

AGREEMENT BY AND BETWEEN
the
STATE OF ALASKA
and the
INLANDBOATMEN'S UNION OF THE PACIFIC

The terms of the collective bargaining agreement of 2004-2007 including supplemental agreements will remain in effect July 1, 2007 through June 30, 2008 with the following exceptions:

The Employer's health insurance contribution will be eight hundred and fifty-two dollars (\$852) per month per eligible employee effective July 1, 2007.

Effective July 1, 2007 the straight time hourly rate of pay shall increase by three (3) percent.

Subject to legislative approval the Employer will implement a program for initial TWIC certification. Employees may be reimbursed for travel allowances as necessary in accordance with Rule 11 and may be provided transportation in cash or kind with the prior approval of the General Manager, or designee of the AMHS. The Employer is not responsible for preparation of documentation specific to the TWIC.

One member designated by the Union shall participate on the Health Benefits Evaluation Committee.

The parties will commence negotiations for a successor agreement on or after September 10, 2007.

Effective September 12, 2007, the change port of the M/V Chenega is Cordova, Alaska. The Union agrees to withdraw grievances related to the redeployment of the M/V Chenega to Cordova, Alaska. The Employer and the Union agree the cash allowance, travel pay and expenses, and any other benefit, will be provided to the IBU crew consistent with Chenega's last season payments through September 12, 2007, or the end of the Chenega season in Cordova, whichever is later.

The parties agree that LeConte galley manning issues are resolved. The parties further agree to meet and confer on or after August 1, 2007 to revisit the issue of galley manning if necessary.

This agreement is subject to ratification by the IBU-P membership and is also subject to legislative approval as to its monetary terms.

For the State of Alaska:

For the IBU:

TA

Nancy Sutch for
Annette Kreitzer
Commissioner
Department of Administration

TA Darryl Tseu
Darryl Tseu
Regional Director

6/20/07
Date

6/20/07
Date

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
INLANDBOATMENS UNION OF THE PACIFIC

Re: **M/V LeConte Day Boat**

06-II-204

It is hereby understood and agreed between the parties that the following is intended to amend Master Agreement only in regards to issues unique to the M/V Le Conte's operation as a day boat. The Master Agreement is not modified other than as specifically addressed in this letter of agreement.

In the event that the Master, Mates and Pilots or the Marine Engineers Beneficial Association secure an agreement for the M/V LeConte with monetary terms more beneficial then this supplemental, the parties will re-enter negotiations for the purpose of applying substantially equivalent monetary terms to this supplemental agreement.

Rule 8 - Health and Safety

8.02 Quarters will be provided to non-Juneau crew holding bids as of June 21, 2006. Quarters will not be provided to any new bid holders after that date. The only exception will be for the junior and oiler working in the engine department. The Employer will provide white sheets, pillowslips, mattresses, mattress covers, blankets and soap to insure sanitary and healthful conditions. Employees shall be responsible for and turn in soiled linen before being issued a clean supply. The mattresses and blankets of all crewmembers shall be cleaned as needed and replaced as required. Towels and soap will be available for those crew without quarters should they be needed.

Rule 9- Occupational Injury and Illness

9.01 Unearned Wages: In the event a crewmember becomes ill or is injured while in the service of the M/V LeConte, he/she will receive wages to the end of the workday. In the event that a crewmember becomes injured while in the service of the M/V LeConte, and a report is filed and not successfully controverted, he/she will be entitled to wages for three working days or less, if not later compensated.

Rule 11- Cash Allowance for Subsistence and Quarters

11.01 When a crewmember is in work status, and remains away from the assigned change port overnight, they shall be entitled to a quarters allowance in accordance with the Master Agreement, unless quarters are being provided.

11.02 When a crewmember is in work status, and is away from the assigned change port for more than two (2) hours outside normal duty hours, they shall take meals on board when provided, and otherwise shall be entitled to a meal allowance for the meal(s) missed in accordance with the Master Agreement and the State Administrative Manual.

