

Base Hourly Rates - Licensed January 2006

Grade	Effective Date	% Increase	Job #	Job Title	Hourly Rate	Monthly Rate
14	As at Nov 1, 2005		142	Sr Chief Engineer 1st CI (Spirit)	\$45.10	\$6,867
	Eff Nov 1, 2006	5.0%			\$47.36	\$7,210
	Eff Nov 1, 2007	5.0%			\$49.73	\$7,571
14	As at Nov 1, 2005		159	Ch Engineer 1st CI (Spirit)	42.82	\$6,519
	Eff Nov 1, 2006	5.0%			44.96	\$6,845
	Eff Nov 1, 2007	5.0%			47.21	\$7,187
14	As at Nov 1, 2005		387	Chief Officer Sub to Master	42.29	\$6,438
			389	Master, Major Vessel Rt17		
			142	Sr Chief Engineer LV		
			48	Sr Chief Engineer-Rte 40		
	Eff Nov 1, 2006	5.0%			44.40	\$6,760
	Eff Nov 1, 2007	5.0%			46.62	\$7,098
14	As at Nov 1, 2005		52	Ch Eng/RelSrChEng North SP	40.07	\$6,101
			159	Ch Engineer Large Vessel		
			500	Ch Engineer Rt 40		
	Eff Nov 1, 2006	5.0%			42.08	\$6,406
	Eff Nov 1, 2007	5.0%			44.18	\$6,726
13	As at Nov 1, 2005		1017	Master, Intermediate Rte 7	38.94	\$5,929
			168	Master, Intermediate Vessel		
			315	Sr Chief Engineer 2nd Class Interm		
			1013	Sr Chief Engineer Int Rt7		
	Eff Nov 1, 2006	5.0%			40.89	\$6,225
	Eff Nov 1, 2007	5.0%			42.93	\$6,537
13	As at Nov 1, 2005		168	Master, Minor Vessel	35.88	\$5,463
			171	Sr Chief Engineer 2nd CI Minor		
	Eff Nov 1, 2006	5.0%			37.68	\$5,736
	Eff Nov 1, 2007	5.0%			39.56	\$6,023
12	As at Nov 1, 2005		205	Ch Engineer 2nd Class Interm	38.19	\$5,814
			1016	Ch Engineer Intermediate Rt7		
	Eff Nov 1, 2006	5.0%			40.10	\$6,105
	Eff Nov 1, 2007	5.0%			42.10	\$6,410

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12	As at Nov 1, 2005		388	Ch Engineer 2nd Class Minor	34.73	\$5,287
	Eff Nov 1, 2006	5.0%			36.46	\$5,551
	Eff Nov 1, 2007	5.0%			38.29	\$5,829
12	As at Nov 1, 2005		387	Chief Officer (Spirit)	35.51	\$5,406
			121	First Engineer LV (Spirit)		
	Eff Nov 1, 2006	5.0%			37.28	\$5,676
	Eff Nov 1, 2007	5.0%			39.15	\$5,960
12	As at Nov 1, 2005		942	Ch Engineer 3rd Class	33.71	\$5,133
			1030	First Eng/Relief Ch Eng ASTO		
			517	First/Rel Ch Eng 1st CI S/P		
	Eff Nov 1, 2006	5.0%			35.40	\$5,390
	Eff Nov 1, 2007	5.0%			37.17	\$5,659
12	As at Nov 1, 2005		407	Chief Officer 12hr	33.20	\$5,055
			387	Chief Officer Large Vessel		
			486	Chief Officer Rt 40		
			121	First Engineer 1st CI		
			121	First Engineer 2nd CI LV		
			501	First Engineer Rt 40		
			514	First Engineer S/P 2nd Class		
			184	First Engineer 1st CI		
	Eff Nov 1, 2006	5.0%			34.86	\$5,308
	Eff Nov 1, 2007	5.0%			36.61	\$5,573
11	As at Nov 1, 2005		147	Second Engineer 12hr	32.81	\$4,996
			495	Second Engineer Rt40		
	Eff Nov 1, 2006	5.0%			34.46	\$5,246
	Eff Nov 1, 2007	5.0%			36.18	\$5,508
11	As at Nov 1, 2005		1015	Mate/Rlf Master,S/P Rt7	32.51	\$4,950
	Eff Nov 1, 2006	5.0%			34.14	\$5,198
	Eff Nov 1, 2007	5.0%			35.84	\$5,457
11	As at Nov 1, 2005		118	Second Officer (Spirit)	32.94	\$5,015
	Eff Nov 1, 2006	5.0%			34.59	\$5,266
	Eff Nov 1, 2007	5.0%			36.32	\$5,529

