work as the seafarer is reduced as a result thereof, but excluding permanent disability due to willful acts on the part of the seafarer, shall in addition to sick pay, be entitled to compensation according to the provisions of the CBA.

If the seafarer dies through any cause whilst in the employment of the Employer including death from natural causes and death occurring whilst travelling to and from the vessel, or as a result of marine or other similar peril, but excluding death due to willful acts on the part of the seafarer, the Employer shall pay the sums of US\$ 60.000(sixty thousand) to a nominated beneficiary and the sums of US\$ 15.000(fifteen thousand) to each dependent child up to a maximum of 3 (three) under the age of 18. The Employer should also transport at its own expense the body to seafarer's home where practical and at the families' request and pay the cost of burial expenses. If the seafarer should leave no nominated beneficiary, the aforementioned sum shall be paid to the person or body empowered by law or otherwise to administer the estate of the seafarer. Any payment effected under this article shall be without prejudice to any claim for compensation made in law but may be offset against any such payments.







#### HEALTH AND SAFETY PROTECTION

The Employer and/or the Shipowner shall ensure that seafarers are provided with occupational safety and health protection and live, work and train on board ship in a safe and hygienic environment in accordance with Italian Law and MLC,2006, Title IV, Regulation 4.3.

To comply with the relevant accident prevention and health protection measures the Employer and/or the Shipowner shall provide the necessary personal protective equipment in accordance with ISM/IMO regulations, or any applicable Flag State regulations that specify any additional equipment, for the use of the seafarer while serving on board.

The Employer and/or the Shipowner will supply the seafarer with appropriate personal protective equipment for the nature of the job.

The seafarer should be advised of the dangerous nature and possible hazards of any work to be carried out and instructed of any necessary precautions to be taken as well as of the use of the protective equipment.

If the necessary safety equipment is not available to operate in compliance with any of the above regulations, the seafarer should not be permitted or requested to perform the work.

The seafarer should use and take care of personal protective equipment at his/her disposal and not misuse any means provided for his/her own protection or the protection of others. Personal protective equipment remains the property of the Employer and/or the Shipowner.

#### SOCIAL SECURITY

With reference to Italian Law no. 30/98, Article 3, clauses 2 & 3, the Social Partners agree that for the seafarer who is neither citizen nor resident in a Member State of the European Union the applicable social security legislation is that in his/her respective countries of residence. For this reason, the seafarer concerned is entitled to a monthly bonus for social benefits. The foregoing bonus shall be understood to mean the payment in full or in part of the social security and pension contributions. It is mandatory for the seafarer to deposit the foregoing bonus in his/her private or national pension fund and the Employer shall not be held liable if the seafarer fails to make the payment in his country of residence. The seafarer will not receive the foregoing bonus in her/his consolidated monthly wage if she/he is resident in Countries which request directly to the Employer a social benefit payments or if she/he is resident in Countries which have a bilateral agreement with Flag State in this matter.

#### ON BOARD COMPLAINT PROCEDURE

The Employer ensure to the seafarer an on-board complaint procedure for the fair, effective and expeditious handling of seafarer complaints relating to any matter that is alleged to constitute a breach of the employment obligations and of the MLC,2006 requirements.

The Shipowner prohibits and penalizes any kind of victimization of a seafarer for filing a complaint.

Seafarer shall be provided with a copy of the on-board complaint procedures and of the complaints' forms applicable on the ship.

#### UNIFORMS

The Employer shall provide the seafarer with uniforms and shall clean such uniforms at its expense. The seafarer shall return to the Employer all uniforms in good use when the seafarer signs off the vessel and shall reimburse the Employer for any uniforms not returned or damaged beyond use.

#### TERMINATION OF EMPLOYMENT

The employment agreement shall expire: a) upon expiry of the agreed period of service; b) when signing off due to sickness or injury, after medical examination in accordance with CBA.

The Employer may terminate the employment of the seafarer: c) for any justified reason reason by giving 14(fourteen) days' written notice to the seafarer, d) due to the incompetence or misconduct of the seafarer, e) upon the total loss of the ship, or when the ship has been laid up for a continuous period of at least one month, or upon the sale of the ship, f) during the probation period by giving 14(fourteen) days' written notice in case of failure of the probation period.

The seafarer may terminate employment: g) by giving 14 (fourteen) days' written notice to the Employer's representative on board, h) when, during the course of the employment, it is confirmed that the spouse, father, mother or child(ren) has fallen dangerously ill, i) if the ship has been arrested and has remained under arrest for 30(thirty) days, l) if after any agreed grievance procedure has been invoked, the Employer has not complied with the terms of this agreement, m) during the probation, n) in the event of a ship being bound for a war zone for more than 72 hours as defined by national laws or regulation to which the seafarer does not consent to go.

The Employer is lawfully entitled to terminate the employment of the seafarer following serious default of the seafarer's employment obligations i.e. in case the seafarer, before the end of employment, requests to disembark without any justified reason or is subject to disciplinary disembarkation or is subject to disembarkation due to his/her incompetence. In such cases the Employer shall be entitled to withhold further sums needed to cover the costs of repatriation of seafarer out of total accrued amount of his/her latest monthly salary, compensation pay for Sundays and public holidays and monthly leave. The seafarer shall be entitled to request documentary evidence of the expenses incurred by the Employer.

The seafarer shall be entitled to receive compensation of two months' basic wage on termination of their employment in accordance with clauses (e), (i), (l) above. The seafarer shall be entitled to receive compensation which is equivalent to the daily basic wage multiplied by the number of days missing to the completion of the shortest contractual period of employment (9 months) and in any case up to a maximum of 60 days in accordance with clause (c) above. These clauses shall not apply for the probation service.

It shall not be ground for termination if, during the period of the agreement, the Employer transfers the seafarer to another vessel belonging or related to the same Employer. There shall be no loss of earnings or entitlements during the transfer and the Employer shall be liable for all costs and subsistence for and during the transfer.

#### GENERAL RULES AND CONDUCT REGULATIONS.

The seafarer shall all times comply with and abide by all applicable laws, all rules and regulations of the vessel's Captain as well as all the Employer's and/or the Shipowner's rules, regulations, policies and procedures (including but not limited to the AIDA Cruises "Onboard Regulation and Code of Conduct" and to the Carnival Corporation & Plc "Code of Business Conduct and Ethics").

The seafarer shall obey the orders of and perform all duties assigned by the vessel's Captain and officers and seafarer's department supervisor and shall show respect to all of the vessel's staff. The seafarer shall not be drunk, gamble, or use or possess firearms, knives, weapons or illegal drugs or narcotics. The seafarer shall smoke in designated areas only, be polite and helpful to guests, not use guest facilities and not fraternize or have sexual contact with guests. All the rules, regulations, policies, procedures as well as the AIDA Cruises "Onboard Regulation and Code of Conduct" and the Carnival Corporation & Plc "Code of Business Conduct and Ethics" will be delivered to seafarer at embarkation in order to be countersigned for receipt.

#### LEVELS OF CAPACITY

The seafarer can be employed in the four different levels of capacity: First (means the seafarer who is employed in the capacity for the first time with the Shipowner or after an internal promotion), Standard (means the seafarer who is employed in the capacity with full working skills and knowledge of the Shipowner's procedures).

#### Data protection law.

Any information relating to an identifiable individual is protected as "personal data" by the law. Personal data may only be processed – e.g. collected, stored, used or disclosed – as far as this is necessary for specified, legitimate purposes. The seafarer may have access to personal data while performing her/his duties under





this contract. The seafarer has the obligation to treat such personal data as confidential, and to transfer, disclose or otherwise process such personal data only on instructions of the Employer and for the purposes determined by the Employer.

The seafarer is hereby notified that the Employer and/or the Shipowner is processing personal data concerning the seafarer. The personal data supplied by the seafarer will be used for the sole purposes of selection, recruitment and manning of the seafarer by the Employer/Shipowner and will be communicated to third parties only where required for these purposes. The seafarer may at any time exercise her/his right of access to and information on personal data held concerning her/him, addressing her/his request to Air-Sea Holiday GmbH – Italian Branch. More details on the processing of data concerning the seafarer are contained in the Privacy Notice handed to the seafarer.

By signing below, the Seafarer declares that he has read and understands the terms of this Agreement and the related CBA and confirms that no verbal promises or other agreements have been given to him. The Seafarer also declares that no fees or other charges for seafarer recruitment or placement or for providing employment to seafarers are borne directly or indirectly.

The Employer and the seafarer have executed this agreement as of CCCURRENTDATE

**The Employer :**  
Air Sea Holiday GmbH – Italian Branch



**Kerstin Will**

**The Seafarer**

\_\_\_\_\_

\_\_\_\_\_

**FINAL CLOSING CLAUSE\***

The shipowner assumes the duties and responsibilities of this seafarer's employment agreement in compliance with the ILO Convention on maritime labour (MLC 2006) as amended. This final closure clause does not release the employer/contractor from the responsibilities and obligations established by Italian laws towards the seafarer. Therefore, the Italian provisions currently in force shall be applied to the aforementioned employment agreement in accordance with the law.

The Shipowner  
Costa Crociere S.p.A.  
Piazza Piccapietra 48  
16121 Genova (Italia)  
Sergio Repetto

The Seafarer

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\* note: This final closing clause shall be applicable only for seafarers engaged by concessionaries according to art. 17 of Italian Law n° 856, December 5th 1986, as amended