Rule 15- Working Conditions

15.02 Does not apply.

15.03 Upon direction of the Licensed Engineer the unlicensed engine room personnel may be required to take on ships fuel oil, lube oil, fresh water, and the handling of ship-to-shore and shore-to-ship power cables.

15.04 Crewmembers working a twelve (12) hour shift shall receive a one-half (1/2) hour duty-free paid meal period. Every effort shall be made to provide the meal break midway through the shift. All members shall be allowed two (2) paid fifteen (15) minute relief periods in each normal workday.

15.07, 15.08, 15.09, 15.10, do not apply

15.11 In the event future operations require Oilers and or Junior Engineers he/she may be required to perform normal wiper duties without payment of penalty pay.

Rule 18- Hours—Vessel on the Run

18.01 Except for IBU members assigned to the engine department, twelve (12) hours shall constitute a day's work. There will be no splitting in shifts within a 12-hour day.

18.02 Does not apply.

Rule 28 - Bid Awards

28.13 Employees regularly assigned to positions being deleted shall temporarily be designated as RAREs in their classification; however they will be provided the opportunity for seven (7) days off following completion of a full assignment. They shall continue to be considered as RAREs until six (6) bid sheets have been processed with bidding opportunities in their change port and in their classification. After six(6) such opportunities, if the temporary RARE has not been awarded a bid job, the temporary RARE shall become a relief employee.

Employees regularly assigned to positions being deleted shall have first rights of refusal, provided they meet the Minimum Qualifications, for bid positions on the M/V LeConte.

The parties may agree to meet and confer to evaluate operations of the M/V LeConte prior December 31, 2006.

For the State of Alaska:

For the IBU

Dianne Kiesel
 Dianne Kiesel, Director
 Department of Administration

Darryl Tseu
 Darryl Tseu,
 Regional Director

6/30/06
 Date

6/30/06
 Date

SUPPLEMENTAL AGREEMENT
to the
COLLECTIVE BARGAINING AGREEMENT
between the
STATE OF ALASKA
and the
INLANDBOATMENS UNION OF THE PACIFIC

Re: M/V FAIRWEATHER

5/2/05
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It is hereby understood and agreed between the parties that the following is intended to supplement the Agreement entered into between the State and the IBU, and is intended to amend those Agreement to cover the issues unique to the M/V Fairweather. The Master Agreement is intended to apply to the M/V Fairweather unless specifically superseded by a Rule or a subsection of a Rule in this Supplemental Agreement.

In the event that the Master, Mates and Pilots or the Marine Engineers Beneficial Association secure an agreement for the M/V Fairweather with monetary terms more beneficial then this supplemental, the parties will re-enter negotiations for the purpose of applying substantially equivalent monetary terms to this supplemental agreement.

Rule 8- Health and Safety

There are no quarters aboard the M/V Fairweather. Any reference to quarters, private toilet facilities and mess rooms are not applicable.

Rule 9- Occupational Injury and Illness

9.01 Unearned Wages: In the event a crewmember becomes ill or is injured while in the service of the M/V Fairweather, he/she will receive wages to the end of the workday. In the event that a crewmember becomes injured while in the service of the M/V Fairweather, and a report is filed and not successfully controverted, he/she will be entitled to wages for three working days or less, if not later compensated.

Rule 11
Cash Allowance for Subsistence and Quarters

11.01 When a crewmember is in work status, and remains away from the assigned change port overnight, they shall be entitled to a quarters allowance in accordance with the Master Agreement.

11.02 When a crewmember is in work status, and is away from the assigned change port for more than two (2) hours outside normal duty hours, they shall be entitled to a meal allowance in accordance with the Master Agreement.

Rule 15- Working Conditions

15.02 Does not apply.

15.03 When tying up or letting go, no less than two (2) crewmembers shall be assigned to each tie up station and not less than one employee per line as it is being handled.

15.04 Upon direction of the Licensed Engineer the unlicensed engine room personnel may be required to take on ships fuel oil, lube oil, fresh water, and the handling of ship-to-shore and shore-to-ship power cables.


15.05 Crewmembers working a twelve (12) hour shift shall receive a one-half (1/2) hour duty-free paid meal period. Every effort shall be made to provide the meal break midway through the shift. All members shall be allowed two (2) paid fifteen (15) minute relief periods in each normal workday.

