

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

valid from 1 January 2020

Between

Verband Deutscher Reeder registered association, Hamburg

and

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

the following is agreed:

1. HTV-See 2018/20 will be effective from 1 Sept. 2018. The salaries and payments in kind listed below shall come into force on 01 Jan. 2020. Until this date, salaries and payments in kind listed in the HTV-See 2018 continue to apply.
2. This CBA can first be terminated from 31. December 2020 with a period of one month, cancellation at a later date requires a period of notice of three months for ending a calendar quarter.
3. The parties agree that the Verband Deutscher Reeder registered association confirm this agreement only for its collective community's members.
4. Agreement between the parties that this agreement applies only to employees who are members of ver.di - [The United Service Union; Vereinte Dienstleistungsgewerkschaft (ver.di)]
5. This agreement also applies to payment conditions of employees of a marine register entered in the international sea freight ships who have no permanent abode or residence in the country where such employees are members of the signatory union.
6. The table in point 2 from the 1 July 2002 HTV-See shall continuously be brought closer to the table under point 1 of the respective CBA.
7. For the ruling on all civil disputes of the salary agreement, the Labour Court of Hamburg has the exclusive rights on all decisions concerning who is entitled to each salary in the tariffs contract.

The address of the court is:

Arbeitsgericht Hamburg, Osterbekstraße 96, 22083 Hamburg.

Hamburg/Berlin, 16th March 2018

Verband Deutscher Reeder e. V. ,
Hamburg

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

A. Salaries

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
1. Captains and ship officers on ships with more than 3500 BRZ				
Captain	5.433	1.669		7.102
I. Nautical Officer	3.971	1.208	574	5.753
Chief Engineer	4.483	1.364	647	6.494
II. Technical Officer	3.889	1.183	562	5.634
Nautical / Technical Watch Officer				
Year 1 to year 2	3.285	999	474	4.758
Year 3 to year 4	3.493	1.063	505	5.061
From year 5	3.703	1.126	535	5.364
Ship's Electrical Engineer				
Year 1 to year 2	3.285	999	474	4.758
Year 3 to year 4	3.493	1.063	505	5.061
From year 5	3.889	1.183	562	5.634
Electrician				
Year 1 to year 2	3.086	939	446	4.471
Year 3 to year 4	3.285	999	474	4.758
From year 5	3.493	1.063	505	5.061
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	5.047	1.550		6.597
I. Nautical Officer	3.687	1.122	533	5.342
Chief Engineer	4.164	1.267	602	6.033
II. Technical Officer	3.614	1.099	522	5.235
Nautical / Technical Watch Officer				
Year 1 to year 2	3.049	927	440	4.416
Year 3 to year 4	3.243	987	469	4.699
From year 5	3.440	1.046	497	4.983
Ship's Electrical Engineer				
Year 1 to year 2	3.049	927	440	4.416
Year 3 to year 4	3.243	987	469	4.699
From year 5	3.614	1.099	522	5.235
Electrician				
Year 1 to year 2	2.866	872	414	4.152
Year 3 to year 4	3.049	927	440	4.416
From year 5	3.243	987	469	4.699

¹ Tax treatment of compensation payment according to § 15 MTV-See shall be based on the work which has in fact been conducted on Sundays, public holidays and at night. In the case of proof of actual hours worked on Sundays, public holidays and at night, tax exemption is possible accordingly within the framework of the applicable law. Claims to the basic compensation supplementary claim, according to § 16 MTV-See is taxable earned income. Claims to the basic compensation supplementary according to § 16 para. 3 MTV-See is limited to the sum that is paid as compensation payment according to § 15 para. 1, sent. 2 MTV-See.