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Admistration Advance per month	TOTAL Monthly Wage	
HOUSEKEEPING	9,24	7,39	STANDARD	CORPORATE HOUSEKEEPER	1411,00	370,00	1.386,00	3.167,00	333,00	3.500,00	70,00	20,00	3.590,00	
	8,98	7,18	FIRST	CORPORATE HOUSEKEEPER	1371,00	359,00	1.346,00	3.076,00	323,00	3.399,00	70,00	20,00	3.489,00	
	9,10	7,28	STANDARD PLUS	HOUSEKEEPING MANAGER	1391,00	364,00	1.365,00	3.120,00	328,00	3.448,00	70,00	20,00	3.538,00	
	8,29	6,63	STANDARD	HOUSEKEEPING MANAGER	1267,00	332,00	1.244,00	2.843,00	298,00	3.141,00	70,00	20,00	3.231,00	
	8,02	6,41	FIRST	HOUSEKEEPING MANAGER	1225,00	321,00	1.202,00	2.748,00	289,00	3.037,00	70,00	20,00	3.127,00	
	7,24	5,79	STANDARD	HOUSEKEEPING TRAINER	1106,00	290,00	1.086,00	2.482,00	261,00	2.743,00	70,00	20,00	2.833,00	
	6,98	5,58	FIRST	HOUSEKEEPING TRAINER	1066,00	279,00	1.046,00	2.391,00	251,00	2.642,00	70,00	20,00	2.732,00	
	8,44	6,75	STANDARD PLUS	EXECUTIVE HOUSEKEEPER	1289,00	338,00	1.266,00	2.893,00	304,00	3.197,00	70,00	20,00	3.287,00	
	7,63	6,10	STANDARD	EXECUTIVE HOUSEKEEPER	1165,00	305,00	1.144,00	2.614,00	275,00	2.889,00	70,00	20,00	2.979,00	
	7,36	5,89	FIRST	EXECUTIVE HOUSEKEEPER	1124,00	294,00	1.104,00	2.522,00	265,00	2.787,00	70,00	20,00	2.877,00	
	7,68	6,14	STANDARD PLUS	EXECUTIVE HOUSEKEEPER CABIN	1174,00	307,00	1.152,00	2.633,00	277,00	2.910,00	70,00	20,00	3.000,00	
	5,76	4,61	STANDARD	EXECUTIVE HOUSEKEEPER CABIN	880,00	230,00	863,00	1.973,00	207,00	2.180,00	70,00	20,00	2.270,00	
	5,59	4,47	FIRST	EXECUTIVE HOUSEKEEPER CABIN	854,00	224,00	838,00	1.916,00	201,00	2.117,00	70,00	20,00	2.207,00	
	6,93	5,54	STANDARD PLUS	EXECUTIVE HOUSEKEEPER PUBLIC AREA	1059,00	277,00	1.039,00	2.375,00	249,00	2.624,00	70,00	20,00	2.714,00	
	5,17	4,13	STANDARD	EXECUTIVE HOUSEKEEPER PUBLIC AREA	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	4,90	3,92	FIRST	EXECUTIVE HOUSEKEEPER PUBLIC AREA	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	6,93	5,54	STANDARD PLUS	EXECUTIVE LAUNDRY	1059,00	277,00	1.039,00	2.375,00	249,00	2.624,00	70,00	20,00	2.714,00	
	5,17	4,13	STANDARD	EXECUTIVE LAUNDRY	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	4,90	3,92	FIRST	EXECUTIVE LAUNDRY	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,98	3,98	STANDARD PLUS	SENIOR ASISSTANT HOUSEKEEPER	761,00	199,00	747,00	1.707,00	179,00	1.886,00	70,00	20,00	1.976,00	
	3,66	2,92	STANDARD	SENIOR ASISSTANT HOUSEKEEPER	559,00	146,00	548,00	1.253,00	132,00	1.385,00	70,00	20,00	1.475,00	
	3,39	2,71	FIRST	SENIOR ASISSTANT HOUSEKEEPER	518,00	136,00	508,00	1.162,00	122,00	1.284,00	70,00	20,00	1.374,00	
	4,98	3,98	STANDARD PLUS	ASSISTANT HOUSEKEEPER CABIN	761,00	199,00	747,00	1.707,00	179,00	1.886,00	70,00	20,00	1.976,00	
	3,66	2,92	STANDARD	ASSISTANT HOUSEKEEPER CABIN	559,00	146,00	548,00	1.253,00	132,00	1.385,00	70,00	20,00	1.475,00	
	3,39	2,71	FIRST	ASSISTANT HOUSEKEEPER CABIN	518,00	136,00	508,00	1.162,00	122,00	1.284,00	70,00	20,00	1.374,00	
	4,98	3,98	STANDARD PLUS	ASSISTANT HOUSEKEEPER PUBLIC AREA	761,00	199,00	747,00	1.707,00	179,00	1.886,00	70,00	20,00	1.976,00	
	3,66	2,92	STANDARD	ASSISTANT HOUSEKEEPER PUBLIC AREA	559,00	146,00	548,00	1.253,00	132,00	1.385,00	70,00	20,00	1.475,00	
	3,39	2,71	FIRST	ASSISTANT HOUSEKEEPER PUBLIC AREA	518,00	136,00	508,00	1.162,00	122,00	1.284,00	70,00	20,00	1.374,00	
	5,71	4,57	STANDARD PLUS	FIRST HOUSEKEEPER	872,00	228,00	856,00	1.956,00	206,00	2.162,00	70,00	20,00	2.252,00	
	4,63	3,70	STANDARD	FIRST HOUSEKEEPER	708,00	185,00	695,00	1.588,00	167,00	1.755,00	70,00	20,00	1.845,00	
	4,35	3,48	FIRST	FIRST HOUSEKEEPER	665,00	174,00	653,00	1.492,00	157,00	1.649,00	70,00	20,00	1.739,00	
	4,71	3,77	STANDARD PLUS	ASSISTANT HOUSEKEEPER	720,00	188,00	706,00	1.614,00	170,00	1.784,00	70,00	20,00	1.874,00	
	3,39	2,71	STANDARD	ASSISTANT HOUSEKEEPER	518,00	136,00	508,00	1.162,00	122,00	1.284,00	70,00	20,00	1.374,00	
	3,22	2,58	FIRST	ASSISTANT HOUSEKEEPER	492,00	129,00	483,00	1.104,00	116,00	1.220,00	70,00	20,00	1.310,00	
	4,71	3,77	STANDARD PLUS	ASSISTANT HOUSEKEEPER OFFICE	720,00	188,00	706,00	1.614,00	170,00	1.784,00	70,00	20,00	1.874,00	
	3,39	2,71	STANDARD	ASSISTANT HOUSEKEEPER OFFICE	518,00	136,00	508,00	1.162,00	122,00	1.284,00	70,00	20,00	1.374,00	
	3,22	2,58	FIRST	ASSISTANT HOUSEKEEPER OFFICE	492,00	129,00	483,00	1.104,00	116,00	1.220,00	70,00	20,00	1.310,00	
	3,68	2,95	STANDARD PLUS	HOUSEKEEPING SUPERVISOR CABIN	563,00	147,00	552,00	1.262,00	133,00	1.395,00	70,00	20,00	1.485,00	
	3,01	2,41	STANDARD	HOUSEKEEPING SUPERVISOR CABIN	460,00	120,00	451,00	1.031,00	108,00	1.139,00	70,00	20,00	1.229,00	
	2,84	2,27	FIRST	HOUSEKEEPING SUPERVISOR CABIN	434,00	114,00	426,00	974,00	102,00	1.076,00	70,00	20,00	1.166,00	
	3,68	2,95	STANDARD PLUS	HOUSEKEEPING SUPERVISOR COORDINATOR	563,00	147,00	552,00	1.262,00	133,00	1.395,00	70,00	20,00	1.485,00	
	3,01	2,41	STANDARD	HOUSEKEEPING SUPERVISOR COORDINATOR	460,00	120,00	451,00	1.031,00	108,00	1.139,00	70,00	20,00	1.229,00	
	2,84	2,27	FIRST	HOUSEKEEPING SUPERVISOR COORDINATOR	434,00	114,00	426,00	974,00	102,00	1.076,00	70,00	20,00	1.166,00	
	3,68	2,95	STANDARD PLUS	HOUSEKEEPING SUPERVISOR PUBLIC AREA	563,00	147,00	552,00	1.262,00	133,00	1.395,00	70,00	20,00	1.485,00	
	3,01	2,41	STANDARD	HOUSEKEEPING SUPERVISOR PUBLIC AREA	460,00	120,00	451,00	1.031,00	108,00	1.139,00	70,00	20,00	1.229,00	
	2,84	2,27	FIRST	HOUSEKEEPING SUPERVISOR PUBLIC AREA	434,00	114,00	426,00	974,00	102,00	1.076,00	70,00	20,00	1.166,00	
	3,14	2,51	STANDARD PLUS	HOUSEKEEPING SUPERVISOR	480,00	126,00	471,00	1.077,00	113,00	1.190,00	70,00	20,00	1.280,00	
	2,60	2,08	STANDARD	HOUSEKEEPING SUPERVISOR	398,00	104,00	390,00	892,00	94,00	986,00	70,00	20,00	1.076,00	
2,33	1,86	FIRST	HOUSEKEEPING SUPERVISOR	356,00	93,00	350,00	799,00	84,00	883,00	70,00	20,00	973,00		
2,61	2,09	STANDARD	LAUNDRY MASTER	399,00	104,00	392,00	895,00	94,00	989,00	70,00	20,00	1.079,00		
2,45	1,96	FIRST	LAUNDRY MASTER	375,00	98,00	368,00	841,00	88,00	929,00	70,00	20,00	1.019,00		
2,61	2,09	STANDARD	TAILOR	399,00	104,00	392,00	895,00	94,00	989,00	70,00	20,00	1.079,00		
2,45	1,96	FIRST	TAILOR	375,00	98,00	368,00	841,00	88,00	929,00	70,00	20,00	1.019,00		
3,28	2,62	STANDARD PLUS	FLOOR SUPERVISOR	501,00	131,00	492,00	1.124,00	118,00	1.242,00	70,00	20,00	1.332,00		
2,84	2,27	STANDARD	FLOOR SUPERVISOR	434,00	114,00	426,00	974,00	102,00	1.076,00	70,00	20,00	1.166,00		
2,39	1,91	FIRST	FLOOR SUPERVISOR	365,00	96,00	358,00	819,00	86,00	905,00	70,00	20,00	995,00		
2,15	1,72	STANDARD	ASSISTANT LAUNDRY MASTER	328,00	86,00	322,00	736,00	77,00	813,00	70,00	20,00	903,00		
1,99	1,59	FIRST	ASSISTANT LAUNDRY MASTER	304,00	80,00	299,00	683,00	72,00	755,00	70,00	20,00	845,00		
2,00	1,60	STANDARD	GPA NO.1 HOUSEKEEPING	305,00	80,00	300,00	685,00	72,00	757,00	70,00	20,00	847,00		
1,88	1,51	FIRST	GPA NO.1 HOUSEKEEPING	288,00	75,00	283,00	646,00	68,00	714,00	70,00	20,00	804,00		

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	
	1,85	1,48	STANDARD	LAUNDRY MAN	283,00	74,00	278,00	635,00	67,00	702,00	70,00	20,00	792,00	
	1,65	1,32	FIRST	LAUNDRY MAN	252,00	66,00	247,00	565,00	59,00	624,00	70,00	20,00	714,00	
	1,64	1,31	STANDARD	ASSISTANT GPA 1 HOUSEKEEPING	250,00	65,00	246,00	561,00	59,00	620,00	70,00	20,00	710,00	
	1,47	1,18	FIRST	ASSISTANT GPA 1 HOUSEKEEPING	225,00	59,00	220,00	504,00	53,00	557,00	70,00	20,00	647,00	
	2,48	1,98	STANDARD PLUS	CABIN STEWARD	378,00	99,00	371,00	848,00	89,00	937,00	70,00	20,00	1.027,00	
	1,99	1,59	STANDARD	CABIN STEWARD	304,00	80,00	298,00	682,00	72,00	754,00	70,00	20,00	844,00	
	1,81	1,45	FIRST	CABIN STEWARD	277,00	73,00	272,00	622,00	65,00	687,00	70,00	20,00	777,00	
	1,50	1,20	STANDARD	HOUSEKEEPING ATTENDANT	230,00	60,00	226,00	516,00	54,00	570,00	70,00	20,00	660,00	
	1,34	1,07	FIRST	HOUSEKEEPING ATTENDANT	205,00	54,00	201,00	460,00	48,00	508,00	70,00	20,00	598,00	
	1,50	1,20	STANDARD	CLEANER	230,00	60,00	226,00	516,00	54,00	570,00	70,00	20,00	660,00	
	1,34	1,07	FIRST	CLEANER	205,00	54,00	201,00	460,00	48,00	508,00	70,00	20,00	598,00	
	1,50	1,20	STANDARD	SPA CLEANER	230,00	60,00	226,00	516,00	54,00	570,00	70,00	20,00	660,00	
	1,34	1,07	FIRST	SPA CLEANER	205,00	54,00	201,00	460,00	48,00	508,00	70,00	20,00	598,00	
PROVISION	8,06	6,45	STANDARD	CORPORATE PROVISION MASTER	1232,00	323,00	1.209,00	2.764,00	290,00	3.054,00	70,00	20,00	3.144,00	
	7,79	6,24	FIRST	CORPORATE PROVISION MASTER	1191,00	312,00	1.169,00	2.672,00	281,00	2.953,00	70,00	20,00	3.043,00	
	7,68	6,14	STANDARD PLUS	PROVISION MASTER	1174,00	307,00	1.152,00	2.633,00	277,00	2.910,00	70,00	20,00	3.000,00	
	5,76	4,61	STANDARD	PROVISION MASTER	880,00	230,00	863,00	1.973,00	207,00	2.180,00	70,00	20,00	2.270,00	
	5,59	4,47	FIRST	PROVISION MASTER	854,00	224,00	838,00	1.916,00	201,00	2.117,00	70,00	20,00	2.207,00	
	5,99	4,79	STANDARD PLUS	JUNIOR PROVISION MASTER	915,00	239,00	898,00	2.052,00	215,00	2.267,00	70,00	20,00	2.357,00	
	4,76	3,81	STANDARD	JUNIOR PROVISION MASTER	728,00	191,00	714,00	1.633,00	171,00	1.804,00	70,00	20,00	1.894,00	
	4,49	3,60	FIRST	JUNIOR PROVISION MASTER	687,00	180,00	674,00	1.541,00	162,00	1.703,00	70,00	20,00	1.793,00	
	4,43	3,55	STANDARD PLUS	ASSISTANT PROVISION MASTER	678,00	177,00	665,00	1.520,00	160,00	1.680,00	70,00	20,00	1.770,00	
	3,68	2,94	STANDARD	ASSISTANT PROVISION MASTER	562,00	147,00	551,00	1.260,00	132,00	1.392,00	70,00	20,00	1.482,00	
	3,52	2,81	FIRST	ASSISTANT PROVISION MASTER	537,00	141,00	527,00	1.205,00	127,00	1.332,00	70,00	20,00	1.422,00	
	3,55	2,84	STANDARD PLUS	HEAD STOREKEEPER PROVISION	542,00	142,00	532,00	1.216,00	128,00	1.344,00	70,00	20,00	1.434,00	
	3,33	2,66	STANDARD	HEAD STOREKEEPER PROVISION	509,00	133,00	499,00	1.141,00	120,00	1.261,00	70,00	20,00	1.351,00	
	3,05	2,44	FIRST	HEAD STOREKEEPER PROVISION	466,00	122,00	458,00	1.046,00	110,00	1.156,00	70,00	20,00	1.246,00	
	3,27	2,61	STANDARD PLUS	STOREKEEPER PROVISION	499,00	131,00	490,00	1.120,00	118,00	1.238,00	70,00	20,00	1.328,00	
	3,05	2,44	STANDARD	STOREKEEPER PROVISION	466,00	122,00	458,00	1.046,00	110,00	1.156,00	70,00	20,00	1.246,00	
	2,89	2,31	FIRST	STOREKEEPER PROVISION	442,00	116,00	434,00	992,00	104,00	1.096,00	70,00	20,00	1.186,00	
1,79	1,43	STANDARD	UTILITY PROVISION	274,00	72,00	269,00	615,00	64,00	679,00	70,00	20,00	769,00		
1,59	1,27	FIRST	UTILITY PROVISION	243,00	64,00	239,00	546,00	57,00	603,00	70,00	20,00	693,00		
	9,23	7,39	STANDARD	CORPORATE CHEF	1411,00	369,00	1.385,00	3.165,00	332,00	3.497,00	70,00	20,00	3.587,00	

