

SPECIAL COLLECTIVE AGREEMENT  
BETWEEN  
CADELER A/S  
AND  
METAL MARITIME  
FOR RATINGS EMPLOYED ON DIS VESSELS

ENGLISH & DANISH VERSIONS  
PAYSCALES INCL.

VALID: 29. NOVEMBER, 2021 – 1. MARCH, 2023

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SPECIAL COLLECTIVE AGREEMENT  
BETWEEN  
CADELER A/S  
AND  
METAL MARITIME  
FOR RATINGS EMPLOYED ON DIS VESSELS

The main collective agreements between Metal Maritime and Danish Shipping (DRO I) for ABs, Ship Mechanics and catering personnel shall apply with the following amendments and additions.

This is a translation. Only the Danish version has legal validity.

1.

Should the texts of the respective main collective agreements differ; it has been agreed that the main agreement for ABs between Metal Maritime and Danish Shipping will apply.

2.

This special collective agreement (the Agreement) covers AB's, Ship Mechanics, Deckhands, catering personnel as well as other positions, who are not covered by other special agreements between Cadeler A/S (the Company) and Metal Maritime. Such positions will appear from the salary appendix to this Agreement.

3.

The agreed notice periods and severance pay in connection with terminations for ratings covered by this Agreement shall be the same as the ones applicable for navigators.

4.

As an amendment to § 1, 2 of the main agreement, a notice period of 2 months for Crane Operators and Deck Supervisors terminating their employment has been agreed. This should appear from the contract of the individual employees.

5.

Salary, allowance and pension rates for the individual positions covered by this special agreement appear from the salary appendix to this special agreement.

6.

The normal daily working hours shall be 12 hours, which is covered by the rates of pay listed in the salary appendix. Daily working hours more than 12 hours may only occur very rarely and in exceptional cases and must be registered separately. No separate compensation will be paid for this.

The 12 daily working hours are normally followed by 12 hours of rest. In special cases e.g., decommissioning periods, the working hours may be split into two periods within 24 hours and one of these periods must be at least 7 hours.

The rest period between two work periods must be at least 3 hours.

7.

Standard tours of duty are typically 28 days followed by 28 days home leave in a 1:1 rotation scheme.

In special documented circumstances, the Company may notify seafarers of amended tour lengths. Notice of such changes is to be given no later than on the last day of duty on the previous tour of duty i.e., the employee is to have at least 28 days' notice until the extended tour of duty begins. This includes the entire crew.

After one such extended tour of duty, the employee is entitled to home leave equivalent to the extended tour in order to preserve the 1:1 rotation scheme. A maximum tour of 40 days can be notified.

If the agreed/notified tour is extended by 2 days, the seafarer accrues one extra home leave day for each 2-day extension of the agreed tour. In such cases, extra work does not set-off extended home leave.

Planned extensions of normal/notified tours of duty must not occur.

8.

Home leave will be earned at the rate of 1 day for every 1 day of continuous service including change of turn days. Travel days, excluding change of turn days, are considered neutral days, where the seafarer does not spend leave days nor does he/she accrue leave days.

The seafarer continuously accrues 24,6 home leave days (0,82 home leave days per day) for every 30 days of duty. This corresponds to a total amount of home leave days including all legal holidays of 182,5 days for 182,5 days of duty. For all practical purposes, 1 home leave day/holiday counts as 1 duty day.

The Company is obliged to provide swift and direct travel, with the least possible amount of waiting time between home/vessel and vessel/home.

Seafarers do not accrue or spend home leave days during sickness.

9.

It has been agreed that the seafarer is obliged to make him or herself acquainted with and to comply with Company assigned policies e.g., confidentiality, alcohol and drugs, IT, health and safety etc."

10.

According to § 14 of the main agreement, a shop steward may be elected for each ratings category included in this special Agreement.

In cases where less than 3 seafarers on a vessel are employed within a ratings category, these may elect one shop steward representing all seafarers of the Company within the relevant category. Remuneration to cover expenses for shop stewards in connection with their handling of relevant tasks may be agreed.

11.

The parties agree that this special agreement only covers Wind Farm Construction Vessels. Should Cadeler acquire or operate other types of vessels, the parties agree to enter negotiations regarding a special agreement for such vessels.