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
3. Supervisors				
Deck: Bosun, Carpenter Machine: Mechanic, Storekeeper, Pump man Catering services: Sole Cook, Head Cook				
	3.156	960	456	4.572
4. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	2.652	807	383	3.842
Year 3 to year 4	2.891	880	418	4.189
From year 5	3.126	951	452	4.529
b. Others				
Deck: Seaman with discharge book Engine: Engine man, Engine man with completed training in metal work and 6 month' running time in engine service. Catering services: Sole Cook on ships with less than 15 crew, Steward (trained) Cook's mate (trained) Sole steward (trained)				
	2.652	807	383	3.842
5. Specialised staff				
Deck: Seaman without discharge book Deck hand with a least 6 month' running time in deck service. Engine: Engine operator with completed training in metal work up to 6 month experience Engine operator with at least 6 month' running time in engine service Catering services: Cook's mate, mess steward, 2nd Steward				
Year 1 to year 2	1.954	594	282	2.830
Year 3 to year 4	2.078	632	300	3.010
From year 5	2.204	670	318	3.192
6. Assistants				
Deck: Deck hand, Deck assistant (under 18 years old) Engine: Engine operator Catering services: Steward (untrained), Cook's assistant (under 18 years old)				
Year 1	1.106	336	160	1.602
7. Apprentices				
Ship mechanic apprentice				
in the first year of training	704	214	102	1.020
in the second year of training	879	267	127	1.273
in the third year of training	1.217	370	176	1.763
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	929	283	134	1.346
in year 2	1.360	414	197	1.971

B. Payment in kind

1. Meal allowances The amount of meal allowances is shown in § 17 para. 3 nos. 1 and 4 - 9 MTV-See § 17 para. 3 nos. 1 and 2 MTV-See for journeys up to 6 hours for journeys up to 12 hours for journeys up to 24 hours § 17 para. 3 no. 3 MTV-See	15,60 14,10 28,20 42,20 28,20
2. Replacement of effects Under § 21 MTV-see, goods will be replaced up to the value of	5.373,00
3. Daily allowance for patient care Daily allowance according to § 27 para. 2 MTV-See allows within European countries outside of European countries	10,90 17,30
4. Job specific insurance The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	23,20

8. Hapag-Lloyd AG

a. Crew with integrated training

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain / Ship operating officer				
Year 1 to year 2	5.074	1.559		6.633
Year 3 to year 5	5.184	1.592		6.776
Year 6 to year 9	5.332	1.638		6.970
Year 10 to year 15	5.524	1.697		7.221
From year 16	5.715	1.756		7.471
Head of the engine plant / Ship operating officer				
Year 1 to year 2	3.991	1.214	577	5.782
Year 3 to year 5	4.112	1.251	594	5.957
Year 6 to year 9	4.283	1.303	619	6.205
Year 10 to year 15	4.434	1.349	640	6.423
From year 16	4.579	1.393	661	6.633
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	3.470	1.056	501	5.027
Year 3 to year 5	3.534	1.075	511	5.120
Year 6 to year 9	3.646	1.109	527	5.282
Year 10 to year 15	3.815	1.161	551	5.527
From year 16	3.991	1.214	577	5.782
II. Technical Officer / Ship operating officer				
Year 1 to year 2	3.470	1.056	501	5.027
Year 3 to year 5	3.534	1.075	511	5.120
Year 6 to year 9	3.646	1.109	527	5.282
Year 10 to year 15	3.815	1.161	551	5.527
From year 16	3.991	1.214	577	5.782
Ship operating officer				
Year 1 to year 2	3.470	1.056	501	5.027
From year 3	3.534	1.075	511	5.120
Ship operation master				
Year 1 to year 2	3.012	916	435	4.363
Year 3 to year 5	3.065	932	443	4.440
Year 6 to year 9	3.119	949	451	4.519
Year 10 to year 15	3.269	994	472	4.735
From year 16	3.417	1.040	493	4.950
Ship mechanic				
Year 1 to year 2	2.274	692	329	3.295
Year 3 to year 5	2.398	730	346	3.474
Year 6 to year 9	2.510	764	362	3.636
Year 10 to year 15	2.690	819	389	3.898
From year 16	2.859	870	413	4.142

Classification in the tariff levels

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

I. Officer / Ship operating officer

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

II. Technical Officer / Ship operating officer

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

Ship operating officer

Working years since gaining the double commissioning.

