



Election of

SHOP STEWARDS /SPOKESPERSONS

on Cadeler vessels

As the CBA covering union, Metal Maritime is obligated to look after the interests of members employed on Cadeler vessels in DIS. Obviously, we cannot do this without close cooperation with you and your colleagues. We therefore invite you to participate in the election of Shop Stewards and Spokespersons.

ELECTIONS PER JOB CATEGORY

In the CBA's, it is agreed that a Shop Steward is to be elected per job category on the vessels in the company. The union representative will cover employees on all Cadeler DIS vessels within the relevant job category.

V1 0222 MM

ELECTION GROUPS:

- 1 shop steward** covers both the
- **Senior** and **Crane Operator** and the
 - **Senior Deck Supervisor** and
 - **Assistant Deck Supervisor** group.

- 1 shop steward** covers both the
- **Bosun** and the
 - **AB** group.

- 1 shop steward** will cover both the
- **Motorman** and
 - **Mechanic** groups.

- 1 shop steward** covers both the
- **Chief Cook,**
 - **Assistant Cook** and the
 - **Messman/Steward** group.

- 1 shop steward** will cover the
- **Engineer** group.

- 1 shop steward** covers the
- **Navigator** group.
- The master is not part of this group.*

- 1 shop steward** will cover the
- **Camp Boss** group.

Spokesperson - other groups

Other groups with less than 5 people totally employed in Cadeler can elect a Spokesperson. If the group at some point exceeds 5 people, the group can elect a Shop Steward.

Which rules?

Election of Shop Stewards/Spokespersons follows the rules in the main agreement between Danish Shipping and Metal Maritime for Navigators § 15.

For Ratings, the rules in the main agreement for Ship Assistants between Danish Shipping and Metal Maritime § 14 apply.

Who is eligible?

Members of Metal Maritime employed in one of the listed job categories can run for the election.

Who can vote?

All members of Metal Maritime. We will provide application forms to sign-up for membership.

The election process

Sign-up lists and information about the election will be posted on board the vessels.

The lists should be up for at least one month giving all eligible and interested candidates the opportunity to sign-up for the election.

In cases where more than one candidate sign-up for the same position, Metal Maritime will arrange elections. Further information regarding this will be provided in due time.

In cases where only one candidate sign-up in each job category, he/she is considered as elected.

When elected, the Shop Steward is invited to an introductory meeting in the office of Metal Maritime to be generally informed about Metal Maritime, the position as Shop Steward and other relevant topics. In addition, the elected members will be offered training in the Danish CBA system.