This agreement is valid from November 29<sup>th</sup>, 2021 and may be terminated with 3 months' notice by one of the parties to expire at the same time as the DIS main agreement for ABs between Danish Shipping and Metal Maritime.

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SÆROVERENSKOMST  
MELLEM  
CADELER A/S  
OG  
METAL MARITIME  
FOR MENIGE ANSAT I DIS-SKIBE.

Hovedoverenskomsterne for skibsassistenter, skibsmekaniker og menigt cateringpersonale mellem Metal Maritime og Danske Rederier (DRO I) er gældende med følgende ændringer og tilføjelser:

1.

Det er aftalt, at hvor hovedoverenskomsterne måtte have forskellig tekst er det hovedoverenskomsten for skibsassistenter mellem Metal Maritime og Danske Rederier, som anvendes.

2.

Særoverenskomsten omfatter skibsassistenter, skibsmekaniker, ubefarende skibsassistenter og menigt cateringpersonale, samt øvrige stillingsgrupper, som ikke er omfattet af anden særoverenskomst mellem Cadeler A/S og Metal Maritime. Disse vil fremgå af hyrebilaget til denne særoverenskomst.

3.

Det er aftalt at opsigelsesvarslet og godtgørelse ved opsigelse for menige er det samme, som er gældende for navigatører.

4.

Som tilføjelse til hovedoverenskomstens § 1 stk. 2 er det aftalt, at der for kranoperatører og deckssupervisorer, er et medarbejder opsigelsesvarsel på 2 måneder i stedet for 1 måned. Dette skal fremgå af den enkeltes kontrakt.

5.

Hyre, tillæg og pension for de enkelte stillinger, omfattet af denne særoverenskomst, fremgår af denne særoverenskomsts hyrebilag.

6.

Arbejdstiden er aftalt til normalt at være 12 timer dagligt, hvilket er indregnet i de i hyrebilaget anførte lønninger.

Arbejdstid over 12 timer kan kun sjældent og undtagelsesvis forekomme og skal registreres særskilt. Der ydes ikke særskilt betaling herfor.

Arbejdstiden er normalt 12 time efterfulgt af 12 timers hvile. I særlige tilfælde/oplægningsperioden kan arbejdstiden opdeles i 2 perioder indenfor 24 timer og den ene periode skal have en varighed på mindst 7 timer.

Der skal imellem 2 arbejdsperioder være en hvile på mindst 3 timer.

7.

Der er aftalt en normal tårn, som hedder 28 dage ude og 28 dage hjemme i en 1:1 ordning.

Cadeler kan varsle ændrede ude tårn pga. særlige dokumenterede forhold m.m.. Dette skal varsles senest ved hjemrejse fra sidste normale udetårn, således at den ansatte har 28 dages varsel til den forlængede udeperiode. Dette skal omfatte hele besætningen.

Efter en forlænget varsel udeperiode, skal de ansatte have en hjemmeperiode svarende til udeperioden, således at forholdet mellem 1 dags arbejde udløser 1 dags frihed holdes.

Der kan maksimalt varsles udeperiode på 40 dage.

Ved overskridelse af aftalte/varslede udeperiode med 2 døgn optjener den søfarende et fridøgn ekstra pr. 2 dages overskridelse af aftalt tårn. I sådanne tilfælde udløser ekstra arbejde ikke forlænget hjemmeperiode.

Der må ikke planlægges med overskridelse af normal/varslet ude tårner.

8.

For hver tjenstedag om bord, inkl. skiftedage, optjenes 1 dags frihed. Rejsedage, bortset fra skiftedagen, betragtes som 0 dage, hvor de søfarende ikke bruger eller optjener frihed.

Den søfarende optjener 24,6 løbende fridøgn (0,82 fridøgn pr dag) pr. 30 døgn tjeneste, svarende til en samlet frihed inkl. lovmæssig ferie på 182,5 dage efter 182,5 dages tjeneste. I praksis regnes således 1 ferie/fridag pr. tjenstedag.

Rederiet er forpligtet til at sørge for hurtig og direkte rejse, med mindst mulig ventetid, mellem hjem/skib og skib/hjem.

