

Pay changes effective following first full pay period of each year

	Hourly Rates		
	January 2023 +6%	January 2024 +4%	January 2025 +3%
MASTERS, MATES AND PILOTS (MMP)			
Senior Master	\$43.22	\$44.95	\$46.30
Master/Engineer	\$40.72	\$42.31	\$43.55
Master	\$39.72	\$41.31	\$42.55
INLANDBOATMEN'S (IBU)	January 2023 +6%	January 2024 +4%	January 2025 +3%
Purser/Deckhand	\$34.64	\$36.03	\$37.11
Deckhand	\$29.61	\$30.79	\$31.72
Regular Relief Employees First Six Months or until 1080 hours worked	\$22.54	\$23.44	\$24.15
Thereafter	\$29.61	\$30.79	\$31.72
On-Call Employees			
Six months and 1,080 hours worked	\$22.54	\$23.44	\$24.15
Thereafter	\$24.82	\$25.81	\$26.58