

## Addendum No 16

to the Collective Bargaining Agreement

On this 20<sup>th</sup> of July 2017, in the city of Varna, the following Addendum No 16 to the Collective Bargaining Agreement dated 16<sup>th</sup> of May 2016 (the "CBA") has been concluded between:

- 1) 1.Sofia Maritime Ltd., Marshall Islands, 2.Dolly Maritime Ltd., Malta, 3.Verila Maritime Ltd., Marshall Islands, 4.Alexander Maritime Ltd., Marshall Islands, 5.Varna Maritime Ltd., Marshall Islands, 6.Murgash Maritime Ltd., Marshall Islands, 7.Plovdiv Maritime Ltd., Marshall Islands, 8.Belasitza Maritime Ltd., Marshall Islands, 9.Osogovo Navigation Ltd., Marshall Islands, 10.Lyulin Maritime Ltd., Marshall Islands, 11.Rodopi Maritime Ltd., Marshall Islands, 12.Vitosha Maritime Ltd., Marshall Islands, 13.Balkan Navigation Ltd., Marshall Islands, 14.Persenk Maritime Ltd., Marshall Islands., 15.Belmecken Maritime Ltd., Marshall Islands, 16.Trapezitza Maritime Ltd., Malta, 17.Sakar Maritime Ltd., Malta, 18.Perelik Maritime Ltd., Malta, 19.Rousse Maritime Ltd., Malta, 20.Plana Navigation Ltd., Malta, 21.Vola Maritime Ltd., Malta, 22.Veliko Tirново Shipping Co. Ltd., Malta, 23.Georgi Maritime Ltd., Marshall Islands, 24.Bogdan Maritime Ltd., Malta, 25.Kom Maritime Ltd., Malta, 26.Kamenitza Maritime Ltd., Marshall Islands and 27.Koznitza Maritime Ltd., Marshall Islands, (individually the "**Company**" and collectively the "**Companies**") represented for the purposes of this Agreement by "**NAVIGATION MARITIME BULGARE**" JSC, having its seat and registered office at 1 Primorski boulevard, Varna, registered in the Trade register under Unified Identification Code (UIC): 103002674 (hereinafter referred to as the "Operator"), represented by its Executive Director - Mr. Aleksandar Yanchev Kalchev, in its capacity as operator of motor vessels, listed in Annex 1, owned/bareboatchartered by each of the Companies,
- 2) **Bulgarian Seamen's Syndicate**  
Whose registered office is at: 17 Panagiurishte str., 9000 Varna city, Bulgaria represented by Mr. Krasimir Valchev - Chairman of the Seamen's Syndicate, acting as representative and protector of union members, hereinafter referred to as the "Syndicate", and
- 3) "**NAVIGATION MARITIME BULGARE**" JSC, having its seat and registered office at 1 Primorski boulevard, Varna in its capacity as operator of motor vessels, listed in Annex 1, representing an integral part of the previous Addendum No 15

the present Addendum No 16 have been concluded to amend the terms and conditions of the CBA signed between parties:

1. § 19. Repatriation of the CBA, the title shall be changed and a new clause shall be added to the following:
  - 1.1. The title Repatriation changes, as adding "Embarkation" and the title of the & 19 acquires the form – *Repatriation/Embarkation*;
  - 1.2. A new clause 19.4 shall be added as follows: *19.4 The provisions of Articles 19.1, 19.2, and 19.3 shall also apply to seafarers travelling to join the vessel.*



2. Art.24.3 of the CBA, all rates about percentage of degree of disability and rate of compensation as shown in the table, shall be amended to read in its entirety:

Degree of Disability Percentage (%)	Rate of Compensation		
	Ratings	Junior Officers	Senior Officers (4)
100	102 308	136 410	170 512
75	76 731	102 308	127 884
60	61 384	81 846	102 308
50	51 154	68 206	85 257
40	40 923	54 565	68 206
30	30 693	40 923	51 154
20	20 462	27 282	34 104
10	10 231	13 642	17 052

3. ANNEX 4 to CBA, representing an integral part of the CBA shall be replaced by new ANNEX 4 to the CBA, representing an integral part of the present Addendum No 16.
4. The amendments of the CBA made by the present Addendum No 16 shall be effective as of 01<sup>st</sup> of August 2017.
5. The present Addendum No 16 represents an integral part of the CBA.

Signed on behalf of the Companies:

.....  
/Mr. Aleksandar Kalchev/  
Executive Director of Navibulgar/



Signed on behalf of the ITF  
Bulgarian Seamen's Syndicate:

.....  
/Mr. Krasimir Valchev - Chairman/



## ANNEX 4

### Schedule of Cash Benefits

#### Article 25

Compensation for Loss of Life:

1. to immediate next of kin: \$ 102,308
2. to each dependent child under the age of 18 (subject to a maximum of 4): \$ 20,462

#### Article 11

Leave:

Daily allowance whilst on paid leave: US\$18

#### Article 17

Crew's Effects:

Maximum: US\$ 3,000, which includes cash up to \$300.

#### Article 30

Membership Fees, Welfare Fund and Representation of Seafarers:

Company's deducted from every Seafarers wage and transferred on specified by Bulgarian Seamen's Syndicate bank account Membership fees in amount of 1% pro rata from the Total salary (Annex 2) and 15 USD monthly additional fees.

Company's contribution to the Bulgarian Seamen's Syndicate in respect of entrance fees US\$120

Company's contribution to the ITF Seafarers' International Assistance, Welfare and Protection Fund:

US\$ 250 per position per year

Signed on behalf of the Company:

.....  
/Mr. Aleksandar Kalchev/  
Executive Director of Navibulgar/



Signed on behalf of the ITF  
Bulgarian Seamen's Syndicate

.....  
/Mr. Krasimir Valchev, Chairman/