Under eventuel sygdom optjenes og forbruges ikke fridøgn.

9.

Det er aftalt at Den søfarende er forpligtet til at gøre sig bekendt med og efterleve de af rederiet for ansættelsen og tjenesten fastsatte politikker, herunder politikker vedrørende fortrolighed, alkohol- og rusmidler, IT, sikkerhed og miljø etc.

10.

Der kan vælges en tillidsrepræsentant j.f. hovedoverenskomstens § 14 for hver menig stillingskategori omfattet af denne særoverenskomst.

Hvis der er stillingskategorier, som har mindre end 3 personer ansat på de enkelte skibe i Cadeler A/S, kan disse vælge en tillidsrepræsentant, som repræsenterer alle i denne stillingskategori i Cadeler A/S.

Der kan aftales et vederlag til tillidsrepræsentanterne til dækning af udgifter i forbindelse med varetagelsen af talsmandsarbejdet.

11.

Parterne er enige om, at denne særoverenskomst alene omfatter Wind Farm Construction Vessels. Hvis Cadeler skulle erhverve eller drive andre typer af fartøjer er parterne enige om at optage forhandlinger om en særoverenskomst for disse.

Denne overenskomst er gældende fra og med den 29. november 2021 og kan opsiges med tre måneders varsel fra hver af parterne til udløb samtidigt med DIS-hovedoverenskomsten for skibsassistenter mellem Danmarks Rederiforening og Metal Maritime.



## **GENERAL INFORMATION ABOUT PAYSCALES**

### **Payscale 2021-2022**

#### WAGES IN DK-KRONER

Salaries consist of base pay and special allowance (særlig opsparing)

there can be agreed a personal allowance on top off base pay and special allowance

### **Hyrebilag 2021 - 2022**

#### HYRER ANGIVET I DK-KRONER

Hyren består af et grundbeløb og særlig opsparing.

Der kan aftales et personligt tillæg, som tillægges grundbeløbet og særlig opsparing

## Catering - ratings

<b>First Cook</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	27.500	27.800	28.100	28.400	28.700	29.000	29.300
Special allowance 4%	1.100	1.112	1.124	1.136	1.148	1.160	1.172
<b>1. Nov.2021 total pay</b>	<b>28.600</b>	<b>28.912</b>	<b>29.224</b>	<b>29.536</b>	<b>29.848</b>	<b>30.160</b>	<b>30.472</b>
<b>1. March 2022</b>							
Pay	27.990	28.290	28.593	28.897	29.201	29.505	29.810
Special allowance 5%	1.400	1.415	1.430	1.445	1.460	1.475	1.491
<b>1. March.2022 total pay</b>	<b>29.390</b>	<b>29.705</b>	<b>30.023</b>	<b>30.342</b>	<b>30.661</b>	<b>30.980</b>	<b>31.301</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	1.738	869

<b>Second Cook</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	24.000	24.300	24.600	24.900	25.200	25.500	25.800
Special allowance 4%	960	972	984	996	1.008	1.020	1.032
<b>1. Nov.2021 total pay</b>	<b>24.960</b>	<b>25.272</b>	<b>25.584</b>	<b>25.896</b>	<b>26.208</b>	<b>26.520</b>	<b>26.832</b>
<b>1. March 2022</b>							
Pay	24.434	24.734	25.037	25.341	25.645	25.949	26.254
Special allowance 5%	1.222	1.237	1.252	1.267	1.282	1.297	1.313
<b>1. March.2022 total pay</b>	<b>25.656</b>	<b>25.971</b>	<b>26.289</b>	<b>26.608</b>	<b>26.927</b>	<b>27.246</b>	<b>27.567</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	1.738	869

<b>Messman/Steward</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	20.000	20.300	20.600	20.900	21.200	21.500	21.800
Special allowance 4%	800	812	824	836	848	860	872
<b>1. Nov.2021 total pay</b>	<b>20.800</b>	<b>21.112</b>	<b>21.424</b>	<b>21.736</b>	<b>22.048</b>	<b>22.360</b>	<b>22.672</b>
<b>1. March 2022</b>							
Pay	20.383	20.685	20.989	21.293	21.597	21.901	22.206
Special allowance 5%	1.019	1.034	1.049	1.065	1.080	1.095	1.110
<b>1. March.2022 total pay</b>	<b>21.402</b>	<b>21.719</b>	<b>22.038</b>	<b>22.358</b>	<b>22.677</b>	<b>22.996</b>	<b>23.316</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	1.300	400