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11	As at Nov 1, 2005		327	Mate, Intermediate	32.31	\$4,919
			1014	Mate,Route 7		
	Eff Nov 1, 2006	5.0%			33.92	\$5,165
	Eff Nov 1, 2007	5.0%			35.62	\$5,423
11	As at Nov 1, 2005		1001	Second Officer/Relief Chief Officer	31.57	\$4,807
	Eff Nov 1, 2006	5.0%			33.15	\$5,047
	Eff Nov 1, 2007	5.0%			34.81	\$5,300
11	As at Nov 1, 2005		380	Second Officer Staff CN I (E)	31.57	\$4,806
	Eff Nov 1, 2006	5.0%			33.14	\$5,046
	Eff Nov 1, 2007	5.0%			34.80	\$5,299
11	As at Nov 1, 2005		332	Third Engineer (Spirit)	30.92	\$4,708
	Eff Nov 1, 2006	3.0%			31.85	\$4,849
	Eff Nov 1, 2007	3.0%			32.81	\$4,995
11	As at Nov 1, 2005		118	Second Officer Large	30.79	\$4,688
			496	Second Officer Rt 40		
			118	Second Officer Staffing WKM		
	Eff Nov 1, 2006	5.0%			32.33	\$4,922
	Eff Nov 1, 2007	5.0%			33.95	\$5,169
11	As at Nov 1, 2005		1005	Mate/Relief Master ASTO	30.75	\$4,682
	Eff Nov 1, 2006	5.0%			32.29	\$4,916
	Eff Nov 1, 2007	5.0%			33.90	\$5,162
11	As at Nov 1, 2005		327	Mate, Minor Vessel	30.06	\$4,576
	Eff Nov 1, 2006	5.0%			31.56	\$4,805
	Eff Nov 1, 2007	5.0%			33.14	\$5,045
11	As at Nov 1, 2005		332	Third Engineer Large	28.14	\$4,284
			863	Third Engineer Career Develop		
			498	Third Engineer Rt 40		
	Eff Nov 1, 2006	3.0%			28.98	\$4,413
	Eff Nov 1, 2007	3.0%			29.85	\$4,545

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11	As at Nov 1, 2005		332	Third Engineer Intermediate	28.11	\$4,280
	Eff Nov 1, 2006	3.0%			28.96	\$4,408
	Eff Nov 1, 2007	3.0%			29.82	\$4,541
11	As at Nov 1, 2005		332	Third Engineer Minor	27.95	\$4,256
	Eff Nov 1, 2006	3.0%			28.79	\$4,384
	Eff Nov 1, 2007	3.0%			29.66	\$4,515
10	As at Nov 1, 2005		367	Third Officer (Spirit)	30.36	\$4,623
	Eff Nov 1, 2006	3.0%			31.28	\$4,762
	Eff Nov 1, 2007	3.0%			32.21	\$4,905
10	As at Nov 1, 2005		367	Third Officer LV	28.39	\$4,323
			499	Third Officer Rt 40		
			188	Fourth Officer, Northern		
			490	Fourth Officer (Career Dev) Rt 40		
	Eff Nov 1, 2006	3.0%			29.25	\$4,453
	Eff Nov 1, 2007	3.0%			30.12	\$4,586