15.07, 15.08, 15.09, 15.10, do not apply

15.11 In the event future operations require Oilers and /or Junior Engineers he/she may be required to perform normal wiper duties without payment of penalty pay.

15.13 (F) Crewmembers awarded bid positions aboard the M/V Fairweather will receive in-house type and craft training necessary to work on that vessel.

All classroom training, prior to becoming type and craft rated shall be considered training operations. During training operations, all hours in port in excess of eight and four-tenths (8.4) hours per day or five days, forty-two (42) hours per week shall be paid at the overtime rate of one and one-half times the hourly rate. All training aboard the M/V Fairweather, while on the run, will be paid at 12 hours at the straight-time rate of pay.

5/2/05


Rule 16- Shipyard and Terminal Work

When the vessel is in maintenance/lay-up status, the Employer shall determine crew requirements. For any yard period schedule to be less than three weeks in duration, the crew and working hours will remain the same as if the vessel was on run time. Rules 16.01, 16.02 and 16.03 shall not apply if the vessel remains on run time.

In yard period of in excess of three weeks the provisions of the Master agreement shall apply.

Rule 17- Pay Plan

17.01 (A) In the pay period following the mutual agreement of this supplemental the following shall apply:

Hourly Rates:	Regular time	Overtime
Passenger Services Worker-in charge	\$23.34	\$35.01
Deck Rating	\$19.08	\$28.62
Passenger Services Worker	\$17.52	\$26.28

17.02 Does not apply.

17.09 Lost wages will only be paid if a crewmember has the necessary requirements to work aboard the M/V Fairweather and is not dispatched consistent with their seniority.

Rule 18- Hours—Vessel on the Run

18.01 Twelve hours shall constitute a day's work. There will be no splitting in shifts within a 12-hour day.

18.02 Does not apply.

Rule 21- Late Arrival

Does not apply.

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Rule 23 - Vacation

Application of Rule 23 shall apply retroactively to July 1, 2004. Leave accrued from July 1, 2004 to the effective date of this agreement will be used for leave purposes only and may not be cashed out.

Rule 24- Holidays

The application of the provisions under this Rule shall be applied retroactively to July 1, 2004.

Rule 26 - Seniority

All crewmembers working aboard the M/V Fairweather will be credited seniority points retroactive to their first assignment to the M/V Fairweather.

Seniority points will be credited as follows:

- PSW-IC earns seniority in previous bid classification but not less than the Passenger Service Worker
- Deck Rating earns seniority as an AB
- PSW earns seniority as an OS/Porter
- Wipers earn seniority as a Wiper

(Example: If a Passenger Service Worker in-Charge previously worked as a Chief Purser, they will earn seniority points as a Chief Purser.)

28.10 Probationary Crewmember: For the purposes of performance review, all crewmembers shall be considered probationary during type and craft rating for a minimum of six (6) months. For purposes of the probationary period while assigned to the M/V Fairweather Rule 17.02 will not apply. If a crewmember holding permanent status in another position fails to satisfactorily complete probation, they will be returned to their former position if vacant. If the former position is filled, they may exercise seniority to bid a position elsewhere in the fleet.

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Winter Operations

It is anticipated that between September 16 and May 15 the M/V Fairweather will enter its winter operations providing reduced service. Rule 19 of the master agreement shall be modified as follows: One crew will work four days on, followed by three days off. Daily schedules will be determined by operational schedule. Permanently assigned crewmembers of the M/V Fairweather shall be guaranteed 42 hours of work or pay.

Those employees that do not have sufficient seniority to work aboard the M/V Fairweather during winter operations will become DRAEs and the provisions of Rule 27.01 (E) shall apply.

Overtime for work on assigned days off: When a crewmember holding a bid job on the M/V Fairweather has worked a regularly assigned workweek and is required to work on his/her days off, he/she shall be paid at the overtime rate of time and one-half for the time worked.