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Admistration Advance per month	TOTAL Monthly Wage	
GALLEY	8,97	7,17	FIRST	CORPORATE CHEF	1370,00	359,00	1.345,00	3.074,00	323,00	3.397,00	70,00	20,00	3.487,00	
	8,51	6,81	STANDARD	EXECUTIVE CHEF HELIOS	1301,00	341,00	1.277,00	2.919,00	307,00	3.226,00	70,00	20,00	3.316,00	
	8,25	6,60	FIRST	EXECUTIVE CHEF HELIOS	1260,00	330,00	1.237,00	2.827,00	297,00	3.124,00	70,00	20,00	3.214,00	
	8,06	6,45	STANDARD	EXECUTIVE CHEF	1232,00	323,00	1.209,00	2.764,00	290,00	3.054,00	70,00	20,00	3.144,00	
	7,79	6,24	FIRST	EXECUTIVE CHEF	1191,00	312,00	1.169,00	2.672,00	281,00	2.953,00	70,00	20,00	3.043,00	
	8,01	6,41	STANDARD PLUS	EXE SOUS CHEF	1224,00	320,00	1.202,00	2.746,00	288,00	3.034,00	70,00	20,00	3.124,00	
	7,47	5,97	STANDARD	EXE SOUS CHEF	1141,00	299,00	1.120,00	2.560,00	269,00	2.829,00	70,00	20,00	2.919,00	
	7,20	5,76	FIRST	EXE SOUS CHEF	1101,00	288,00	1.081,00	2.470,00	259,00	2.729,00	70,00	20,00	2.819,00	
	8,01	6,41	STANDARD PLUS	SOUS CHEF ROSSINI	1224,00	320,00	1.202,00	2.746,00	288,00	3.034,00	70,00	20,00	3.124,00	
	7,47	5,97	STANDARD	SOUS CHEF ROSSINI	1141,00	299,00	1.120,00	2.560,00	269,00	2.829,00	70,00	20,00	2.919,00	
	7,43	5,94	STANDARD	CULINARY TRAINER	1135,00	297,00	1.114,00	2.546,00	267,00	2.813,00	70,00	20,00	2.903,00	
	7,17	5,73	FIRST	CULINARY TRAINER	1095,00	287,00	1.075,00	2.457,00	258,00	2.715,00	70,00	20,00	2.805,00	
	7,20	5,76	FIRST	SOUS CHEF ROSSINI	1101,00	288,00	1.081,00	2.470,00	259,00	2.729,00	70,00	20,00	2.819,00	
	7,41	5,93	STANDARD	CHEF DE CUISINE / CHEF DE CUISINE HELIOS	1133,00	297,00	1.112,00	2.542,00	267,00	2.809,00	70,00	20,00	2.899,00	
	7,15	5,72	FIRST	CHEF DE CUISINE / CHEF DE CUISINE HELIOS	1093,00	286,00	1.073,00	2.452,00	258,00	2.710,00	70,00	20,00	2.800,00	
	7,06	5,65	STANDARD PLUS	SOUS CHEF	1078,00	282,00	1.059,00	2.419,00	254,00	2.673,00	70,00	20,00	2.763,00	
	6,52	5,22	STANDARD	SOUS CHEF	996,00	261,00	978,00	2.235,00	235,00	2.470,00	70,00	20,00	2.560,00	
	6,25	5,00	FIRST	SOUS CHEF	955,00	250,00	938,00	2.143,00	225,00	2.368,00	70,00	20,00	2.458,00	
	5,58	4,46	STANDARD PLUS	JUNIOR SOUS CHEF	852,00	223,00	837,00	1.912,00	201,00	2.113,00	70,00	20,00	2.203,00	
	4,90	3,92	STANDARD	JUNIOR SOUS CHEF	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,63	3,70	FIRST	JUNIOR SOUS CHEF	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,99	3,99	STANDARD	CULINARY ADMINISTRATION ASSISTANT	763,00	200,00	749,00	1.712,00	180,00	1.892,00	70,00	20,00	1.982,00	
	4,73	3,79	FIRST	CULINARY ADMINISTRATION ASSISTANT	723,00	189,00	710,00	1.622,00	170,00	1.792,00	70,00	20,00	1.882,00	
	4,63	3,70	STANDARD	PASTRY CHEF	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,35	3,48	FIRST	PASTRY CHEF	665,00	174,00	653,00	1.492,00	157,00	1.649,00	70,00	20,00	1.739,00	
	5,04	4,03	STANDARD PLUS	CHEF GARDEMANGER	770,00	202,00	756,00	1.728,00	181,00	1.909,00	70,00	20,00	1.999,00	
	4,63	3,70	STANDARD	CHEF GARDEMANGER	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,35	3,48	FIRST	CHEF GARDEMANGER	665,00	174,00	653,00	1.492,00	157,00	1.649,00	70,00	20,00	1.739,00	
	4,63	3,70	STANDARD	HEAD BAKER	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,35	3,48	FIRST	HEAD BAKER	665,00	174,00	653,00	1.492,00	157,00	1.649,00	70,00	20,00	1.739,00	
	4,63	3,70	STANDARD	HEAD BUTCHER	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,35	3,48	FIRST	HEAD BUTCHER	665,00	174,00	653,00	1.492,00	157,00	1.649,00	70,00	20,00	1.739,00	
	5,58	4,46	STANDARD PLUS	CREW COOK	852,00	223,00	837,00	1.912,00	201,00	2.113,00	70,00	20,00	2.203,00	
	4,90	3,92	STANDARD	CREW COOK	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,63	3,70	FIRST	CREW COOK	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	5,17	4,13	STANDARD PLUS	CHEF DE PARTIE ROSSINI	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	4,76	3,81	STANDARD	CHEF DE PARTIE ROSSINI	728,00	191,00	714,00	1.633,00	171,00	1.804,00	70,00	20,00	1.894,00	
	4,49	3,60	FIRST	CHEF DE PARTIE ROSSINI	687,00	180,00	674,00	1.541,00	162,00	1.703,00	70,00	20,00	1.793,00	
	5,17	4,13	STANDARD PLUS	DIETARY CHEF	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	4,76	3,81	STANDARD	DIETARY CHEF	728,00	191,00	714,00	1.633,00	171,00	1.804,00	70,00	20,00	1.894,00	
	4,49	3,60	FIRST	DIETARY CHEF	687,00	180,00	674,00	1.541,00	162,00	1.703,00	70,00	20,00	1.793,00	
	5,03	4,02	STANDARD PLUS	CHEF DE PARTIE	769,00	201,00	755,00	1.725,00	181,00	1.906,00	70,00	20,00	1.996,00	
	4,63	3,70	STANDARD	CHEF DE PARTIE	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,09	3,27	FIRST	CHEF DE PARTIE	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00	
	5,03	4,02	STANDARD PLUS	FIRST GPA	769,00	201,00	755,00	1.725,00	181,00	1.906,00	70,00	20,00	1.996,00	
4,63	3,70	STANDARD	FIRST GPA	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00		
4,09	3,27	FIRST	FIRST GPA	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00		
5,03	4,02	STANDARD PLUS	TEPPANYAKI COOK	769,00	201,00	755,00	1.725,00	181,00	1.906,00	70,00	20,00	1.996,00		
4,63	3,70	STANDARD	TEPPANYAKI COOK	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00		
4,09	3,27	FIRST	TEPPANYAKI COOK	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00		
5,03	4,02	STANDARD PLUS	VEGETABLE PREPARATION CHEF	769,00	201,00	755,00	1.725,00	181,00	1.906,00	70,00	20,00	1.996,00		
4,63	3,70	STANDARD	VEGETABLE PREPARATION CHEF	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00		
4,09	3,27	FIRST	VEGETABLE PREPARATION CHEF	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00		
2,90	2,32	STANDARD	ICE CARVER	444,00	116,00	436,00	996,00	105,00	1.101,00	70,00	20,00	1.191,00		
2,74	2,19	FIRST	ICE CARVER	418,00	109,00	411,00	938,00	99,00	1.037,00	70,00	20,00	1.127,00		
2,90	2,32	STANDARD	PASTRY COOK	444,00	116,00	436,00	996,00	105,00	1.101,00	70,00	20,00	1.191,00		
2,74	2,19	FIRST	PASTRY COOK	418,00	109,00	411,00	938,00	99,00	1.037,00	70,00	20,00	1.127,00		
3,68	2,94	STANDARD	GPA NO. 1 GALLEY	562,00	147,00	551,00	1.260,00	132,00	1.392,00	70,00	20,00	1.482,00		
3,14	2,51	FIRST	GPA NO. 1 GALLEY	480,00	126,00	471,00	1.077,00	113,00	1.190,00	70,00	20,00	1.280,00		
3,68	2,94	STANDARD PLUS	DEMI CHEF DE PARTIE	562,00	147,00	551,00	1.260,00	132,00	1.392,00	70,00	20,00	1.482,00		