## Deck / engine – general purpose crew - ratings

<b>Bosun</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	24.500	24.800	25.100	25.400	25.700	26.000	26.300
Special allowance 4%	980	992	1.004	1.016	1.028	1.040	1.052
<b>1. Nov.2021 total pay</b>	<b>25.480</b>	<b>25.792</b>	<b>26.104</b>	<b>26.416</b>	<b>26.728</b>	<b>27.040</b>	<b>27.352</b>
<b>1. March 2022</b>							
Pay	24.901	25.200	25.503	25.807	26.110	26.414	26.719
Special allowance 5%	1.245	1.260	1.275	1.290	1.306	1.321	1.336
<b>1. March.2022 total pay</b>	<b>26.146</b>	<b>26.460</b>	<b>26.778</b>	<b>27.097</b>	<b>27.416</b>	<b>27.735</b>	<b>28.055</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	2.052	1.026

<b>Mechanic</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	24.500	24.800	25.100	25.400	25.700	26.000	26.300
Special allowance 4%	980	992	1.004	1.016	1.028	1.040	1.052
<b>1. Nov.2021 total pay</b>	<b>25.480</b>	<b>25.792</b>	<b>26.104</b>	<b>26.416</b>	<b>26.728</b>	<b>27.040</b>	<b>27.352</b>
<b>1. March 2022</b>							
Pay	24.901	25.200	25.503	25.807	26.110	26.414	26.719
Special allowance 5%	1.245	1.260	1.275	1.290	1.306	1.321	1.336
<b>1. March.2022 total pay</b>	<b>26.146</b>	<b>26.460</b>	<b>26.778</b>	<b>27.097</b>	<b>27.416</b>	<b>27.735</b>	<b>28.055</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	2.052	1.026

<b>General Purpose Crew (Deck and Engine)</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	24.000	24.300	24.700	25.000	25.300	25.600	25.900
Special allowance 4%	960	972	988	1.000	1.012	1.024	1.036
<b>1. Nov.2021 total pay</b>	<b>24.960</b>	<b>25.272</b>	<b>25.688</b>	<b>26.000</b>	<b>26.312</b>	<b>26.624</b>	<b>26.936</b>
<b>1. March 2022</b>							
Pay	24.393	24.692	25.097	25.401	25.704	26.008	26.313
Special allowance 5%	1.220	1.235	1.255	1.270	1.285	1.300	1.316
<b>1. March.2022 total pay</b>	<b>25.613</b>	<b>25.927</b>	<b>26.352</b>	<b>26.671</b>	<b>26.989</b>	<b>27.308</b>	<b>27.629</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	2.052	1.026

## Crane operator - ratings

<b>Senior Crane Operator</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	29.000	29.300	29.600	29.900	30.200	30.500	30.800
Special allowance 4%	1.160	1.172	1.184	1.196	1.208	1.220	1.232
<b>1. Nov.2021 total pay</b>	<b>30.160</b>	<b>30.472</b>	<b>30.784</b>	<b>31.096</b>	<b>31.408</b>	<b>31.720</b>	<b>32.032</b>
<b>1. March 2022</b>							
Pay	29.473	29.772	30.075	30.379	30.682	30.986	31.291
Special allowance 5%	1.474	1.489	1.504	1.519	1.534	1.549	1.565
<b>1. March.2022 total pay</b>	<b>30.947</b>	<b>31.261</b>	<b>31.579</b>	<b>31.898</b>	<b>32.216</b>	<b>32.535</b>	<b>32.856</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	2.052	1.026