Overtime for work in excess of 42 hours per work week: When a crewmember holding a bid job on the M/V Fairweather has worked in excess of 42 hours per workweek, he/she shall be paid at the overtime rate of time and one-half for the time worked.

Employer will make every attempt to provide a 30 day notice to the Union of the commencement and completion of winter operations. The Employer shall give at least ten (10) working days written notice.

LETTER OF AGREEMENT
between the
State of Alaska
and the
INLANDBOATMEN'S UNION OF THE PACIFIC
M/V Chenega

In the interest of arriving at a mutually satisfactory agreement, it is hereby understood and agreed between the parties that the following is intended as an addendum to the Master Agreement entered into between the State of Alaska and the Inlandboatmen's Union of the Pacific, Alaska Region and is intended to amend that Master Agreement only in regard to issues unique to the Fast Vehicle Ferry M/V Chenega. The Master Agreement without this Letter of Agreement is intended to apply to the Fast Vehicle Ferry M/V Chenega unless an entire Rule or subsection of a Rule is specifically modified, amended, or otherwise superseded by this Letter of Agreement. The Master Agreement is not modified other than as specifically addressed in the Fast Vehicle Ferry M/V Chenega Letter of Agreement

The home terminal for the M/V Chenega shall be Ketchikan, Alaska.

Rule 8- Health and Safety

There are no quarters aboard the M/V Chenega. Any reference to quarters, private toilet facilities and mess rooms are not applicable.

Rule 9 - Occupational Injury and Illness

9.01 Unearned Wages: In the event a crewmember becomes ill or is injured while in the service of the M/V Chenega, he/she will receive wages to the end of the workday. In the event that a crewmember becomes injured while in the service of the M/V Chenega, and a report is filed and not successfully controverted, he/she will be entitled to wages for three working days or less, if not later compensated.

Rule 11 - Cash Allowance for Subsistence and Quarters

11.01 When a crewmember is in work status, and remains away from the assigned Home port overnight or nights, he/she shall receive state provided housing. If crewmembers choose to secure his/her own accommodations he/she shall be entitled to a quarters allowance of seventy dollars (\$70.00) per day. In situations where the crewmember is not returned to the state provided housing overnight or nights he/she shall be entitled to a quarters allowance of seventy dollars (\$70.00) or approved actual receipted expenses.

11.02 When a crewmembers is in work status, and is away from the assigned Home port for two (2) hours or more outside normal duty hours, they shall be entitled to meal per diem in accordance with the Master Agreement until the employee is returned to the assigned change port or the employee is assigned to a vessel upon which meals and quarters are provided, whichever comes first.

When assigned to a 4 on 3 off schedule and temporarily assigned to a port other than Ketchikan, the crew will not be entitled to travel pay and receipted necessary travel expenses to return to Ketchikan during those three days off unless at the direction of the Port Captain's Office.

When temporarily assigned to Cordova the crew will be paid relief allowance in the amount of \$450.00 for every thirty (30) days of service in Prince William Sound. If a temporary assignment is different from CDV the parties shall meet and adjust the amount appropriately.

Rule 15 - Working Conditions

15.02 Does not apply.

15.03 When tying up or letting go, no less than two (2) crewmembers shall be assigned to each tie up station and not less than one employee per line as it is being handled.

15.04 Upon direction of the Licensed Engineer the unlicensed engine room personnel may be required to take on ships fuel oil, lube oil, fresh water, and the handling of ship-to-shore and shore-to-ship power cables.

15.05 Crewmembers working a twelve (12) hour shift shall receive a one-half (1/2) hour duty-free paid meal period. Every effort shall be made to provide the meal break midway through the shift. All members shall be allowed two (2) paid fifteen (15) minute relief periods in each normal workday.

15.07, 15.08, 15.09, 15.10, do not apply.

15.11 In the event future operations require Oilers and /or Junior Engineers he/she may be required to perform normal wiper duties without payment of penalty pay.

15.13 (F) Crewmembers awarded bid positions aboard the M/V Chenega will receive in-house type and craft training necessary to work on that vessel.