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	
	2,90	2,32	STANDARD	DEMI CHEF DE PARTIE	444,00	116,00	436,00	996,00	105,00	1.101,00	70,00	20,00	1.191,00	
	2,74	2,19	FIRST	DEMI CHEF DE PARTIE	418,00	109,00	411,00	938,00	99,00	1.037,00	70,00	20,00	1.127,00	
	5,03	4,02	STANDARD PLUS	SUSHI COOK	769,00	201,00	755,00	1.725,00	181,00	1.906,00	70,00	20,00	1.996,00	
	4,63	3,70	STANDARD	SUSHI COOK	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,09	3,27	FIRST	SUSHI COOK	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00	
	2,75	2,20	STANDARD	BAKER	420,00	110,00	413,00	943,00	99,00	1.042,00	70,00	20,00	1.132,00	
	2,60	2,08	FIRST	BAKER	397,00	104,00	389,00	890,00	93,00	983,00	70,00	20,00	1.073,00	
	2,75	2,20	STANDARD	BUTCHER	420,00	110,00	413,00	943,00	99,00	1.042,00	70,00	20,00	1.132,00	
	2,60	2,08	FIRST	BUTCHER	397,00	104,00	389,00	890,00	93,00	983,00	70,00	20,00	1.073,00	
	2,24	1,79	STANDARD	COMMIS DE CUISINE	342,00	90,00	336,00	768,00	81,00	849,00	70,00	20,00	939,00	
	1,98	1,58	FIRST	COMMIS DE CUISINE	303,00	79,00	297,00	679,00	71,00	750,00	70,00	20,00	840,00	
	1,62	1,30	JUNIOR	JUNIOR COMMIS DE CUISINE	248,00	65,00	244,00	557,00	58,00	615,00	70,00	20,00	705,00	
	1,62	1,30	STANDARD	UTILITY GALLEY	248,00	65,00	244,00	557,00	58,00	615,00	70,00	20,00	705,00	
	1,42	1,14	FIRST	UTILITY GALLEY	217,00	57,00	213,00	487,00	51,00	538,00	70,00	20,00	628,00	
	13,31	10,65	STANDARD	GENERAL MANAGER	2034,00	532,00	1.997,00	4.563,00	479,00	5.042,00	70,00	20,00	5.132,00	
	13,06	10,45	FIRST	GENERAL MANAGER	1995,00	522,00	1.958,00	4.475,00	470,00	4.945,00	70,00	20,00	5.035,00	
	11,43	9,15	STANDARD	HOTEL DIRECTOR	1747,00	457,00	1.715,00	3.919,00	412,00	4.331,00	70,00	20,00	4.421,00	
	11,17	8,94	FIRST	HOTEL DIRECTOR	1707,00	447,00	1.676,00	3.830,00	402,00	4.232,00	70,00	20,00	4.322,00	
	10,73	8,59	STANDARD	HR MANAGER	1640,00	429,00	1.610,00	3.679,00	386,00	4.065,00	70,00	20,00	4.155,00	
	10,47	8,38	FIRST	HR MANAGER	1600,00	419,00	1.571,00	3.590,00	377,00	3.967,00	70,00	20,00	4.057,00	
	9,51	7,61	STANDARD	HEAD OF GUEST SERVICES	1453,00	380,00	1.426,00	3.259,00	342,00	3.601,00	70,00	20,00	3.691,00	
	9,25	7,40	FIRST	HEAD OF GUEST SERVICES	1413,00	370,00	1.387,00	3.170,00	333,00	3.503,00	70,00	20,00	3.593,00	
	8,19	6,55	STANDARD	CHIEF PURSER	1251,00	327,00	1.228,00	2.806,00	295,00	3.101,00	70,00	20,00	3.191,00	
	7,93	6,34	FIRST	CHIEF PURSER	1211,00	317,00	1.189,00	2.717,00	285,00	3.002,00	70,00	20,00	3.092,00	
	7,17	5,74	STANDARD	TRAINING MANAGER	1096,00	287,00	1.076,00	2.459,00	258,00	2.717,00	70,00	20,00	2.807,00	
	6,91	5,53	FIRST	TRAINING MANAGER	1056,00	276,00	1.037,00	2.369,00	249,00	2.618,00	70,00	20,00	2.708,00	
	5,03	4,02	STANDARD PLUS	MANAGEMENT TRAINEE	769,00	201,00	755,00	1.725,00	181,00	1.906,00	70,00	20,00	1.996,00	
	6,18	4,95	STANDARD	MANAGEMENT TRAINEE	945,00	247,00	928,00	2.120,00	223,00	2.343,00	70,00	20,00	2.433,00	
	5,91	4,73	FIRST	MANAGEMENT TRAINEE	903,00	237,00	887,00	2.027,00	213,00	2.240,00	70,00	20,00	2.330,00	
	6,86	5,49	STANDARD	MANAGER ACCOUNTING & ADMINISTRATION	1048,00	274,00	1.029,00	2.351,00	247,00	2.598,00	70,00	20,00	2.688,00	
	6,59	5,27	FIRST	MANAGER ACCOUNTING & ADMINISTRATION	1007,00	264,00	989,00	2.260,00	237,00	2.497,00	70,00	20,00	2.587,00	
	5,84	4,67	STANDARD PLUS	FIRST PURSER	893,00	234,00	876,00	2.003,00	210,00	2.213,00	70,00	20,00	2.303,00	
	5,31	4,24	STANDARD	FIRST PURSER	811,00	212,00	796,00	1.819,00	191,00	2.010,00	70,00	20,00	2.100,00	
	4,18	3,34	FIRST	FIRST PURSER	639,00	167,00	627,00	1.433,00	151,00	1.584,00	70,00	20,00	1.674,00	
	5,71	4,57	STANDARD PLUS	GUEST SERVICE MANAGER	872,00	228,00	856,00	1.956,00	206,00	2.162,00	70,00	20,00	2.252,00	
	5,17	4,13	STANDARD	GUEST SERVICE MANAGER	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	4,90	3,92	FIRST	GUEST SERVICE MANAGER	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	5,93	4,74	STANDARD PLUS	MGR WAREHOUSE ADMINISTRATION & SYSTEMS	905,00	237,00	889,00	2.031,00	213,00	2.244,00	70,00	20,00	2.334,00	
	5,44	4,35	STANDARD	MGR WAREHOUSE ADMINISTRATION & SYSTEMS	831,00	218,00	816,00	1.865,00	196,00	2.061,00	70,00	20,00	2.151,00	
	5,17	4,13	FIRST	MGR WAREHOUSE ADMINISTRATION & SYSTEMS	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	4,64	3,71	STANDARD PLUS	JUNIOR.MGR WAREHOUSE ADMINISTRATION & SYSTEMS	708,00	185,00	696,00	1.589,00	167,00	1.756,00	70,00	20,00	1.846,00	
	4,36	3,49	STANDARD	JUNIOR.MGR WAREHOUSE ADMINISTRATION & SYSTEMS	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	4,21	3,37	FIRST	JUNIOR.MGR WAREHOUSE ADMINISTRATION & SYSTEMS	644,00	169,00	632,00	1.445,00	152,00	1.597,00	70,00	20,00	1.687,00	
	5,84	4,67	STANDARD PLUS	CREW PURSER	893,00	234,00	876,00	2.003,00	210,00	2.213,00	70,00	20,00	2.303,00	
	5,44	4,35	STANDARD	CREW PURSER	831,00	218,00	816,00	1.865,00	196,00	2.061,00	70,00	20,00	2.151,00	
	5,17	4,13	FIRST	CREW PURSER	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	5,17	4,13	STANDARD PLUS	FRONT OFFICE MANAGER	789,00	207,00	775,00	1.771,00	186,00	1.957,00	70,00	20,00	2.047,00	
	4,63	3,70	STANDARD	FRONT OFFICE MANAGER	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,36	3,49	FIRST	FRONT OFFICE MANAGER	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	4,63	3,70	STANDARD PLUS	ASSISTANT CREW PURSER	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,36	3,49	STANDARD	ASSISTANT CREW PURSER	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	4,21	3,37	FIRST	ASSISTANT CREW PURSER	644,00	169,00	632,00	1.445,00	152,00	1.597,00	70,00	20,00	1.687,00	
	3,54	2,83	STANDARD	CREW CASHIER & ADMINISTRATION	541,00	142,00	531,00	1.214,00	128,00	1.342,00	70,00	20,00	1.432,00	
	3,41	2,73	FIRST	CREW CASHIER & ADMINISTRATION	522,00	137,00	512,00	1.171,00	123,00	1.294,00	70,00	20,00	1.384,00	
	4,63	3,70	STANDARD PLUS	ASSISTANT PURSER	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,36	3,49	STANDARD	ASSISTANT PURSER	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	4,21	3,37	FIRST	ASSISTANT PURSER	644,00	169,00	632,00	1.445,00	152,00	1.597,00	70,00	20,00	1.687,00	
	4,63	3,70	STANDARD PLUS	SECOND PURSER	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,36	3,49	STANDARD	SECOND PURSER	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	4,21	3,37	FIRST	SECOND PURSER	644,00	169,00	632,00	1.445,00	152,00	1.597,00	70,00	20,00	1.687,00	

ADMINISTRATION

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Admistration Advance per month	TOTAL Monthly Wage	
	4,86	3,88	STANDARD	FIRST RECEPTIONIST	742,00	194,00	728,00	1.664,00	175,00	1.839,00	70,00	20,00	1.929,00	
	4,59	3,68	FIRST	FIRST RECEPTIONIST	702,00	184,00	689,00	1.575,00	165,00	1.740,00	70,00	20,00	1.830,00	
	4,57	3,65	STANDARD	GUEST SERVICE SUPERVISOR	698,00	183,00	685,00	1.566,00	164,00	1.730,00	70,00	20,00	1.820,00	
	4,30	3,44	FIRST	GUEST SERVICE SUPERVISOR	657,00	172,00	645,00	1.474,00	155,00	1.629,00	70,00	20,00	1.719,00	
	4,57	3,65	STANDARD	CONCIERGE	698,00	183,00	685,00	1.566,00	164,00	1.730,00	70,00	20,00	1.820,00	
	4,30	3,44	FIRST	CONCIERGE	657,00	172,00	645,00	1.474,00	155,00	1.629,00	70,00	20,00	1.719,00	
	4,22	3,38	STANDARD PLUS	FRONT OFFICE SUPERVISOR	645,00	169,00	633,00	1.447,00	152,00	1.599,00	70,00	20,00	1.689,00	
	3,68	2,94	STANDARD	FRONT OFFICE SUPERVISOR	562,00	147,00	551,00	1.260,00	132,00	1.392,00	70,00	20,00	1.482,00	
	3,41	2,73	FIRST	FRONT OFFICE SUPERVISOR	521,00	136,00	511,00	1.168,00	123,00	1.291,00	70,00	20,00	1.381,00	
	4,09	3,27	STANDARD PLUS	NIGHT AUDITOR	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00	
	3,54	2,83	STANDARD	NIGHT AUDITOR	541,00	142,00	531,00	1.214,00	128,00	1.342,00	70,00	20,00	1.432,00	
	2,06	1,65	FIRST	RECEPTIONIST	315,00	82,00	309,00	706,00	74,00	780,00	70,00	20,00	870,00	
	2,60	2,08	STANDARD	RECEPTIONIST	397,00	104,00	389,00	890,00	93,00	983,00	70,00	20,00	1.073,00	
	3,13	2,51	STANDARD PLUS	RECEPTIONIST	479,00	125,00	470,00	1.074,00	113,00	1.187,00	70,00	20,00	1.277,00	
	2,06	1,65	STANDARD	SUITE SERVICE STEWARD	315,00	82,00	309,00	706,00	74,00	780,00	70,00	20,00	870,00	
	1,79	1,43	FIRST	SUITE SERVICE STEWARD	273,00	72,00	268,00	613,00	64,00	677,00	70,00	20,00	767,00	
	2,76	2,21	STANDARD	EDITOR CREW COMMUNICATION & PRINT	421,00	110,00	414,00	945,00	99,00	1.044,00	70,00	20,00	1.134,00	
	2,62	2,09	FIRST	EDITOR CREW COMMUNICATION & PRINT	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
<b>TRAINEE</b>	1,23	0,99	JUNIOR	TRAINEE**	189,00	49,00	185,00	423,00	44,00	467,00	31,00	20,00	518,00	
	2,73	2,19	JUNIOR	ENTERTAINMENT TECHNICAL TRAINEE***	418,00	109,00	410,00	937,00	98,00	1.035,00	70,00	20,00	1.125,00	
	3,21	2,57	STANDARD	MUSICIAN BAND MEMBER*	490,00	128,00	481,00	1.099,00	116,00	1.215,00	70,00	20,00	1.305,00	
	2,94	2,35	FIRST	MUSICIAN BAND MEMBER*	449,00	118,00	441,00	1.008,00	106,00	1.114,00	70,00	20,00	1.204,00	
<b>BAND</b>	5,59	4,47	STANDARD	MUSIC EVENT MANAGER	854,00	224,00	838,00	1.916,00	201,00	2.117,00	70,00	20,00	2.207,00	
	5,32	4,26	FIRST	MUSIC EVENT MANAGER	813,00	213,00	798,00	1.824,00	192,00	2.016,00	70,00	20,00	2.106,00	

