## IBU Southeast Effective 7/1/2005

			REG	ОТ	NON-RES	NON-RES	REG	ОТ	NON-RES	NON-RES	REG	ОТ	NON-RES	NON-RES
		POSITION	7/1/2005	7/1/2005	7/1/2005	OT 7/1/05	7/1/2004	7/1/2004	7/1/2004	OT 7/1/04	7/1/2002	7/1/2002	7/1/2002	OT 7/1/02
	61	CHIEF STEWARD	25.22	37.83	20.86	31.29	23.79	35.69	19.68	29.52	22.23	33.35	18.39	27.59
	64	SECOND STEWARD	22.36	33.54	18.26	27.39	21.09	31.64	17.23	25.85	19.71	29.57	16.10	24.15
	65	STOREKEEPER	21.59	32.39	17.66	26.49	20.37	30.56	16.66	24.99	19.04	28.56	15.57	23.36
S	66	CHIEF COOK	22.97	34.46	18.74	28.11	21.67	32.51	17.68	26.52	20.25	30.38	16.52	24.78
Т	67	SECOND COOK	20.2	30.30	16.47	24.71	19.06	28.59	15.54	23.31	17.81	26.72	14.52	21.78
E	69	ASSISTANT SECOND COOK	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66
W	74	BARTENDER	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66
Α	76	HEAD BEDROOM STEWARD	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66
R	75	HEAD WAITER	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66
D	77	MESS STEWARD	19.08	28.62	15.56	23.34	18.00	27.00	14.68	22.02	16.82	25.23	13.72	20.58
	72	CASHIER	19.08	28.62	15.56	23.34	18.00	27.00	14.68	22.02	16.82	25.23	13.72	20.58
	73	GIFT SHOP OPERATOR	19.08	28.62	15.56	23.34	18.00	27.00	14.68	22.02	16.82	25.23	13.72	20.58
	81	STEWARD	18.93	28.40	15.49	23.24	17.86	26.79	14.61	21.92	16.69	25.04	13.65	20.48
	34	A/B BOS'N	22.53	33.80	18.40	27.60	21.25	31.88	17.36	26.04	19.86	29.79	16.22	24.33
	37	ABLE SEAMAN (AB)	20.61	30.92	16.82	25.23	19.44	29.16	15.87	23.81	18.17	27.26	14.83	22.25
DECK	45	ORDINARY SEAMAN	19.31	28.97	15.75	23.63	18.22	27.33	14.86	22.29	17.03	25.55	13.89	20.84
	48	ORDINARY SEAMAN PORTER	19.31	28.97	15.75	23.63	18.22	27.33	14.86	22.29	17.03	25.55	13.89	20.84
	50	OS WATCHMAN	19.31	28.97	15.75	23.63	18.22	27.33	14.86	22.29	17.03	25.55	13.89	20.84
	25	CHIEF PURSER	25.22	37.83	20.86	31.29	23.79	35.69	19.68	29.52	22.23	33.35	18.39	27.59
PURSER	28	SENIOR ASSISTANT PURSER	22.36	33.54	18.26	27.39	21.09	31.64	17.23	25.85	19.71	29.57	16.10	24.15
	29	JUNIOR ASSISTANT PURSER	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66
	53	JUNIOR ENGINEER	23.34	35.01	19.07	28.61	22.02	33.03	17.99	26.99	20.58	30.87	16.81	25.22
<b>ENGINE</b>	56	OILER	21.41	32.12	17.47	26.21	20.20	30.30	16.48	24.72	18.88	28.32	15.40	23.10
	60	WIPER	19.46	29.19	15.89	23.84	18.36	27.54	14.99	22.49	17.16	25.74	14.01	21.02

	Ship Code	Ship Class
TAKU	1	Α
MALASPINA	2	Α
MATANUSKA	3	Α
KENNICOTT	4	С
COLUMBIA	5	Α
LECONTE	6	В
AURORA	7	В
TUSTUMENA	10	D
<b>FAIRWEATHER</b>	12	F
LITUYA	13	G
CHENEGA	14	Н

		REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES
	PROBATIONARY EMPLOYEES	7/1/2005	7/1/2005	7/1/2005	OT 7/1/05	7/1/2004	7/1/2004	7/1/2004	OT 7/1/04	7/1/2002	7/1/2002	7/1/2002	OT 7/1/02
81	STEWARD	17.04	25.56	13.94	20.91	16.07	24.11	13.14	19.71	15.02	22.53	12.28	18.42
50	WATCHMAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.33	23.00	12.51	18.77
48	PORTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.33	23.00	12.51	18.77
60	WIPER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.44	23.16	12.61	18.92
29	JUNIOR ASSISTANT PURSER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.20	22.80	12.39	18.59

			REG	ОТ	REG	ОТ	REG	OT	REG	OT
		Fairweather Positions	7/1/2005	7/1/2005	3/8/2005	3/8/2005	7/1/04	7/1/04	4/1/04	4/1/04
X1413	80	PASS. SER. WRKR IN CHARGE	26.48	39.72	24.98	37.47	28.23	42.35	26.38	39.57
X1410	38/39	DECK Rating	21.63	32.45	20.41	30.62	23.07	34.61	21.56	32.34
X1414	82/83	Passenger Service Worker	19.88	29.82	18.75	28.13	21.2	31.8	19.81	29.72
	58	Wiper	19.46	29.19						

			REG	OT
		Chenega Positions	5/12/2005	5/12/2005
X1413	80	PASS. SER. WRKR IN CHARGE	26.48	39.72
X1410	38/39	DECK Rating	21.63	32.45
X1414	82/83	Passenger Service Worker	19.88	29.82
	58	Wiper	19.46	29.19

		REG	ОТ	REG	OT	REG	ОТ
	Lituya Positions	7/1/2005	7/1/2005	7/1/2004	7/1/2004	mm/dd/yy	mm/dd/yy
X1431	Deck/Steward Utility	19.31	28.97	18.22	27.33	17.03	25.55
X1430	Deck/Engine Utility	21.41	32.12	20.20	30.30	18.88	28.32
X1429	Lituya Class AB	21.41	32.12	20.20	30.30	18.88	28.32

7/1/05 SE rate calc: =round(7/1/04 rate x 1.06,2) 7/1/05 Fairweather rate: =round(3/8/05 rate x 1.06,2) 7/1/05 Lituya rate: =round(7/1/04 rate x 1.06,2) 8/8/2005 Add Chenega eff 5-12-2005