All classroom training, prior to becoming type and craft rated shall be considered training operations. During training operations, all hours in port in excess of eight and four-tenths (8.4) hours per day or five days, forty-two (42) hours per week shall be paid at the overtime rate of one and one-half times the hourly rate. All training aboard the M/V Chenega, while on the run, will be paid at 12 hours at the straight-time rate of pay.

Rule 16 - Shipyard and Terminal Work

For any yard or maintenance period scheduled to be three (3) weeks or less in duration, which may be extended by mutual agreement, the working hours, crew, and all other terms and conditions of the Master Agreement shall apply as if the vessel is in underway status and twelve (12) consecutive hours shall constitute a days work. During this status, the provisions of Rule 16.01, 16.02, and 16.03 shall not apply.

If the yard or maintenance period is scheduled for longer than three (3) weeks in duration, or as extended by mutual agreement, the provisions of Rule 16 of the Master Agreement shall apply.

When the vessel is in lay-up status, the Employer shall determine crew requirements, and the appropriate time periods and terms and conditions as described above shall apply.

Rule 17 - Pay Plan

Add to Rule 17.01 (A)

Job Classification	Hourly Rate	Hourly Overtime Rate
Passenger Service Worker-In Charge	\$26.48	\$39.72
Deck Rating	\$21.63	\$32.45
Passenger Service Worker	\$19.88	\$29.82

Effective July 1, 2006, the base wage in effect shall increase by 6%.

17.02 Does not apply.

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17.09 Lost wages will only be paid if a crewmember has the necessary requirements to work aboard the M/V Chenega and is not dispatched in accordance with their seniority.

Rule 18- Hours—Vessel on the Run

18.01 Twelve(12) consecutive hours shall constitute a day's work. There will be no splitting in shifts within a 12-hour day. All work in excess of the twelve (12) consecutive hours shall be compensated at the overtime rate and the provisions of Rule 22 shall apply.

18.02 Does not apply.

Rule 19-Monthly Work

From effective date of this agreement until March 31, 2006 one crew will work and be paid for four days on, followed by three unpaid days off. Crewmembers of the Chenega will have a forty-two (42) hour workweek. Daily schedules will be determined by operational schedule.

Effective April 15, 2006 the summer operating crew will consist of a two crew system under the following conditions:

1. Unions must provide personnel for all operational billets for both crews by April 1, 2006.
2. Alaska Marine Highway System will start classroom training on April 15, 2006.
3. Route training will begin upon arrival of the M/V Chenega in Prince William Sound.
4. Alaska Marine Highway Crew will guarantee the second crew will be deployed for ninety (90) days, after completion of route training.
5. If billets are not filled by April 1, 2006, the State and the Unions shall jointly recruit until April 15, 2006. It is understood that the jobs shall be put out for bid no later than January 15, 2006.
6. If billets are not completely filled, or assigned by Crew Scheduling by April 15, 2006 Alaska Marine Highway System reserves the option to operate under a one crew system during summer operations. AMHS will make every effort to work with the Union to maintain the 2 crew system.
7. Under the two (2) crew system, assignments will be in two week on two week off increments. Longer periods of deployment may be authorized by the Port Captain with the agreement of the opposite.
8. In the event that Alaska Marine Highway System determines the need to extend summer operations longer than the 90 days, the employees shall be notified within 15 days of the 90 day deadline. Crew will be guaranteed 168 hours of work or pay if extended beyond the 90 days.

Rule 21 - Late Arrival

Does not apply.

Rule 22 - Overtime

Overtime for work on assigned time off: When a crewmember assigned to the M/V Chenega has worked a regularly assigned workweek and is required to work on his/her time off, he/she shall be paid at the overtime rate of time and one-half for the time worked.

Overtime for work when on a 4 day on 3 day off schedule: When a crewmember assigned to the M/V Chenega has worked in excess of 42 hours per work week, or more than 12 hours in a day he/she shall be paid at the overtime rate of time and one-half for the time worked.

Rule 23- Vacation

Vacation shall normally be taken during time of winter operations. Crewmembers of the M/V Chenega may be granted up to two weeks of vacation during the period of May through September. Requests for additional leave during summer operations will be considered on a case-by-case basis.