Ship operation master

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

Ship mechanic

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

b. Crew with conventional training

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain				
Year 1 to year 2	4.810	1.478		6.288
Year 3 to year 5	4.912	1.509		6.421
Year 6 to year 9	5.051	1.552		6.603
Year 10 to year 15	5.235	1.608		6.843
From year 16	5.416	1.664		7.080
Head of the engine plant				
Year 1 to year 2	3.757	1.143	543	5.443
Year 3 to year 5	3.870	1.177	559	5.606
Year 6 to year 9	4.032	1.226	582	5.840
Year 10 to year 15	4.171	1.269	602	6.042
From year 16	4.309	1.311	622	6.242
I. Nautical Officer				
Year 1 to year 2	3.357	1.021	485	4.863
Year 3 to year 5	3.417	1.040	493	4.950
Year 6 to year 9	3.465	1.054	500	5.019
Year 10 to year 15	3.571	1.087	516	5.174
From year 16	3.750	1.141	542	5.433
II. Technical Officer				
Year 1 to year 2	3.357	1.021	485	4.863
Year 3 to year 5	3.417	1.040	493	4.950
Year 6 to year 9	3.465	1.054	500	5.019
Year 10 to year 15	3.571	1.087	516	5.174
From year 16	3.750	1.141	542	5.433
Nautical / Technical Watch Officer				
Year 1 to year 2	3.040	925	439	4.404
Year 3 to year 5	3.231	983	467	4.681
From year 6	3.421	1.041	494	4.956
Ship's Electrical Engineer				
Year 1 to year 2	3.357	1.021	485	4.863
Year 3 to year 5	3.417	1.040	493	4.950
Year 6 to year 9	3.465	1.054	500	5.019
Year 10 to year 15	3.571	1.087	516	5.174
From year 16	3.750	1.141	542	5.433
Electrician				
Year 1 to year 2	3.040	925	439	4.404
Cook				
Year 1 to year 2	2.835	863	410	4.108
Year 3 to year 5	2.904	883	420	4.207
Year 6 to year 9	3.012	916	435	4.363
Year 10 to year 15	3.115	948	450	4.513
From year 16	3.226	982	466	4.674
Steward				
Year 1 to year 2	2.134	649	308	3.091
Year 3 to year 5	2.246	683	324	3.253
Year 6 to year 9	2.392	728	345	3.465
Year 10 to year 15	2.447	745	354	3.546
From year 16	2.565	781	371	3.717

Classification in the tariff levels

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

Cook
Steward

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

9. TT-Line GmbH & Co. KG

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
Navigation / Engineering				
Captain	4.911	2.214	1.261	8.386
Chief Engineer	4.243	1.579	757	6.579
I. Nautical Officer (Department leader)	3.902	1.452	696	6.050
I. Nautical Officer	3.717	1.383	664	5.764
II. Technical Officer	3.637	1.353	649	5.639
Ship's electrical technician	3.637	1.353	649	5.639
Nautical / Technical Watch Officer / Electrician	3.219	1.198	575	4.992
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	2.788	1.038	498	4.324
Year 3 to year 4	2.915	1.085	520	4.520
Year 5 to year 7	2.987	1.111	533	4.631
From year 8	3.140	1.169	561	4.870
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	2.672	994	477	4.143
Year 3 to year 4	2.692	1.002	481	4.175
From year 5	2.809	1.045	501	4.355
Ship mechanic for Overall Ship Operation ²				
Year 1 to year 2	1.871	696	334	2.901
Year 3 to year 4	1.974	735	352	3.061
From year 5	2.078	773	371	3.222
Deck crew *)				
Year 1 to year 2	1.504	560	268	2.332
Year 3 to year 4	1.711	636	305	2.652
From year 5	1.812	674	323	2.809
Catering				
Purser	3.320	1.235	592	5.147
1. Cook	2.921	1.087	521	4.529
Skilled cook				
Year 1 to year 4	2.369	882	423	3.674
From year 5	2.481	924	443	3.848
Cook, FK Catering	1.871	696	334	2.901
Catering aide	1.504	560	268	2.332
Hotel / Catering Assistant	1.278	475	228	1.981
Apprentice Catering and experts in system gastronomy				
1st year on board	533	198	95	826
2nd year on board	600	223	107	930
3rd year on board	696	259	124	1.079

* Only beyond the job chart for maintenance

10. Rostock Ferry Services GmbH & Co. KG

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain	4.911	2.214	1.261	8.386
Head of the engine plant	4.243	1.579	757	6.579
I. Nautical Officer (Department leader)	3.902	1.452	696	6.050
I. Nautical Officer	3.717	1.383	664	5.764
II. Technical Officer	3.637	1.353	649	5.639
Ship's electrical technical	3.637	1.353	649	5.639
Nautical / Technical Watch Officer / Electrician	3.219	1.198	575	4.992
Purser	3.320	1.235	592	5.147
1. Cook	2.921	1.087	521	4.529
Technician				
Ship mechanic				
Year 1 to year 4	2.692	1.002	481	4.175
From year 5	2.809	1.045	501	4.355
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.369	882	423	3.674
From year 5	2.481	924	443	3.848
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	1.871	696	334	2.901
Assistant				
Deck hand **, Catering assistant	1.504	560	268	2.332
Hotel / Catering Assistant	1.278	475	228	1.981
Apprentice Catering and experts in system gastronomy				
1st year on board	533	198	95	826
2nd year on board	600	223	107	930
3rd year on board	696	259	124	1.079