## IBU Southwest Effective 7/1/2005

			REG	OT	NON-RES	NON-RES	REG	ОТ	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES
	Regular	POSITION	7/1/2005	7/1/2005	7/1/2005	OT 7/1/2005	7/1/2004	7/1/2004	7/1/2004	OT 7/1/2004	7/1/2002	7/1/2002	7/1/2002	OT 7/1/2002	9/1/2001	9/1/2001	9/1/2001	OT 9/1/2001	7/1/2001	7/1/2001	7/1/2001	7/1/2001
	61	CHIEF STEWARD	22.62	37.83	18.63	31.29	21.34	35.69	17.58	29.52	17.65	33.35	14.47	27.59	17.14	32.37	14.05	26.78				í
S	66	CHIEF COOK	20.78	34.46	16.97	28.11	19.60	32.51	16.01	26.52	16.39	30.38	13.40	24.78	15.91	29.49	13.01	24.06				
Т	67	SECOND COOK	18.33	30.30	14.97	24.71	17.29	28.59	14.12	23.31	14.51	26.72	11.87	21.78	14.09	25.94	11.52	21.15				1
E	69	ASSISTANT SECOND COOK	17.44	28.73	14.24	23.42	16.45	27.11	13.43	22.10	13.84	25.34	11.32	20.66	13.44	24.60	10.99	20.06				1
W	74	BARTENDER	17.44	28.73	14.24	23.42	16.45	27.11	13.43	22.10	13.84	25.34	11.32	20.66	13.44	24.60	10.99	20.06				
Α	76	HEAD BEDROOM STEWARD	17.44	28.73	14.24	23.42	16.45	27.11	13.43	22.10	13.84	25.34	11.32	20.66	13.44	24.60	10.99	20.06				í
R	75	HEAD WAITER	17.44	28.73	14.24	23.42	16.45	27.11	13.43	22.10	13.84	25.34	11.32	20.66	13.44	24.60	10.99	20.06				
D	77	MESS STEWARD	17.36	28.62	14.18	23.34	16.38	27.00	13.38	22.02	13.79	25.23	11.27	20.58	13.39	24.50	10.94	19.98				í
	81	STEWARD	17.25	28.40	14.10	23.24	16.27	26.79	13.30	21.92	13.73	25.04	11.20	20.48	13.33	24.30	10.87	19.88				1
PURSER	25	CHIEF PURSER	22.62	37.83	18.63	31.29	21.34	35.69	17.58	29.52	17.65	33.35	14.47	27.59	17.14	32.37	14.05	26.78				
	34	A/B BOS'N	20.44	33.80	17.27	27.60	19.28	31.88	16.29	26.04	16.17	29.79	14.22	24.33	15.70	28.92	13.81	23.63				1
	37	ABLE SEAMAN (AB)	18.72	30.92	15.27	25.23	17.66	29.16	14.41	23.81	14.83	27.26	12.11	22.25	14.40	26.46	11.76	21.60				1
DECK	45	ORDINARY SEAMAN	17.61	28.97	14.36	23.63	16.61	27.33	13.55	22.29	14.01	25.55	11.43	20.84	13.60	24.80	11.10	20.24				1
	48	ORDINARY SEAMAN PORTER	17.61	28.97	14.36	23.63	16.61	27.33	13.55	22.29	14.01	25.55	11.43	20.84	13.60	24.80	11.10	20.24				
	50	OS WATCHMAN	17.61	28.97	14.36	23.63	16.61	27.33	13.55	22.29	14.01	25.55	11.43	20.84	13.60	24.80	11.10	20.24				i 1
	53	JUNIOR ENGINEER	21.20	35.01	17.61	28.61	20.00	33.03	16.61	26.99	16.79	30.87	13.70	25.22	16.30	29.97	13.30	24.48	19.59	29.39	16.00	24.00
ENGINE	56	OILER	19.46	32.12	15.88	26.21	18.36	30.30	14.98	24.72	15.43	28.32	12.60	23.10	14.98	27.50	12.23	22.43	17.97	26.96	14.66	21.99
	60	WIPER	17.76	29.19	14.49	23.84	16.75	27.54	13.67	22.49	14.13	25.74	11.55	21.02	13.72	24.99	11.21	20.40				1

			REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES												
	Yard	POSITION	7/1/2005	7/1/2005	7/1/2005	OT 7/1/2005	7/1/2004	7/1/2004	7/1/2004	OT 7/1/2004	7/1/2002	7/1/2002	7/1/2002	OT 7/1/2002	9/1/2001	9/1/2001	9/1/2001	OT 9/1/2001	7/1/2001	7/1/2001	7/1/2001	OT 7/1/01
	62	CHIEF STEWARD	25.22	37.83	20.86	31.29	23.79	35.69	19.68	29.52	22.23	33.35	18.39	27.59	21.58	32.37	17.85	26.78				
S	63	CHIEF COOK	22.97	34.46	18.74	28.11	21.67	32.51	17.68	26.52	20.25	30.38	16.52	24.78	19.66	29.49	16.04	24.06				
Т	94	SECOND COOK	20.20	30.30	16.47	24.71	19.06	28.59	15.54	23.31	17.81	26.72	14.52	21.78	17.29	25.94	14.10	21.15				1
E	95	ASSISTANT SECOND COOK	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66	16.40	24.60	13.37	20.06				1
W	92	BARTENDER	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66	16.40	24.60	13.37	20.06				
Α	96	HEAD BEDROOM STEWARD	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66	16.40	24.60	13.37	20.06				1
R	30	HEAD WAITER	19.15	28.73	15.61	23.42	18.07	27.11	14.73	22.10	16.89	25.34	13.77	20.66	16.40	24.60	13.37	20.06				1
D	97	MESS STEWARD	19.08	28.62	15.56	23.34	18.00	27.00	14.68	22.02	16.82	25.23	13.72	20.58	16.33	24.50	13.32	19.98				1
	17	STEWARD	18.93	28.40	15.49	23.24	17.86	26.79	14.61	21.92	16.69	25.04	13.65	20.48	16.20	24.30	13.25	19.88				1
PURSER	26	CHIEF PURSER	25.22	37.83	20.86	31.29	23.79	35.69	19.68	29.52	22.23	33.35	18.39	27.59	21.58	32.37	17.85	26.78				1
	35	A/B BOS'N	22.53	33.80	18.40	27.60	21.25	31.88	17.36	26.04	19.86	29.79	16.22	24.33	19.28	28.92	15.75	23.63				
	36	ABLE SEAMAN (AB)	20.61	30.92	16.82	25.23	19.44	29.16	15.87	23.81	18.17	27.26	14.83	22.25	17.64	26.46	14.40	21.60				1
DECK	44	ORDINARY SEAMAN	19.31	28.97	15.75	23.63	18.22	27.33	14.86	22.29	17.03	25.55	13.89	20.84	16.53	24.80	13.49	20.24				
	49	ORDINARY SEAMAN PORTER	19.31	28.97	15.75	23.63	18.22	27.33	14.86	22.29	17.03	25.55	13.89	20.84	16.53	24.80	13.49	20.24				
	31	OS WATCHMAN	19.31	28.97	15.75	23.63	18.22	27.33	14.86	22.29	17.03	25.55	13.89	20.84	16.53	24.80	13.49	20.24				1
	32	JUNIOR ENGINEER	23.34	35.01	19.07	28.61	22.02	33.03	17.99	26.99	20.58	30.87	16.81	25.22	19.98	29.97	16.32	24.48	19.59	29.39	16.00	24.00
ENGINE	27	OILER	21.41	32.12	17.47	26.21	20.20	30.30	16.48	24.72	18.88	28.32	15.40	23.10	18.33	27.50	14.95	22.43	17.97	26.96	14.66	21.99
	33	WIPER	19.46	29.19	15.89	23.84	18.36	27.54	14.99	22.49	17.16	25.74	14.01	21.02	16.66	24.99	13.60	20.40				

		REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES												
Regular	PROBATIONARY EMPLOYEES	7/1/2005	7/1/2005	7/1/2005	OT 7/1/2005	7/1/2004	7/1/2004	7/1/2004	OT 7/1/2004	7/1/2002	7/1/2002	7/1/2002	OT 7/1/2002	9/1/2001	9/1/2001	9/1/2001	OT 9/1/2001	7/1/2001	7/1/2001	7/1/2001	7/1/2001
81	STEWARD	15.53	25.56	12.69	20.91	14.64	24.11	11.97	19.73	12.36	22.53	10.07	18.42	12.00	21.87	9.78	17.88			1	
60	WIPER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12.72	23.16	10.39	18.92	12.35	22.49	10.09	18.36			1	
50	WATCHMAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12.61	23.00	10.29	18.77	12.24	22.32	9.99	18.23			1	
48	PORTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12.61	23.00	10.29	18.77	12.24	22.32	9.99	18.23			1	

		REG	OT	NON-RES	NON-RES	REG	ОТ	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES	REG	OT	NON-RES	NON-RES
Yard	PROBATIONARY EMPLOYEES	7/1/2005	7/1/2005	7/1/2005	OT 7/1/2005	7/1/2004	7/1/2004	7/1/2004	OT 7/1/2004	7/1/2002	7/1/2002	7/1/2002	OT 7/1/2002	9/1/2001	9/1/2001	9/1/2001	OT 9/1/2001	7/1/2001	7/1/2001	7/1/2001	7/1/2001
17	STEWARD	17.04	25.56	13.94	20.91	16.07	24.11	13.15	19.73	15.02	22.53	12.28	18.42	14.58	21.87	11.92	17.88				
33	WIPER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.44	23.16	12.61	18.92	14.99	22.49	12.24	18.36				
31	WATCHMAN	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.33	23.00	12.51	18.77	14.88	22.32	12.15	18.23				
49	PORTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.33	23.00	12.51	18.77	14.88	22.32	12.15	18.23				

2005 rate calculation: (7/1/04 rate x 1.06)

Overtime at Southeast overtime rates

## Ship Code Ship Class

TAKU	1	Α
MALASPINA	2	Α
MATANUSKA	3	Α
KENNICOTT	4	С
COLUMBIA	5	Α
LECONTE	6	В
AURORA	7	В
TUSTUMENA	10	D
<b>FAIRWEATHER</b>	12	F
LITUYA	13	G
CHENEGA	14	Н