Rule 26 - Seniority

All crewmembers working aboard the M/V Chenega will be credited seniority points retroactive to their first assignment to the M/V Chenega.

Seniority points will be credited as follows:

- PSW-IC earns seniority in previous bid classification but not less than the Passenger Service Worker
- Deck Rating earns seniority as an AB
- PSW earns seniority as an OS/Porter
- Wipers earn seniority as a Wiper

(Example: If a Passenger Service Worker in-Charge previously worked as a Chief Purser, they will earn seniority points as a Chief Purser.)

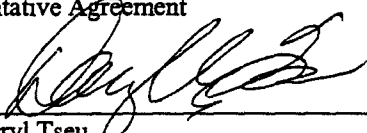
28.10 Probationary Crewmember: For the purposes of performance review, all crewmembers shall be considered probationary during type and craft rating for a minimum of six (6) months. For purposes of the probationary period while assigned to the M/V Chenega Rule 17.02 will not apply. If a crewmember holding permanent status in another

position fails to satisfactorily complete probation, they will be returned to their former position if vacant. If the former position is filled, they may exercise seniority to bid a position elsewhere in the fleet.

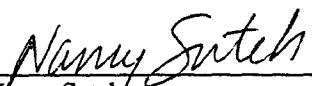
Crewmembers awarded a bid on the M/V Chenega who held a bid on another vessel, at the time of the Chenega award, will have return rights to their previous bid for a period of six (6) months.

This agreement shall be effective upon signing and shall be coterminous with the Master agreement unless extended or cancelled with the mutual agreement of the parties.

Tentative Agreement



Darryl Tseu Date 7/8/05



Nancy Sutch Date 7/8/05

A Nancy
Sutich
1/13/05

T.A. [Signature]
1/13/05

**SUPPLEMENTAL AGREEMENT
to the
COLLECTIVE BARGAINING AGREEMENT
between the
STATE OF ALASKA
and the
INLANDBOATMEN'S UNION OF THE PACIFIC**

M/V Lituya

It is hereby understood and agreed between the parties that the following is intended to supplement the Agreement entered into between the State of Alaska and the Inlandboatmen's Union of the Pacific, and is intended to amend that Agreement to cover the issues unique to the M/V Lituya. The entire Southeast System Agreement is intended to apply to the M/V Lituya unless an entire Rule or a subsection of a Rule is specifically modified, amended, or otherwise superseded by this Supplemental.

RULE 12 – CHANGE PORTS AND TRAVEL BETWEEN ASSIGNMENTS

12.01 The home/change port shall be Metlakatla.

RULE 15 – WORKING CONDITIONS

15.02, 15.04, 15.05, 15.08, 15.10, 15.11, do not apply.

RULE 16 – SHIPYARD, MANNED LAY-UP, AND TERMINAL WORK

16.01 When vessels are tied up and watches are broken such as at shipyard or tie-up terminal, those crewmembers assigned to the vessel shall work a forty two (42) hour workweek.

16.02 All time worked during a forty two (42) hour workweek assignment in excess of forty two (42) hours a week shall be paid at the overtime rate of one and one half times the applicable hourly rate.

16.03 Any crew members assigned to the M/V Lituya while tied up at shipyards, lay-up, or tie-up terminals who are working a forty-two hours (42) work week may be assigned to work periods of five (5) consecutive days on duty and two (2) consecutive days off and will not receive overtime penalty pay as such for working on Saturday and Sunday. If called back on their assigned days off they will be paid the overtime rate for time worked. Assigned days off refer to two consecutive days only.

16.04, 16.05, 16.06 do not apply.

RULE 17 - PAY PLAN 7/1/04 7/1/05 7/1/06
 7% , 6% , 6%

The Lituya class employees will be paid as follows:

	<u>Regular time</u>	<u>Overtime</u>
Deck/Steward Utility	\$17.03	\$25.55
Deck/Engine Utility	\$18.88	\$28.32
Lituya Class AB	\$18.88	\$28.32

Note: these pay rates will become effective upon membership ratification and legislative approval.