<b>Crane Operator</b>							
<b>Seniority</b>	<b>under 2 years</b>	<b>2 years</b>	<b>4 years</b>	<b>6 years</b>	<b>8 years</b>	<b>10 years</b>	<b>12 years</b>
<b>1. Nov. 2021</b>							
Pay	28.000	28.300	28.600	28.900	29.200	29.500	29.800
Special allowance 4%	1.120	1.132	1.144	1.156	1.168	1.180	1.192
<b>1. Nov.2021 total pay</b>	<b>29.120</b>	<b>29.432</b>	<b>29.744</b>	<b>30.056</b>	<b>30.368</b>	<b>30.680</b>	<b>30.992</b>
<b>1. March 2022</b>							
Pay	28.457	28.756	29.059	29.363	29.666	29.970	30.275
Special allowance 5%	1.423	1.438	1.453	1.468	1.483	1.499	1.514
<b>1. March.2022 total pay</b>	<b>29.880</b>	<b>30.194</b>	<b>30.512</b>	<b>30.831</b>	<b>31.149</b>	<b>31.469</b>	<b>31.789</b>

<b>Pension</b>	<b>Owner</b>	<b>Employee</b>
	2.052	1.026

## Supervisor - ratings

<b>Senior Deck Supervisor</b>							
Seniority	under 2 years	2 years	4 years	6 years	8 years	10 years	12 years
<b>1. Nov. 2021</b>							
Pay	33.500	33.800	34.100	34.400	34.700	35.000	35.300
Special allowance 4%	1.340	1.352	1.364	1.376	1.388	1.400	1.412
<b>1. Nov.2021 total pay</b>	<b>34.840</b>	<b>35.152</b>	<b>35.464</b>	<b>35.776</b>	<b>36.088</b>	<b>36.400</b>	<b>36.712</b>
<b>1. March 2022</b>							
Pay	34.045	34.344	34.647	34.951	35.254	35.558	35.863
Special allowance 5%	1.702	1.717	1.732	1.748	1.763	1.778	1.793
<b>1. March.2022 total pay</b>	<b>35.747</b>	<b>36.061</b>	<b>36.379</b>	<b>36.699</b>	<b>37.017</b>	<b>37.336</b>	<b>37.656</b>

Pension	Owner	Employee
	2.052	1.026

<b>Deck Supervisor</b>							
Seniority	under 2 years	2 years	4 years	6 years	8 years	10 years	12 years
<b>1. Nov. 2021</b>							
Pay	32.000	32.300	32.600	32.900	33.200	33.500	33.800
Special allowance 4%	1.280	1.292	1.304	1.316	1.328	1.340	1.352
<b>1. Nov.2021 total pay</b>	<b>33.280</b>	<b>33.592</b>	<b>33.904</b>	<b>34.216</b>	<b>34.528</b>	<b>34.840</b>	<b>35.152</b>
<b>1. March 2022</b>							
Pay	32.521	32.820	33.123	33.427	33.730	34.034	34.339
Special allowance 5%	1.626	1.641	1.656	1.671	1.687	1.702	1.717
<b>1. March.2022 total pay</b>	<b>34.147</b>	<b>34.461</b>	<b>34.779</b>	<b>35.098</b>	<b>35.417</b>	<b>35.736</b>	<b>36.056</b>

Pension	Owner	Employee
	2.052	1.026

<b>Assistant Deck Supervisor</b>							
Seniority	under 2 years	2 years	4 years	6 years	8 years	10 years	12 years
<b>1. Nov. 2021</b>							
Pay	30.500	30.800	31.100	31.400	31.700	32.000	32.300
Special allowance 4%	1.220	1.232	1.244	1.256	1.268	1.280	1.292
<b>1. Nov.2021 total pay</b>	<b>31.720</b>	<b>32.032</b>	<b>32.344</b>	<b>32.656</b>	<b>32.968</b>	<b>33.280</b>	<b>33.592</b>
<b>1. March 2022</b>							
Pay	30.997	31.296	33.123	33.427	33.730	34.034	34.339
Special allowance 5%	1.550	1.565	1.656	1.671	1.687	1.702	1.717
<b>1. March.2022 total pay</b>	<b>32.547</b>	<b>32.861</b>	<b>34.779</b>	<b>35.098</b>	<b>35.417</b>	<b>35.736</b>	<b>36.056</b>

Pension	Owner	Employee
	2.052	1.026