** Only beyond the job chart for maintenance

11. Bugsier-, Reederei- und Bergungs-Gesellschaft mbH & Co KG

This table 11 only applies according to Agreement from 16th March 2018 (paragraph 2) to some older contracts.

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain and officers on tug boats / with Bugsier				
Captain	5.048	1.551		6.600
I. Nautical Officer (Department leader)	3.691	1.123	533	5.346
Head of the engine plant	4.167	1.267	602	6.037
II. Technical Officer	3.615	1.100	522	5.237
Nautical / Technical Watch Officer				
Year 1 and 2	3.052	928	441	4.421
Year 3 and 4	3.247	988	469	4.704
From year 5	3.442	1.100	498	5.039
Ship's Electrical Engineer				
Year 1 and 2	3.052	928	441	4.421
Year 3 and 4	3.247	988	469	4.704
From year 5	3.615	1.100	522	5.237
Electrician				
Year 1 and 2	2.868	873	415	4.156
Year 3 and 4	3.052	929	441	4.421
From year 5	3.247	988	469	4.704
Supervisors				
Deck: Bosun, Carpenter				
Engine: Mechanic, Storekeeper, Pump man				
Catering services: Sole Cook, Head Cook				
	2.933	892	424	4.248
Skilled Workers				
a. Ship mechanic				
Year 1 and 2	2.465	750	356	3.571
Year 3 and 4	2.688	818	388	3.894
From year 5	2.906	883	420	4.209
b. Others				
Deck: Seaman with discharge book				
Engine: Engine man, Engine man with completed training in metal work and 6 month' running time in engine service.				
Catering services: Sole Cook on ships with less than 15 crew, Steward (trained) Cook's mate (trained) Sole steward (trained)				
	2.465	750	356	3.571
Specialised staff				
Deck: Seaman without discharge book				
Deck hand with a least 6 month' running time in deck service.				
Engine: Engine operator with completed training in metal work up to 6 month experience				
Engine operator with at least 6 month' running time in engine service				
Catering services: Cook's mate, mess steward, 2nd Steward				
Year 1 to year 2	1.849	562	267	2.678
Year 3 to year 4	1.966	598	284	2.848
From year 5	2.085	634	301	3.020
Assistants				
Deck: Deck hand, Deck assistant (under 18 years old)				
Engine: Engine operator				
Catering services: Steward (untrained), Cook's assistant (under 18 years old)				
Year 1	1.026	313	149	1.488
Apprentices				
Ship mechanic apprentice				
in the first year of training	655	199	94	948
in the second year of training	818	248	118	1.184
in the third year of training	1.132	344	163	1.639
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	863	263	125	1.251
in year 2	1.265	385	183	1.833

Protocol notice

Agreement on outbound grades of tariff bound shipping companies

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
Ship operation master				
Year 1 to year 2	3.256	990	470	4.716
Form year 3	3.554	1.081	513	5.148
Year 1 to year 3	3.401	1.034	491	4.926
Year 4 to year 6	3.646	1.109	527	5.282
From year 7	3.979	1.210	575	5.764
Head steward assistant				
From year 7	2.880	876	416	4.172
Steward				
Year 1 to year 3	2.161	657	312	3.130
Year 4 to year 6	2.300	700	332	3.332
From year 7	2.369	721	342	3.432
1st Cook or lead cook on boats without head cook				
Year 1 to year 3	3.019	918	436	4.373
Year 4 to year 6	3.203	975	463	4.641
From year 7	3.428	1.043	495	4.966
2nd Cook /1st Team cook / 1st Ore assayer				
Year 1 to year 3	2.664	810	385	3.859
Year 4 to year 6	2.772	843	400	4.015
From year 7	2.895	881	418	4.194
Sole cook				
Year 1 to year 3	2.849	867	412	4.128
Year 4 to year 6	3.026	921	437	4.384
From year 7	3.212	977	464	4.653