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
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Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	
BAND	3,76	3,01	STANDARD	MUSICIAN BANDLEADER MEMBER*	575,00	150,00	564,00	1.289,00	135,00	1.424,00	70,00	20,00	1.514,00	
	3,49	2,79	FIRST	MUSICIAN BANDLEADER MEMBER*	533,00	140,00	523,00	1.196,00	126,00	1.322,00	70,00	20,00	1.412,00	
	3,21	2,57	STANDARD	DJ	490,00	128,00	481,00	1.099,00	116,00	1.215,00	70,00	20,00	1.305,00	
	2,94	2,35	FIRST	DJ	449,00	118,00	441,00	1.008,00	106,00	1.114,00	70,00	20,00	1.204,00	
THEATER	6,08	4,86	STANDARD	ENTERTAINMENT TECHNICAL MANAGER	929,00	243,00	912,00	2.084,00	219,00	2.303,00	70,00	20,00	2.393,00	
	5,81	4,65	FIRST	ENTERTAINMENT TECHNICAL MANAGER	888,00	232,00	872,00	1.992,00	209,00	2.201,00	70,00	20,00	2.291,00	
	6,38	5,10	STANDARD	ENTERTAINMENT TECHNICAL MANAGER HELIOS	975,00	255,00	957,00	2.187,00	230,00	2.417,00	70,00	20,00	2.507,00	
	6,11	4,89	FIRST	ENTERTAINMENT TECHNICAL MANAGER HELIOS	934,00	245,00	917,00	2.096,00	220,00	2.316,00	70,00	20,00	2.406,00	
	6,08	4,86	STANDARD	SHOW EVENT MANAGER	929,00	243,00	912,00	2.084,00	219,00	2.303,00	70,00	20,00	2.393,00	
	5,81	4,65	FIRST	SHOW EVENT MANAGER	888,00	232,00	872,00	1.992,00	209,00	2.201,00	70,00	20,00	2.291,00	
	6,25	5,00	STANDARD	SHOW MANAGER	956,00	250,00	938,00	2.144,00	225,00	2.369,00	70,00	20,00	2.459,00	
	5,72	4,57	FIRST	SHOW MANAGER	873,00	229,00	857,00	1.959,00	206,00	2.165,00	70,00	20,00	2.255,00	
	5,01	4,01	STANDARD	ENTERTAINMENT TECHNICAL SUPERVISOR	766,00	201,00	752,00	1.719,00	180,00	1.899,00	70,00	20,00	1.989,00	
	4,74	3,80	FIRST	ENTERTAINMENT TECHNICAL SUPERVISOR	725,00	190,00	712,00	1.627,00	171,00	1.798,00	70,00	20,00	1.888,00	
	4,90	3,92	STANDARD	FIRST LIGHT OPERATOR	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,36	3,49	FIRST	FIRST LIGHT OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	4,90	3,92	STANDARD	FIRST STAGE OPERATOR	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,36	3,49	FIRST	FIRST STAGE OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	4,90	3,92	STANDARD	FIRST SOUND OPERATOR	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,36	3,49	FIRST	FIRST SOUND OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	5,24	4,19	STANDARD	RIGGING OPERATOR	800,00	209,00	785,00	1.794,00	188,00	1.982,00	70,00	20,00	2.072,00	
	4,97	3,97	FIRST	RIGGING OPERATOR	759,00	199,00	745,00	1.703,00	179,00	1.882,00	70,00	20,00	1.972,00	
	4,63	3,70	STANDARD	LIGHT TECHNICIAN	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,09	3,27	FIRST	LIGHT TECHNICIAN	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00	
	4,63	3,70	STANDARD	SOUND TECHNICIAN	707,00	185,00	695,00	1.587,00	167,00	1.754,00	70,00	20,00	1.844,00	
	4,09	3,27	FIRST	SOUND TECHNICIAN	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00	
	4,36	3,49	STANDARD	STAGE TECHNICIAN	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	3,82	3,05	FIRST	STAGE TECHNICIAN	583,00	153,00	573,00	1.309,00	137,00	1.446,00	70,00	20,00	1.536,00	
	4,36	3,49	STANDARD	SECOND LIGHT OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	3,82	3,05	FIRST	SECOND LIGHT OPERATOR	583,00	153,00	573,00	1.309,00	137,00	1.446,00	70,00	20,00	1.536,00	
	4,36	3,49	STANDARD	SECOND STAGE OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	3,82	3,05	FIRST	SECOND STAGE OPERATOR	583,00	153,00	573,00	1.309,00	137,00	1.446,00	70,00	20,00	1.536,00	
	4,36	3,49	STANDARD	SECOND SOUND OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	3,82	3,05	FIRST	SECOND SOUND OPERATOR	583,00	153,00	573,00	1.309,00	137,00	1.446,00	70,00	20,00	1.536,00	
	4,90	3,92	STANDARD	BACK STAGE SV	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,36	3,49	FIRST	BACK STAGE SV	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
4,36	3,49	STANDARD	ENTERTAINMENT TECHNICAL RUNNER	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00		
3,82	3,05	FIRST	ENTERTAINMENT TECHNICAL RUNNER	583,00	153,00	573,00	1.309,00	137,00	1.446,00	70,00	20,00	1.536,00		
4,36	3,49	STANDARD	COSTUME AND MAKE UP SUPERVISOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00		
4,09	3,27	FIRST	COSTUME AND MAKE UP SUPERVISOR	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00		
4,14	3,31	STANDARD	WARDROBE	632,00	165,00	620,00	1.417,00	149,00	1.566,00	70,00	20,00	1.656,00		
3,87	3,09	FIRST	WARDROBE	591,00	155,00	580,00	1.326,00	139,00	1.465,00	70,00	20,00	1.555,00		
3,67	2,94	STANDARD	WARDROBE ASSISTANT	561,00	147,00	551,00	1.259,00	132,00	1.391,00	70,00	20,00	1.481,00		
3,41	2,73	FIRST	WARDROBE ASSISTANT	521,00	136,00	511,00	1.168,00	123,00	1.291,00	70,00	20,00	1.381,00		
3,39	2,71	STANDARD	COSTUME & MAKE UP ASSISTANT	518,00	136,00	508,00	1.162,00	122,00	1.284,00	70,00	20,00	1.374,00		
3,23	2,58	FIRST	COSTUME & MAKE UP ASSISTANT	493,00	129,00	484,00	1.106,00	116,00	1.222,00	70,00	20,00	1.312,00		
	9,64	7,71	STANDARD	HEAD OF ENTERTAINMENT	1473,00	386,00	1.446,00	3.305,00	347,00	3.652,00	70,00	20,00	3.742,00	
	9,37	7,50	FIRST	HEAD OF ENTERTAINMENT	1432,00	375,00	1.406,00	3.213,00	337,00	3.550,00	70,00	20,00	3.640,00	
	8,04	6,43	STANDARD	ENTERTAINMENT MANAGER	1228,00	321,00	1.205,00	2.754,00	289,00	3.043,00	70,00	20,00	3.133,00	
	7,77	6,21	FIRST	ENTERTAINMENT MANAGER	1187,00	311,00	1.165,00	2.663,00	280,00	2.943,00	70,00	20,00	3.033,00	
	6,54	5,23	STANDARD	ENTERTAINMENT OFFICE MANAGER	999,00	262,00	981,00	2.242,00	235,00	2.477,00	70,00	20,00	2.567,00	
	6,27	5,02	FIRST	ENTERTAINMENT OFFICE MANAGER	958,00	251,00	940,00	2.149,00	226,00	2.375,00	70,00	20,00	2.465,00	
	6,54	5,23	STANDARD	FOUR ELEMENTS MANAGER	999,00	262,00	981,00	2.242,00	235,00	2.477,00	70,00	20,00	2.567,00	
	6,27	5,02	FIRST	FOUR ELEMENTS MANAGER	958,00	251,00	940,00	2.149,00	226,00	2.375,00	70,00	20,00	2.465,00	
	6,38	5,10	STANDARD	GUEST EXPERIENCE MANAGER	975,00	255,00	957,00	2.187,00	230,00	2.417,00	70,00	20,00	2.507,00	
	6,11	4,89	FIRST	GUEST EXPERIENCE MANAGER	934,00	245,00	917,00	2.096,00	220,00	2.316,00	70,00	20,00	2.406,00	
	4,55	3,64	STANDARD	MANAGER GASTGEBER KIDS & TEENS	696,00	182,00	683,00	1.561,00	164,00	1.725,00	70,00	20,00	1.815,00	
	4,29	3,43	FIRST	MANAGER GASTGEBER KIDS & TEENS	656,00	172,00	644,00	1.472,00	155,00	1.627,00	70,00	20,00	1.717,00	
6,54	5,23	STANDARD	MANAGER GASTGEBER KIDS & TEENS PROGRAMS (HELIOS)	999,00	262,00	981,00	2.242,00	235,00	2.477,00	70,00	20,00	2.567,00		
6,27	5,02	FIRST	MANAGER GASTGEBER KIDS & TEENS PROGRAMS (HELIOS)	958,00	251,00	940,00	2.149,00	226,00	2.375,00	70,00	20,00	2.465,00		



BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	
CLUB	6,38	5,10	STANDARD	BROADCAST SUPERVISOR	975,00	255,00	957,00	2.187,00	230,00	2.417,00	70,00	20,00	2.507,00	
	6,11	4,89	FIRST	BROADCAST SUPERVISOR	934,00	245,00	917,00	2.096,00	220,00	2.316,00	70,00	20,00	2.406,00	
	6,23	4,98	STANDARD	FILMPRODUCTION SUPERVISOR	952,00	249,00	935,00	2.136,00	224,00	2.360,00	70,00	20,00	2.450,00	
	5,97	4,77	FIRST	FILMPRODUCTION SUPERVISOR	912,00	239,00	895,00	2.046,00	215,00	2.261,00	70,00	20,00	2.351,00	
	6,38	5,10	STANDARD	TV SHOW SUPERVISOR	975,00	255,00	957,00	2.187,00	230,00	2.417,00	70,00	20,00	2.507,00	
	6,11	4,89	FIRST	TV SHOW SUPERVISOR	934,00	245,00	917,00	2.096,00	220,00	2.316,00	70,00	20,00	2.406,00	
	4,84	3,87	STANDARD	SUPERVISOR GASTGEBER	739,00	193,00	725,00	1.657,00	174,00	1.831,00	70,00	20,00	1.921,00	
	4,57	3,65	FIRST	SUPERVISOR GASTGEBER	698,00	183,00	685,00	1.566,00	164,00	1.730,00	70,00	20,00	1.820,00	
	4,65	3,72	STANDARD	SUPERVISOR GASTGEBER HELIOS	710,00	186,00	697,00	1.593,00	167,00	1.760,00	70,00	20,00	1.850,00	
	4,38	3,51	FIRST	SUPERVISOR GASTGEBER HELIOS	670,00	175,00	658,00	1.503,00	158,00	1.661,00	70,00	20,00	1.751,00	
	4,11	3,29	STANDARD	SUPERVISOR KIDS CLUB	628,00	164,00	616,00	1.408,00	148,00	1.556,00	70,00	20,00	1.646,00	
	3,84	3,07	FIRST	SUPERVISOR KIDS CLUB	587,00	154,00	576,00	1.317,00	138,00	1.455,00	70,00	20,00	1.545,00	
	4,11	3,29	STANDARD	SUPERVISOR TEENS CLUB	628,00	164,00	616,00	1.408,00	148,00	1.556,00	70,00	20,00	1.646,00	
	3,84	3,07	FIRST	SUPERVISOR TEENS CLUB	587,00	154,00	576,00	1.317,00	138,00	1.455,00	70,00	20,00	1.545,00	
	6,10	4,88	STANDARD	FIRST TV VIDEO OPERATOR	932,00	244,00	915,00	2.091,00	220,00	2.311,00	70,00	20,00	2.401,00	
	5,84	4,67	FIRST	FIRST TV VIDEO OPERATOR	892,00	234,00	876,00	2.002,00	210,00	2.212,00	70,00	20,00	2.302,00	
	5,80	4,64	STANDARD	FIRST BROADCAST OPERATOR	887,00	232,00	871,00	1.990,00	209,00	2.199,00	70,00	20,00	2.289,00	
	5,54	4,43	FIRST	FIRST BROADCAST OPERATOR	847,00	222,00	831,00	1.900,00	200,00	2.100,00	70,00	20,00	2.190,00	
	5,44	4,35	STANDARD	FIRST TV OPERATOR	831,00	218,00	816,00	1.865,00	196,00	2.061,00	70,00	20,00	2.151,00	
	4,90	3,92	FIRST	FIRST TV OPERATOR	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	6,38	5,10	STANDARD	TV MODERATOR	975,00	255,00	957,00	2.187,00	230,00	2.417,00	70,00	20,00	2.507,00	
	6,11	4,89	FIRST	TV MODERATOR	934,00	245,00	917,00	2.096,00	220,00	2.316,00	70,00	20,00	2.406,00	
	5,89	4,71	STANDARD	SET AUFNAHMELEITER	900,00	236,00	884,00	2.020,00	212,00	2.232,00	70,00	20,00	2.322,00	
	5,63	4,50	FIRST	SET AUFNAHMELEITER	860,00	225,00	844,00	1.929,00	203,00	2.132,00	70,00	20,00	2.222,00	
	5,80	4,64	STANDARD	TV OPERATOR	887,00	232,00	871,00	1.990,00	209,00	2.199,00	70,00	20,00	2.289,00	
	5,54	4,43	FIRST	TV OPERATOR	847,00	222,00	831,00	1.900,00	200,00	2.100,00	70,00	20,00	2.190,00	
	4,90	3,92	STANDARD	MULTIMEDIA OPERATOR	748,00	196,00	735,00	1.679,00	176,00	1.855,00	70,00	20,00	1.945,00	
	4,36	3,49	FIRST	MULTIMEDIA OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00	
	3,67	2,94	STANDARD	GASTGEBER	561,00	147,00	551,00	1.259,00	132,00	1.391,00	70,00	20,00	1.481,00	
	3,41	2,73	FIRST	GASTGEBER	521,00	136,00	511,00	1.168,00	123,00	1.291,00	70,00	20,00	1.381,00	
	3,67	2,94	STANDARD	GASTGEBER KIDS & TEENS	561,00	147,00	551,00	1.259,00	132,00	1.391,00	70,00	20,00	1.481,00	
	3,41	2,73	FIRST	GASTGEBER KIDS & TEENS	521,00	136,00	511,00	1.168,00	123,00	1.291,00	70,00	20,00	1.381,00	
	3,67	2,94	STANDARD	GASTGEBER MINI CLUB	561,00	147,00	551,00	1.259,00	132,00	1.391,00	70,00	20,00	1.481,00	
	3,41	2,73	FIRST	GASTGEBER MINI CLUB	521,00	136,00	511,00	1.168,00	123,00	1.291,00	70,00	20,00	1.381,00	
3,49	2,79	STANDARD	KIDS & TEENS TRAINEE	533,00	140,00	523,00	1.196,00	126,00	1.322,00	70,00	20,00	1.412,00		
3,23	2,58	FIRST	KIDS & TEENS TRAINEE	493,00	129,00	484,00	1.106,00	116,00	1.222,00	70,00	20,00	1.312,00		
4,14	3,31	STANDARD	SECOND TV VIDEO OPERATOR	632,00	165,00	620,00	1.417,00	149,00	1.566,00	70,00	20,00	1.656,00		
3,87	3,09	FIRST	SECOND TV VIDEO OPERATOR	591,00	155,00	580,00	1.326,00	139,00	1.465,00	70,00	20,00	1.555,00		
4,36	3,49	STANDARD	SECOND BROADCAST OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00		
3,82	3,05	FIRST	SECOND BROADCAST OPERATOR	583,00	153,00	573,00	1.309,00	137,00	1.446,00	70,00	20,00	1.536,00		
4,36	3,49	STANDARD	SECOND TV OPERATOR	666,00	174,00	654,00	1.494,00	157,00	1.651,00	70,00	20,00	1.741,00		
3,82	3,05	FIRST	SECOND TV OPERATOR	583,00	153,00	573,00	1.309,00	137,00	1.446,00	70,00	20,00	1.536,00		

