

### SCHEDULE 3

effective from 01.03.2016

Rank	Basic Wage	Guaranteed Overtime	Overtime Rate	Social Security	Leave Pay	Leave Substitute	Loyalty Bonus	Total wages	Medical exam	Allowance IMO/STSW Training	WF/O B	Total crew coast
1	2	3	4	5	6	7	8	9	10	11	12	13
Master	2989	3450	21,57	130	697	126	75	7467	11	72	41	7591
Chief engineer	2884	3328	20,81	130	673	126	75	7216	11	72	41	7340
Chief officer	2166	2499	15,62	130	505	126	50	5476	11	72	41	5600
1st engineer	2166	2499	15,62	130	505	126	50	5476	11	72	41	5600
2nd officer	1440	1662	10,39	130	336	126	50	3744	11	72	41	3868
2nd engineer	1440	1662	10,39	130	336	126	50	3744	11	72	41	3868
El. Engineer	1780	2054	12,84	130	415	126	50	4555	11	72	41	4679
3th officer	1335	1541	9,63	130	312	126	50	3494	11	72	41	3618
3th engineer	1335	1541	9,63	130	312	126	50	3494	11	72	41	3618
Jr.Deck.Officer	440	507	3,17	110	103	126	0	1286	11	72	41	1410
Jr.Eng.Officer	440	507	3,17	110	103	126	0	1286	11	72	41	1410
Jr.Elect.Officer	490	565	3,53	110	114	126	0	1405	11	72	41	1529
Electrician	886	1022	6,39	130	207	126	50	2421	11	72	41	2545
Deck boatswain	694	802	5,01	110	162	126	25	1919	11	72	41	2043
Donkeyman/fiter	694	802	5,01	110	162	126	25	1919	11	72	41	2043
Cook	694	802	5,01	110	162	126	25	1919	11	72	41	2043
<b>Able seaman</b>	<b>624</b>	<b>720</b>	<b>4,51</b>	<b>110</b>	<b>146</b>	<b>126</b>	<b>25</b>	<b>1751</b>	<b>11</b>	<b>72</b>	<b>41</b>	<b>1875</b>
Motorman	624	720	4,51	110	146	126	25	1751	11	72	41	1875
O/Seaman	425	491	3,07	110	99	126	25	1276	11	72	41	1400
OS/STW	440	507	3,17	110	103	126	25	1311	11	72	41	1435
Wiper	385	445	2,78	110	90	126	25	1181	11	72	41	1305
Deck Boy	335	387	2,42	110	78	126	25	1061	11	72	41	1185
Catering Boy	335	387	2,42	110	78	126	25	1061	11	72	41	1185

on behalf of the Company:

on behalf of the ITF:

**Bulgarian Seamen's Syndicate**

Signed by:.....П.....

Sygned by:.....П.....

*/Stoycho Todorov/*

*/Krasimir Valchev,Chairman/*