Rules 17.03 and shall not apply.

RULE 18 - VESSEL ON THE RUN

18.01 Eight and four tenths (8.4) hours shall constitute a day's work. The normal workweek shall consist of forty (42) hours in pay status within five consecutive days with two (2) consecutive days off. A workday shall begin one half (1/2) hour prior to departure from the vessels home port and end one half hour after returning to the home port.

RULE 19 - MONTHLY WORK

Entire rule does not apply.

RULE 20 - EMERGENCY SERVICE

20.01 Emergency service such as collision, breakdown, standing to and rendering aid to another vessel or parties in distress shall not be considered overtime. The additional hourage shall be paid for only at the straight-time rate.

RULE 21 - LATE ARRIVAL

Entire rule does not apply.

RULE 22 - OVERTIME

Entire rule does not apply.

Time worked in excess of forty-two (42) hours in a workweek shall be paid at the overtime rate of one and one half times the normal hourly rate of pay for actual time worked.

For Crewmembers assigned for less than a one week assignment overtime will be computed and paid daily (Overtime for any work over eight and four tenths (8.4) per day).

RULE 24 - HOLIDAYS

24.02 If a Crew member is required to work on a holiday, he or she shall be paid at the overtime rate for the actual hours worked and in addition, shall receive holiday pay of eight and four tenths (8.4) hours at the straight-time rate.

24.03 All holidays will be paid at the eight and four tenths (8.4) hour rate.

RULE 25 - MINIMUM GUARANTEE

25.01 The minimum pay for the crew that are regularly assigned Lituya shall not be less than forty (42) hours per week at the rate of pay listed in Rule 17 above. This provision shall not apply to crewmembers engaged as extras to relieve regularly assigned employees for vacations, illnesses or leaves of absence.

25.02 SHOW-UP PAY When a relief is dispatched and reports to a job, but is not put to work, they shall be guaranteed a minimum of a half day's pay (four [4] hours for the assignment).

RULE 26 - SENIORITY

Crewmembers of of the M/V Lituya shall establish seniority as follows:

<u>Classification:</u>	<u>Equivalent to:</u>
Deck/Steward Utility	Ordinary Seaman Porter
Deck/Engine Utility	Oiler
Lituya Class AB	AB

This agreement will expire on ~~June 30, 2007~~. concurrent with the Master Agreement

For the State of Alaska:

For the IBU-P: **NS**

Ray Matiasowski
Commissioner of Administration

Darryl Tseu
Regional Director

Date

Date

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INLANDBOATMENS UNION
FHA NO. WU1402208
INLANDBOATMENS UNION

PAGE 01
PAGE 02

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
INLANDBOATMENS' UNION OF THE PACIFIC

RE: AURORA SW TRANSITION

The change port of the *M/V Aurora* will be Valdez, Alaska effective upon its arrival in Valdez. All employees shall utilize the designated change port unless specifically exempted in writing by the Employer.

Present bid holders on the *M/V Aurora* who choose to work in the SW system under the SW supplemental agreement have rights of first refusal for their bid position.

The Union must notify the State no later than April 25, 2006 in writing specifying each employee's decision to accept or reject their bid position. If there are two employees and only one position, the employee with the most job points will be offered the position.

M/V Aurora employees that do not have sufficient seniority to maintain a position or that choose not to work in the SW system will become SE RAREs and will designate a change port. These employees will remain RAREs until their bid sheets have been processed with bidding opportunities in their classification. After three such opportunities, if the temporary RARE has not been awarded a bid job, the temporary RARE shall become a relief employee.

The supplemental agreement will apply until the nearest noon or midnight after the *M/V Aurora* leaves the shipyard in Ketchikan at which time the supplemental will apply.

If the *M/V Aurora* transitions back to the SE system and is operated in the SE system, the SE Master agreement shall apply. *M/V Aurora* crewmembers currently onboard will become the "A" crew. The vessel will sail in accordance with manning required by USCG for non-revenue service.

If operated in the SE System, those employees that are SE RAREs as a result of the *M/V Aurora* transition will first fill the "B" crew positions.

