

Special Agreement

between

**Føroya Skipara- og Navigatørfelag FSN
(The Faroese Union of Shipmasters and Navigators)**

and

**Reiðarafelagið fyri Farmaskip
(The Faroese Association of Cargo Vessel Owners)**

**Special Agreement for Shipmasters and Navigators with Big Vessels in
the Offshore Industry**

1. Scope of the Agreement

1.1. This Agreement applies to vessels equipped and licensed to watch over any activities **involving people** “multi-purpose standby, supply and anchor handling vessels”.

1.2. The Main Agreement between FSN and RFF applies to these vessels to the extent that the conditions outlined below do not differ from those in the Main Agreement. Except Article 7 in the Main Agreement, which does not apply.

2. Wages

2.1. Monthly wages are fixed based on the Main Agreement for the wage bracket applicable to each vessel according to its kW.

2.2. Fixed monthly wages cover 12 working hours per 24 hours.

2.3. Wages are stipulated in an annex to this Agreement, which constitutes an integral part of this Agreement. Compensation for the provision in Article 5.1 in the present Special Agreement for the offshore industry (multi-purpose standby, supply and anchor handling vessels) is included in the wages in this Salary Scheme. This means that, if the provision changes, the Salary Scheme shall change accordingly.

3. Overtime

If engineers work more than 84 hours per week, overtime shall be paid in accordance with the provisions in Article 10 of the Main Agreement.

4. Time Off and Time Signed On

4.1. Work is scheduled according to a 1:1 system. Travel is included in time off up to a maximum of 3 days for each 6-week period. This time off includes any time off provided for in Act 30, dated April 7, 1986, enacted by the Løgting, on paid holidays, with subsequent amendments.

4.2. Time signed on shall not exceed 6 weeks on board and 3 days for travel both ways. When sailing outside Northern Europe, however, time signed on shall not exceed 8 weeks on board and a total of 3 days for travel both ways.

4.3. Any period exceeding 6 or 8 weeks aboard, respectively, shall be compensated with an additional half day off for each extra day on board. When said 6 or 8 weeks on board are exceeded by 14 days, 1 additional day off shall be granted for each day on board exceeding said 14 days. This, however, does not apply if masters or mates wish to extend their stay on board.

5. Work Stoppage

5.1. Masters and mates signing on pursuant to this Special Agreement waive their right to participating in work stoppages for a period of 5 years, as of March 1, 2011.

(On March 1, 2016 this article will change as follows: the number '5' will change to '4' and 'March 1, 2011' will change to 'March 1, 2016')

5.2. Any rise in wages in the Main Agreement also applies to this Special Agreement and shall apply as of the same date.

5.3. Even when this Agreement may have been terminated and the deadline for renewal has lapsed, the parties shall comply with the old agreement until a new agreement has been approved or work has been stopped in accordance with the below provisions.

5.4. The parties acknowledge each other's right to call and carry out work stoppages in accordance with these provisions.

5.5. Work may only be stopped if the counterpart has received due notice of such stoppage.

5.6. Any party planning to stop work shall give the other party at least 1 month's advance notice by specially recorded mail.

6.7. Work stoppage includes strikes, lockouts and any other suspension of work. Neither party may stop work while this Agreement is in force.

6. Salvage

If a shipping company has entered an agreement waiving its entitlement to salvage money, then masters and mates are not entitled to salvage money.

7. Validity and Notice

This Agreement enters into force on March 1, 2015 and may be terminated by either party with 3 months' notice, but by March 1, 2017 at the earliest.

Tórshavn, March 9, 2015,

Føroya Skipara- og Navigatørfelag

Reiðarafelagið fyri Farmaskip