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
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Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	
<b>other</b>	7,48	5,99	STANDARD	FLEET SANITATION OFFICER	1143,00	299,00	1.123,00	2.565,00	269,00	2.834,00	70,00	20,00	2.924,00	
	11,40	9,12	STANDARD PLUS	HEAD OF F&B	1741,00	456,00	1.710,00	3.907,00	410,00	4.317,00	70,00	20,00	4.407,00	
	10,85	8,68	STANDARD	HEAD OF F&B	1658,00	434,00	1.628,00	3.720,00	391,00	4.111,00	70,00	20,00	4.201,00	
	10,59	8,47	FIRST	HEAD OF F&B	1618,00	423,00	1.588,00	3.629,00	381,00	4.010,00	70,00	20,00	4.100,00	
	10,59	8,47	STANDARD PLUS	F&B DIRECTOR	1618,00	423,00	1.588,00	3.629,00	381,00	4.010,00	70,00	20,00	4.100,00	
	10,04	8,03	STANDARD	F&B DIRECTOR	1535,00	402,00	1.506,00	3.443,00	362,00	3.805,00	70,00	20,00	3.895,00	
	9,77	7,82	FIRST	F&B DIRECTOR	1493,00	391,00	1.466,00	3.350,00	352,00	3.702,00	70,00	20,00	3.792,00	
	8,74	6,99	STANDARD	CORPORATE F&B MANAGER	1335,00	349,00	1.311,00	2.995,00	315,00	3.310,00	70,00	20,00	3.400,00	
	8,48	6,78	FIRST	CORPORATE F&B MANAGER	1295,00	339,00	1.271,00	2.905,00	305,00	3.210,00	70,00	20,00	3.300,00	
	8,55	6,84	STANDARD PLUS	F&B MANAGER	1307,00	342,00	1.283,00	2.932,00	308,00	3.240,00	70,00	20,00	3.330,00	
	7,88	6,30	STANDARD	F&B MANAGER	1203,00	315,00	1.181,00	2.699,00	284,00	2.983,00	70,00	20,00	3.073,00	
	7,31	5,85	FIRST	F&B MANAGER	1117,00	292,00	1.096,00	2.505,00	263,00	2.768,00	70,00	20,00	2.858,00	
	7,43	5,94	STANDARD	F&B TRAINER	1135,00	297,00	1.114,00	2.546,00	267,00	2.813,00	70,00	20,00	2.903,00	
	7,17	5,73	FIRST	F&B TRAINER	1095,00	287,00	1.075,00	2.457,00	258,00	2.715,00	70,00	20,00	2.805,00	
	7,41	5,92	STANDARD PLUS	F&B SERVICE MANAGER	1132,00	296,00	1.111,00	2.539,00	267,00	2.806,00	70,00	20,00	2.896,00	
	6,59	5,28	STANDARD	F&B SERVICE MANAGER	1008,00	264,00	989,00	2.261,00	237,00	2.498,00	70,00	20,00	2.588,00	
	6,32	5,06	FIRST	F&B SERVICE MANAGER	966,00	253,00	948,00	2.167,00	227,00	2.394,00	70,00	20,00	2.484,00	
	7,09	5,67	STANDARD	BREWER	1083,00	284,00	1.063,00	2.430,00	255,00	2.685,00	70,00	20,00	2.775,00	
	6,83	5,46	FIRST	BREWER	1043,00	273,00	1.024,00	2.340,00	246,00	2.586,00	70,00	20,00	2.676,00	
	7,00	5,60	STANDARD PLUS	ASSISTANT F&B MANAGER	1069,00	280,00	1.050,00	2.399,00	252,00	2.651,00	70,00	20,00	2.741,00	
	6,18	4,95	STANDARD	ASSISTANT F&B MANAGER	945,00	247,00	928,00	2.120,00	223,00	2.343,00	70,00	20,00	2.433,00	
	5,61	4,49	FIRST	ASSISTANT F&B MANAGER	858,00	225,00	842,00	1.925,00	202,00	2.127,00	70,00	20,00	2.217,00	
	6,42	5,14	STANDARD PLUS	EXECUTIVE BAR MANAGER	981,00	257,00	963,00	2.201,00	231,00	2.432,00	70,00	20,00	2.522,00	
	5,61	4,49	STANDARD	EXECUTIVE BAR MANAGER	857,00	224,00	842,00	1.923,00	202,00	2.125,00	70,00	20,00	2.215,00	
	5,33	4,27	FIRST	EXECUTIVE BAR MANAGER	815,00	213,00	800,00	1.828,00	192,00	2.020,00	70,00	20,00	2.110,00	
	6,42	5,14	STANDARD PLUS	EXECUTIVE RESTAURANT MANAGER	981,00	257,00	963,00	2.201,00	231,00	2.432,00	70,00	20,00	2.522,00	
	5,61	4,49	STANDARD	EXECUTIVE RESTAURANT MANAGER	857,00	224,00	842,00	1.923,00	202,00	2.125,00	70,00	20,00	2.215,00	
	5,33	4,27	FIRST	EXECUTIVE RESTAURANT MANAGER	815,00	213,00	800,00	1.828,00	192,00	2.020,00	70,00	20,00	2.110,00	
	5,99	4,79	STANDARD PLUS	JUNIOR MANAGEMENT TRAINEE F&B	915,00	239,00	898,00	2.052,00	215,00	2.267,00	70,00	20,00	2.357,00	
	5,76	4,61	STANDARD PLUS	RESTAURANT MANAGER	881,00	230,00	864,00	1.975,00	207,00	2.182,00	70,00	20,00	2.272,00	
	4,95	3,96	STANDARD	RESTAURANT MANAGER	756,00	198,00	743,00	1.697,00	178,00	1.875,00	70,00	20,00	1.965,00	
	4,41	3,53	FIRST	RESTAURANT MANAGER	674,00	176,00	661,00	1.511,00	159,00	1.670,00	70,00	20,00	1.760,00	
	5,76	4,61	STANDARD PLUS	BAR MANAGER	881,00	230,00	864,00	1.975,00	207,00	2.182,00	70,00	20,00	2.272,00	
	4,95	3,96	STANDARD	BAR MANAGER	756,00	198,00	743,00	1.697,00	178,00	1.875,00	70,00	20,00	1.965,00	
	4,41	3,53	FIRST	BAR MANAGER	674,00	176,00	661,00	1.511,00	159,00	1.670,00	70,00	20,00	1.760,00	
	4,75	3,80	STANDARD PLUS	FIRST STEWARD	726,00	190,00	712,00	1.628,00	171,00	1.799,00	70,00	20,00	1.889,00	
	3,71	2,97	STANDARD	FIRST STEWARD	567,00	148,00	556,00	1.271,00	134,00	1.405,00	70,00	20,00	1.495,00	
	3,43	2,75	FIRST	FIRST STEWARD	525,00	137,00	515,00	1.177,00	124,00	1.301,00	70,00	20,00	1.391,00	
<b>F&amp;B *</b>	4,75	3,80	STANDARD PLUS	ASSISTANT RESTAURANT MANAGER	726,00	190,00	712,00	1.628,00	171,00	1.799,00	70,00	20,00	1.889,00	
	3,71	2,97	STANDARD	ASSISTANT RESTAURANT MANAGER	567,00	148,00	556,00	1.271,00	134,00	1.405,00	70,00	20,00	1.495,00	
	3,54	2,83	FIRST	ASSISTANT RESTAURANT MANAGER	540,00	141,00	531,00	1.212,00	127,00	1.339,00	70,00	20,00	1.429,00	
	4,75	3,80	STANDARD PLUS	ASSISTANT BAR MANAGER	726,00	190,00	712,00	1.628,00	171,00	1.799,00	70,00	20,00	1.889,00	
	3,71	2,97	STANDARD	ASSISTANT BAR MANAGER	567,00	148,00	556,00	1.271,00	134,00	1.405,00	70,00	20,00	1.495,00	
	3,54	2,83	FIRST	ASSISTANT BAR MANAGER	540,00	141,00	531,00	1.212,00	127,00	1.339,00	70,00	20,00	1.429,00	
	4,75	3,80	STANDARD PLUS	F&B ADMINISTRATION ASSISTANT	726,00	190,00	712,00	1.628,00	171,00	1.799,00	70,00	20,00	1.889,00	
	3,71	2,97	STANDARD	F&B ADMINISTRATION ASSISTANT	567,00	148,00	556,00	1.271,00	134,00	1.405,00	70,00	20,00	1.495,00	
	3,54	2,83	FIRST	F&B ADMINISTRATION ASSISTANT	540,00	141,00	531,00	1.212,00	127,00	1.339,00	70,00	20,00	1.429,00	
	3,58	2,86	STANDARD PLUS	F&B STEWARD	547,00	143,00	536,00	1.226,00	129,00	1.355,00	70,00	20,00	1.445,00	
	2,96	2,37	STANDARD	F&B STEWARD	453,00	119,00	445,00	1.017,00	107,00	1.124,00	70,00	20,00	1.214,00	
	2,39	1,91	FIRST	F&B STEWARD	365,00	96,00	358,00	819,00	86,00	905,00	70,00	20,00	995,00	
	2,69	2,15	STANDARD PLUS	F&B STEWARD TRAINEE	411,00	108,00	403,00	922,00	97,00	1.019,00	70,00	20,00	1.109,00	
	3,09	2,47	STANDARD PLUS	HEAD WAITER	472,00	123,00	463,00	1.058,00	111,00	1.169,00	70,00	20,00	1.259,00	
	2,27	1,81	STANDARD	HEAD WAITER	346,00	91,00	340,00	777,00	82,00	859,00	70,00	20,00	949,00	
	1,75	1,40	FIRST	HEAD WAITER	268,00	70,00	263,00	601,00	63,00	664,00	70,00	20,00	754,00	
	3,09	2,47	STANDARD PLUS	HEAD STEWARD	472,00	123,00	463,00	1.058,00	111,00	1.169,00	70,00	20,00	1.259,00	
	2,27	1,81	STANDARD	HEAD STEWARD	346,00	91,00	340,00	777,00	82,00	859,00	70,00	20,00	949,00	
	1,75	1,40	FIRST	HEAD STEWARD	268,00	70,00	263,00	601,00	63,00	664,00	70,00	20,00	754,00	
	3,62	2,89	STANDARD PLUS	BARKEEPER	552,00	145,00	542,00	1.239,00	130,00	1.369,00	70,00	20,00	1.459,00	
	3,22	2,58	STANDARD	BARKEEPER	492,00	129,00	483,00	1.104,00	116,00	1.220,00	70,00	20,00	1.310,00	
	2,33	1,87	FIRST	BARKEEPER	356,00	93,00	350,00	799,00	84,00	883,00	70,00	20,00	973,00	

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
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Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Admistration Advance per month	TOTAL Monthly Wage	
	3,10	2,48	STANDARD PLUS	JUNIOR BARKEEPER	474,00	124,00	465,00	1.063,00	112,00	1.175,00	70,00	20,00	1.265,00	
	2,96	2,37	STANDARD	JUNIOR BARKEEPER	453,00	119,00	445,00	1.017,00	107,00	1.124,00	70,00	20,00	1.214,00	
	2,06	1,65	FIRST	JUNIOR BARKEEPER	315,00	82,00	309,00	706,00	74,00	780,00	70,00	20,00	870,00	
	2,69	2,15	STANDARD PLUS	JUNIOR BARKEEPER TRAINEE	411,00	108,00	403,00	922,00	97,00	1.019,00	70,00	20,00	1.109,00	
	2,52	2,02	STANDARD	JUNIOR BARKEEPER TRAINEE	385,00	101,00	378,00	864,00	91,00	955,00	70,00	20,00	1.045,00	
	2,39	1,92	STANDARD PLUS	F&B ASSISTANT STEWARD	366,00	96,00	359,00	821,00	86,00	907,00	70,00	20,00	997,00	
	2,13	1,70	STANDARD	F&B ASSISTANT STEWARD	325,00	85,00	319,00	729,00	77,00	806,00	70,00	20,00	896,00	
	1,57	1,26	FIRST	F&B ASSISTANT STEWARD	240,00	63,00	235,00	538,00	57,00	595,00	70,00	20,00	685,00	
	2,39	1,92	STANDARD PLUS	BAR WAITER	366,00	96,00	359,00	821,00	86,00	907,00	70,00	20,00	997,00	
	2,13	1,70	STANDARD	BAR WAITER	325,00	85,00	319,00	729,00	77,00	806,00	70,00	20,00	896,00	
	1,57	1,26	FIRST	BAR WAITER	240,00	63,00	235,00	538,00	57,00	595,00	70,00	20,00	685,00	
	2,39	1,92	STANDARD PLUS	DECK STEWARD	366,00	96,00	359,00	821,00	86,00	907,00	70,00	20,00	997,00	
	2,13	1,70	STANDARD	DECK STEWARD	325,00	85,00	319,00	729,00	77,00	806,00	70,00	20,00	896,00	
	1,57	1,26	FIRST	DECK STEWARD	240,00	63,00	235,00	538,00	57,00	595,00	70,00	20,00	685,00	
	1,66	1,33	STANDARD	F&B UTILITY	253,00	66,00	249,00	568,00	60,00	628,00	70,00	20,00	718,00	
	1,45	1,16	FIRST	F&B UTILITY	221,00	58,00	217,00	496,00	52,00	548,00	70,00	20,00	638,00	