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INLANDSEAFARERS UNION

PAGE 02
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PAGE 03


Page Two
M/V Aurora Transition

In no case shall moving costs be paid to any crewmember for purposes of this transition.

This agreement shall be effective upon signing and shall be coterminous with the Master Agreement.

FOR THE STATE OF ALASKA:

FOR THE IBU-P:


Art Chance, Director
Division of Labor Relations
Department of Administration


Darryl Deen
Regional Director

22 Apr 05
Date

4/22/05
Date


LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
INLANDBOATSMEN'S UNION OF THE PACIFIC
Representing the
Unlicensed Crew
Re: SW new hire dispatch / Dispatch
LOA 07-II-161

It is agreed between the parties that the following terms and conditions of employment apply to all Inlandboatmen's Union employees in the Department of Transportation and Public Facilities. No provisions of the July 1, 2004 through June 30, 2007 master agreement not specifically referenced herein is modified by this agreement.

1. The two (2) summer stewards and the Assistant Second Cook on the *M/V Tustumena*, as well as the one (1) summer steward on the *M/V Aurora*, will be assigned to a four week on, four week off schedule, in accordance with Rule 19.
2. The above referenced positions are all seasonal summer positions, and employees hired after April 2006. Per Rule 4 of the master agreement, seasonal employees are employees who have less than 30 company points and who do not have a Regularly Assigned Position.
3. Employees working under this LOA once covered by medical insurance for the month, shall not become ineligible for medical insurance in the event they go on their four (4) week off rotation.
4. The State reserved the right to change the work schedule identified in term 1 at any time business requires.
5. This agreement is effective the first crew change after June 1, 2007 and remains in effect through September 15, 2007, except that it may be canceled by either party with fifteen (15) days written notice.

This agreement is entered into solely to address the specific circumstance of this particular situation. It does not establish any practice or precedent between the parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing, or any other forum, except as may be necessary for the execution of its terms.

FOR THE STATE OF ALASKA:




Dianne Kiesel, Director
Division of Personnel and Labor Relations

4/17/07

Date

FOR IBU



Darryl Tseu
Regional Director

4/14/07

Date

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
INLANDBOATMEN'S UNION OF THE PACIFIC

07-II-246

(Amending the Steward Summer Relief Program 07-II-162)

It is agreed between the parties that the following terms and conditions of employment will apply to all Inlandboatmen's Union employees in the DOT/PF. No provision of the July 1, 2004 through June 30, 2007 master agreement not specifically referenced herein is modified by this agreement.

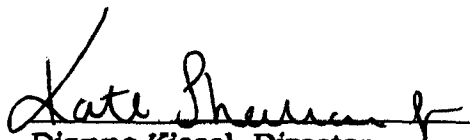
The reduction in force period in effect until the M/V Taku resumes revenue service will not suspend The Steward Summer Relief Program as provided for in 07-II-162.


This agreement is in effect from June 29, 2007 and shall remain in effect through September 15, 2007, unless cancelled by mutual agreement of the parties.

This agreement is entered into solely to address the particular circumstances of this unique situation and does not establish any practice or precedent between the parties.

FOR THE STATE OF ALASKA:

FOR THE IBU:


Dianne Kiesel, Director
Division of Personnel &
Labor Relations
Department of Administration


Darryl Tseu
Regional Director

July 2, 2007
Date

7/02/07
Date

LETTER OF AGREEMENT
between the
Inlandboatmen's Union of the Pacific (IBU-P)
and the
STATE OF ALASKA

07-II-129

Re: Training

The Employer agrees to pay four hours of pay at the straight-time rate of pay after successful completion of each of the following training classes.

Security 101, 201
Hazmat-Entry
Hazmat-Advanced

This agreement only applies to those employees directed and required by the AMHS to complete the training. This letter of agreement will expire June 30, 2007 but may be extended with the mutual agreement of the parties.

FOR THE STATE OF ALASKA:



Dianne Kiesel, Director
Division of Personnel
& Labor Relations

FOR THE IBU-P:



Darryl Tseu
Regional Director

2/12/07
Date

2/5/07
Date