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
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Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	
SHORE OPERATION	9,63	7,71	STANDARD	HEAD OF GUEST COMMERCE	1472,00	385,00	1.445,00	3.302,00	347,00	3.649,00	70,00	20,00	3.739,00	
	9,37	7,50	FIRST	HEAD OF GUEST COMMERCE	1432,00	375,00	1.406,00	3.213,00	337,00	3.550,00	70,00	20,00	3.640,00	
	8,19	6,55	STANDARD	MANAGER GUEST COMMERCE (SPHINX)	1251,00	327,00	1.228,00	2.806,00	295,00	3.101,00	70,00	20,00	3.191,00	
	7,93	6,34	FIRST	MANAGER GUEST COMMERCE (SPHINX)	1211,00	317,00	1.189,00	2.717,00	285,00	3.002,00	70,00	20,00	3.092,00	
	7,49	5,99	STANDARD	MANAGER GUEST COMMERCE (CARA)	1144,00	299,00	1.123,00	2.566,00	270,00	2.836,00	70,00	20,00	2.926,00	
	7,23	5,78	FIRST	MANAGER GUEST COMMERCE (CARA)	1104,00	289,00	1.084,00	2.477,00	260,00	2.737,00	70,00	20,00	2.827,00	
	7,67	6,14	STANDARD	SHORE EXCURSION MANAGER	1173,00	307,00	1.151,00	2.631,00	276,00	2.907,00	70,00	20,00	2.997,00	
	7,41	5,92	FIRST	SHORE EXCURSION MANAGER	1132,00	296,00	1.111,00	2.539,00	267,00	2.806,00	70,00	20,00	2.896,00	
	6,00	4,80	STANDARD	MANAGER BORDKommunikation	917,00	240,00	900,00	2.057,00	216,00	2.273,00	70,00	20,00	2.363,00	
	5,74	4,59	FIRST	MANAGER BORDKommunikation	877,00	230,00	861,00	1.968,00	207,00	2.175,00	70,00	20,00	2.265,00	
	5,42	4,34	STANDARD	TOURS & ACTIVITIES MANAGER	828,00	217,00	813,00	1.858,00	195,00	2.053,00	70,00	20,00	2.143,00	
	5,15	4,12	FIRST	TOURS & ACTIVITIES MANAGER	787,00	206,00	773,00	1.766,00	185,00	1.951,00	70,00	20,00	2.041,00	
	4,25	3,40	STANDARD	SHORE EXCURSION SV	649,00	170,00	637,00	1.456,00	153,00	1.609,00	70,00	20,00	1.699,00	
	3,97	3,18	FIRST	SHORE EXCURSION SV	607,00	159,00	596,00	1.362,00	143,00	1.505,00	70,00	20,00	1.595,00	
	4,57	3,65	STANDARD	REISEBERATER	698,00	183,00	685,00	1.566,00	164,00	1.730,00	70,00	20,00	1.820,00	
	4,31	3,45	FIRST	REISEBERATER	658,00	172,00	646,00	1.476,00	155,00	1.631,00	70,00	20,00	1.721,00	
	3,68	2,94	STANDARD	2. REISEBERATER	562,00	147,00	552,00	1.261,00	132,00	1.393,00	70,00	20,00	1.483,00	
	3,41	2,73	FIRST	2. REISEBERATER	521,00	136,00	511,00	1.168,00	123,00	1.291,00	70,00	20,00	1.381,00	
	3,56	2,85	STANDARD	REDAKTEUR BORDKommunikation	544,00	142,00	534,00	1.220,00	128,00	1.348,00	70,00	20,00	1.438,00	
	3,30	2,64	FIRST	REDAKTEUR BORDKommunikation	504,00	132,00	495,00	1.131,00	119,00	1.250,00	70,00	20,00	1.340,00	
3,51	2,81	STANDARD PLUS	SCOUT	536,00	140,00	526,00	1.202,00	126,00	1.328,00	70,00	20,00	1.418,00		
2,94	2,36	STANDARD	SCOUT	450,00	118,00	442,00	1.010,00	106,00	1.116,00	70,00	20,00	1.206,00		
2,62	2,09	FIRST	SCOUT	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00		
3,51	2,81	STANDARD PLUS	ACTIVITY GUIDE	536,00	140,00	526,00	1.202,00	126,00	1.328,00	70,00	20,00	1.418,00		
2,94	2,36	STANDARD	ACTIVITY GUIDE	450,00	118,00	442,00	1.010,00	106,00	1.116,00	70,00	20,00	1.206,00		
2,62	2,09	FIRST	ACTIVITY GUIDE	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00		
GALERIE	5,91	4,73	STANDARD	GALERIST	904,00	237,00	887,00	2.028,00	213,00	2.241,00	70,00	20,00	2.331,00	
	5,64	4,51	FIRST	GALERIST	862,00	226,00	846,00	1.934,00	203,00	2.137,00	70,00	20,00	2.227,00	
	3,51	2,81	STANDARD PLUS	GALERIE STEWARD	536,00	140,00	526,00	1.202,00	126,00	1.328,00	70,00	20,00	1.418,00	
	2,94	2,36	STANDARD	GALERIE STEWARD	450,00	118,00	442,00	1.010,00	106,00	1.116,00	70,00	20,00	1.206,00	
	2,62	2,09	FIRST	GALERIE STEWARD	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
SHOP	5,55	4,44	STANDARD	SHOP MANAGER	848,00	222,00	832,00	1.902,00	200,00	2.102,00	70,00	20,00	2.192,00	
	5,27	4,22	FIRST	SHOP MANAGER	806,00	211,00	791,00	1.808,00	190,00	1.998,00	70,00	20,00	2.088,00	
	4,61	3,69	STANDARD	SHOP SUPERVISOR (CARA)	704,00	184,00	691,00	1.579,00	166,00	1.745,00	70,00	20,00	1.835,00	
	4,35	3,48	FIRST	SHOP SUPERVISOR (CARA)	664,00	174,00	652,00	1.490,00	156,00	1.646,00	70,00	20,00	1.736,00	
	4,45	3,56	STANDARD	SHOP SUPERVISOR	681,00	178,00	668,00	1.527,00	160,00	1.687,00	70,00	20,00	1.777,00	
	4,19	3,35	FIRST	SHOP SUPERVISOR	640,00	167,00	628,00	1.435,00	151,00	1.586,00	70,00	20,00	1.676,00	
	4,19	3,35	STANDARD	SHOP ASSISTANT JEWELLERY	640,00	167,00	628,00	1.435,00	151,00	1.586,00	70,00	20,00	1.676,00	
	3,91	3,13	FIRST	SHOP ASSISTANT JEWELLERY	598,00	156,00	587,00	1.341,00	141,00	1.482,00	70,00	20,00	1.572,00	
	3,41	2,73	STANDARD PLUS	SHOP ASSISTANT	522,00	137,00	512,00	1.171,00	123,00	1.294,00	70,00	20,00	1.384,00	
	3,22	2,58	STANDARD	SHOP ASSISTANT	492,00	129,00	483,00	1.104,00	116,00	1.220,00	70,00	20,00	1.310,00	
	2,95	2,36	FIRST	SHOP ASSISTANT	451,00	118,00	443,00	1.012,00	106,00	1.118,00	70,00	20,00	1.208,00	
2,87	2,30	STANDARD	JUNIOR SHOP ASSISTANT	439,00	115,00	431,00	985,00	103,00	1.088,00	70,00	20,00	1.178,00		
2,66	2,13	FIRST	JUNIOR SHOP ASSISTANT	406,00	106,00	398,00	910,00	96,00	1.006,00	70,00	20,00	1.096,00		
SPA & SPORTS	6,49	5,19	STANDARD	SPA MANAGER	992,00	260,00	974,00	2.226,00	234,00	2.460,00	70,00	20,00	2.550,00	
	6,23	4,98	FIRST	SPA MANAGER	951,00	249,00	934,00	2.134,00	224,00	2.358,00	70,00	20,00	2.448,00	
	4,74	3,79	STANDARD	SPA SUPERVISOR	725,00	190,00	711,00	1.626,00	171,00	1.797,00	70,00	20,00	1.887,00	
	4,47	3,58	FIRST	SPA SUPERVISOR	684,00	179,00	671,00	1.534,00	161,00	1.695,00	70,00	20,00	1.785,00	
	3,31	2,65	STANDARD PLUS	SPA HAIRDRESSER	506,00	132,00	496,00	1.134,00	119,00	1.253,00	70,00	20,00	1.343,00	
	2,76	2,21	STANDARD	SPA HAIRDRESSER	421,00	110,00	414,00	945,00	99,00	1.044,00	70,00	20,00	1.134,00	
	2,62	2,09	FIRST	SPA HAIRDRESSER	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
	3,31	2,65	STANDARD PLUS	SPA BEAUTICIAN	506,00	132,00	496,00	1.134,00	119,00	1.253,00	70,00	20,00	1.343,00	
	2,76	2,21	STANDARD	SPA BEAUTICIAN	421,00	110,00	414,00	945,00	99,00	1.044,00	70,00	20,00	1.134,00	
	2,62	2,09	FIRST	SPA BEAUTICIAN	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
	4,14	3,31	STANDARD	HEAD TRAINER	633,00	166,00	621,00	1.420,00	149,00	1.569,00	70,00	20,00	1.659,00	
	3,87	3,10	FIRST	HEAD TRAINER	592,00	155,00	581,00	1.328,00	139,00	1.467,00	70,00	20,00	1.557,00	
	3,31	2,65	STANDARD PLUS	SPA TRAINER	506,00	132,00	496,00	1.134,00	119,00	1.253,00	70,00	20,00	1.343,00	
	2,76	2,21	STANDARD	SPA TRAINER	421,00	110,00	414,00	945,00	99,00	1.044,00	70,00	20,00	1.134,00	
	2,62	2,09	FIRST	SPA TRAINER	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
3,31	2,65	STANDARD PLUS	SPA THERAPIST	506,00	132,00	496,00	1.134,00	119,00	1.253,00	70,00	20,00	1.343,00		

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Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Admistration Advance per month	TOTAL Monthly Wage	
	2,76	2,21	STANDARD	SPA THERAPIST	421,00	110,00	414,00	945,00	99,00	1.044,00	70,00	20,00	1.134,00	
	2,62	2,09	FIRST	SPA THERAPIST	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
	3,45	2,76	STANDARD PLUS	SPA RECEPTIONIST	527,00	138,00	518,00	1.183,00	124,00	1.307,00	70,00	20,00	1.397,00	
	2,90	2,32	STANDARD	SPA RECEPTIONIST	443,00	116,00	435,00	994,00	104,00	1.098,00	70,00	20,00	1.188,00	
	2,74	2,19	FIRST	SPA RECEPTIONIST	418,00	109,00	411,00	938,00	99,00	1.037,00	70,00	20,00	1.127,00	
	4,03	3,23	STANDARD PLUS	SPA THERAPIST/YOGA	616,00	161,00	605,00	1.382,00	145,00	1.527,00	70,00	20,00	1.617,00	
	3,49	2,79	STANDARD	SPA THERAPIST/YOGA	533,00	140,00	523,00	1.196,00	126,00	1.322,00	70,00	20,00	1.412,00	
	3,35	2,68	FIRST	SPA THERAPIST/YOGA	512,00	134,00	502,00	1.148,00	121,00	1.269,00	70,00	20,00	1.359,00	
	1,62	1,30	STANDARD	UTILITY SPA	248,00	65,00	244,00	557,00	58,00	615,00	70,00	20,00	705,00	
1,46	1,17	FIRST	UTILITY SPA	223,00	58,00	219,00	500,00	53,00	553,00	70,00	20,00	643,00		
PHOTO	4,80	3,84	STANDARD	PHOTO MANAGER	733,00	192,00	719,00	1.644,00	173,00	1.817,00	70,00	20,00	1.907,00	
	4,52	3,62	FIRST	PHOTO MANAGER	691,00	181,00	678,00	1.550,00	163,00	1.713,00	70,00	20,00	1.803,00	
	4,09	3,27	STANDARD PLUS	PHOTO SUPERVISOR	624,00	163,00	613,00	1.400,00	147,00	1.547,00	70,00	20,00	1.637,00	
	3,54	2,83	STANDARD	PHOTO SUPERVISOR	541,00	142,00	531,00	1.214,00	128,00	1.342,00	70,00	20,00	1.432,00	
	3,27	2,62	FIRST	PHOTO SUPERVISOR	500,00	131,00	491,00	1.122,00	118,00	1.240,00	70,00	20,00	1.330,00	
	3,94	3,15	STANDARD	STUDIO PHOTOGRAPHER	602,00	158,00	591,00	1.351,00	142,00	1.493,00	70,00	20,00	1.583,00	
	3,68	2,94	FIRST	STUDIO PHOTOGRAPHER	562,00	147,00	552,00	1.261,00	132,00	1.393,00	70,00	20,00	1.483,00	
	2,76	2,21	STANDARD	PHOTO PRINTER	421,00	110,00	414,00	945,00	99,00	1.044,00	70,00	20,00	1.134,00	
	2,62	2,09	FIRST	PHOTO PRINTER	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
	3,31	2,65	STANDARD PLUS	PHOTO PRINTER	506,00	132,00	496,00	1.134,00	119,00	1.253,00	70,00	20,00	1.343,00	
	2,76	2,21	STANDARD	PHOTO ASSISTANT	421,00	110,00	414,00	945,00	99,00	1.044,00	70,00	20,00	1.134,00	
	2,62	2,09	FIRST	PHOTO ASSISTANT	400,00	105,00	392,00	897,00	94,00	991,00	70,00	20,00	1.081,00	
	3,31	2,65	STANDARD PLUS	PHOTO ASSISTANT	506,00	132,00	496,00	1.134,00	119,00	1.253,00	70,00	20,00	1.343,00	

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	
CASINO *	9,16	7,33	PREMIUM	CASINO SENIOR MANAGER	1399,00	366,00	1.373,00	3.138,00	330,00	3.468,00	70,00	20,00	3.558,00	
	9,16	7,33	STANDARD	CASINO SENIOR MANAGER	1399,00	366,00	1.373,00	3.138,00	330,00	3.468,00	70,00	20,00	3.558,00	
	8,89	7,11	FIRST	CASINO SENIOR MANAGER	1358,00	356,00	1.333,00	3.047,00	320,00	3.367,00	70,00	20,00	3.457,00	
	8,30	6,64	PREMIUM	CASINO MANAGER	1269,00	332,00	1.244,00	2.845,00	299,00	3.144,00	70,00	20,00	3.234,00	
	8,30	6,64	STANDARD	CASINO MANAGER	1269,00	332,00	1.244,00	2.845,00	299,00	3.144,00	70,00	20,00	3.234,00	
	8,03	6,42	FIRST	CASINO MANAGER	1226,00	321,00	1.204,00	2.751,00	289,00	3.040,00	70,00	20,00	3.130,00	
	7,45	5,96	PREMIUM	JUNIOR CASINO MANAGER	1139,00	298,00	1.117,00	2.554,00	268,00	2.822,00	70,00	20,00	2.912,00	
	7,45	5,96	STANDARD	JUNIOR CASINO MANAGER	1139,00	298,00	1.117,00	2.554,00	268,00	2.822,00	70,00	20,00	2.912,00	
	7,19	5,75	FIRST	JUNIOR CASINO MANAGER	1098,00	288,00	1.077,00	2.463,00	259,00	2.722,00	70,00	20,00	2.812,00	
	7,31	5,85	PREMIUM	CASINO SENIOR CAGE MANAGER	1117,00	292,00	1.096,00	2.505,00	263,00	2.768,00	70,00	20,00	2.858,00	
	7,31	5,85	STANDARD	CASINO SENIOR CAGE MANAGER	1117,00	292,00	1.096,00	2.505,00	263,00	2.768,00	70,00	20,00	2.858,00	
	7,04	5,63	FIRST	CASINO SENIOR CAGE MANAGER	1075,00	282,00	1.056,00	2.413,00	253,00	2.666,00	70,00	20,00	2.756,00	
	6,50	5,20	PREMIUM	CASINO CAGE MANAGER	993,00	260,00	975,00	2.228,00	234,00	2.462,00	70,00	20,00	2.552,00	
	6,50	5,20	STANDARD	CASINO CAGE MANAGER	993,00	260,00	975,00	2.228,00	234,00	2.462,00	70,00	20,00	2.552,00	
	6,24	4,99	FIRST	CASINO CAGE MANAGER	953,00	250,00	936,00	2.139,00	225,00	2.364,00	70,00	20,00	2.454,00	
	5,39	4,31	PREMIUM	JUNIOR CASINO CAGE MANAGER	824,00	216,00	809,00	1.849,00	194,00	2.043,00	70,00	20,00	2.133,00	
	5,39	4,31	STANDARD	JUNIOR CASINO CAGE MANAGER	824,00	216,00	809,00	1.849,00	194,00	2.043,00	70,00	20,00	2.133,00	
	5,18	4,14	FIRST	JUNIOR CASINO CAGE MANAGER	791,00	207,00	776,00	1.774,00	186,00	1.960,00	70,00	20,00	2.050,00	
	3,74	2,99	PREMIUM	CASINO HOST	572,00	150,00	561,00	1.283,00	135,00	1.418,00	70,00	20,00	1.508,00	
	3,74	2,99	STANDARD	CASINO HOST	572,00	150,00	561,00	1.283,00	135,00	1.418,00	70,00	20,00	1.508,00	
	3,48	2,78	FIRST	CASINO HOST	531,00	139,00	521,00	1.191,00	125,00	1.316,00	70,00	20,00	1.406,00	
	5,37	4,29	PREMIUM	SENIOR CASINO SUPERVISOR	820,00	215,00	805,00	1.840,00	193,00	2.033,00	70,00	20,00	2.123,00	
	5,37	4,29	STANDARD	SENIOR CASINO SUPERVISOR	820,00	215,00	805,00	1.840,00	193,00	2.033,00	70,00	20,00	2.123,00	
	5,10	4,08	FIRST	SENIOR CASINO SUPERVISOR	779,00	204,00	765,00	1.748,00	184,00	1.932,00	70,00	20,00	2.022,00	
	5,06	4,05	PREMIUM	CASINO SUPERVISOR	774,00	203,00	760,00	1.737,00	182,00	1.919,00	70,00	20,00	2.009,00	
	5,06	4,05	STANDARD	CASINO SUPERVISOR	774,00	203,00	760,00	1.737,00	182,00	1.919,00	70,00	20,00	2.009,00	
	4,80	3,84	FIRST	CASINO SUPERVISOR	733,00	192,00	720,00	1.645,00	173,00	1.818,00	70,00	20,00	1.908,00	
	3,94	3,15	PREMIUM	CASINO JUNIOR SUPERVISOR	602,00	158,00	591,00	1.351,00	142,00	1.493,00	70,00	20,00	1.583,00	
	3,94	3,15	STANDARD	CASINO JUNIOR SUPERVISOR	602,00	158,00	591,00	1.351,00	142,00	1.493,00	70,00	20,00	1.583,00	
	3,68	2,94	FIRST	CASINO JUNIOR SUPERVISOR	562,00	147,00	551,00	1.260,00	132,00	1.392,00	70,00	20,00	1.482,00	
3,68	2,95	PREMIUM	CASINO DEALER CASHIER	563,00	147,00	552,00	1.262,00	133,00	1.395,00	70,00	20,00	1.485,00		
3,68	2,95	STANDARD	CASINO DEALER CASHIER	563,00	147,00	552,00	1.262,00	133,00	1.395,00	70,00	20,00	1.485,00		
3,43	2,74	FIRST	CASINO DEALER CASHIER	523,00	137,00	514,00	1.174,00	123,00	1.297,00	70,00	20,00	1.387,00		
3,19	2,55	PREMIUM	CASINO DEALER	488,00	128,00	479,00	1.095,00	115,00	1.210,00	70,00	20,00	1.300,00		
3,19	2,55	STANDARD	CASINO DEALER	488,00	128,00	479,00	1.095,00	115,00	1.210,00	70,00	20,00	1.300,00		
3,03	2,43	FIRST	CASINO DEALER	463,00	121,00	455,00	1.039,00	109,00	1.148,00	70,00	20,00	1.238,00		
2,52	2,02	JUNIOR	CASINO TRAINEE**	385,00	101,00	378,00	864,00	91,00	955,00	70,00	20,00	1.045,00		
MEDICAL *	4,69	3,75	STANDARD	HOSPITAL ATTENDANT / HOSPITAL ASSISTANT	716,00	187,00	703,00	1.606,00	169,00	1.775,00	70,00	20,00	1.865,00	
	4,14	3,31	FIRST	HOSPITAL ATTENDANT / HOSPITAL ASSISTANT	632,00	166,00	621,00	1.419,00	149,00	1.568,00	70,00	20,00	1.658,00	
	3,33	2,67	STANDARD	MEDICAL ATTENDANT / MEDICAL ASSISTANT	509,00	133,00	500,00	1.142,00	120,00	1.262,00	70,00	20,00	1.352,00	
	2,79	2,23	FIRST	MEDICAL ATTENDANT / MEDICAL ASSISTANT	426,00	111,00	418,00	955,00	100,00	1.055,00	70,00	20,00	1.145,00	

Legend:

Nr. Column description

- 1 Department (Departments with \* are entitled to Commission on sales)
- 2 Hourly overtime rate: Basic wage \*1,25 / 191
- 3 Hourly basic wage: Monthly basic wage / 191 (hours per month)
- 4 Level "FIRST" means the seafarer who is employed in the capacity for the first time with the shipowner or after an internal promotion  
Level "STANDARD" means the seafarer who is employed in the capacity with full working skills and knowledge of the company procedures  
Level "STANDARD PLUS" means the seafarer who has very high potential in the capacity and has taken over additional responsibilities in the capacity and owns required German language skills
- 5 Capacity: the position onboard and the work which is to be performed by the seafarer. The seafarer can be employed in different levels of capacity
- 6 Monthly Basic wage: Basic wage by capacity reckoned on 191 hours per month / 44 hours per week
- 7 50 hours Basic Wage
- 8 Guaranteed monthly overtime: 150 hours per months based on column 1
- 9 Net monthly wage: column 6+ 7 and column 8
- 10 Monthly leave 45 hours per month
- 11 Consolidated monthly wage: column 11
- 12 Monthly Social benefit and bonus: amount to be added to column 9 if the country of residence of the seafarer doesn't have a bilateral agreement with Italian flag state or if the shipowner is not due to pay social benefit in the country of residence of the seafarer

BASIS FOR THE CALCULATION OF ILO WAGE'S GUIDELINES  
DEFINED ACCORDING TO REGULATIONS OF HOURS OF REST

Currency USD

ANNEX B

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Department (* = entitled to CoS)	Hourly overtime rate	Hourly basic wage	Level	Capacity	Monthly basic wage hours 191	Holiday Compensation hours 50	Guaranteed monthly overtime hours 150	Net Monthly wage	Leave Pay hours 45	Consolidated Monthly Wage	Social benefit and bonus per month	Administration Advance per month	TOTAL Monthly Wage	

13 Monthly administration advance: amount to be added to column 10 and referred to following expenses: Visa, Imo certificate, STCW documentary evidence, pre-employment medical examination, vaccination in case the seafarer is not resident in countries that request directly to the shipowner the payment of the foregoing expenses

14 Total monthly wage

15 Standard Plus requirements: informs about the German language level required to reach this position

\* Monthly Wage on Basis of 28 days for Band

\*\* trainees will automatically be promoted to the utility galley, bar, restaurant, F&B, deck steward, cleaner, provision, laundry man or casino dealer after 8 months on board

\*\*\* Entertainment technical trainees will be automatically promoted to the ET Runner (F) after 8 months on board

F First = First Employment: Reduced Salary, monthly deduction for training costs

S Standard = Standard Level

S+ Standard plus = German language knowledge

Seniority

0/10/20/30/40/50/60/70/80

each level(S1-S8): USD 10,00 can be reached, after each 300 Seaservice days  
each level(S9-S ∞): USD 30,00 can be reached, after each 900 Seaservice days