

Memorandum of Understanding
between the
STATE OF ALASKA
and the
INTERNATIONAL ORGANIZATION OF
MASTERS, MATES, AND PILOTS

Re: Interpretation of Rule 22.02

It is mutually agreed between the parties that Rule 22.02 of the July 1, 2011 to June 30, 2014 master agreement will be interpreted and applied as addressed below. This MOU may be cancelled by either party with fifteen calendar days notice to the other party.

When a Deck Officer is assigned to a vessel and is required to leave the assignment on that vessel at AMHS management's request or direction, and is required or directed to start work on another vessel, the Deck Officers will be entitled to overtime under Rule 22.02 (A) under the following circumstances: the employee has begun a regular assignment on one vessel and then begins work on a different vessel at the request or direction of AMHS management but works at least 12 hours each day on the original and newly assigned vessel. After having worked fourteen (14) consecutive 12- hour days, the continuation of the work will be considered a hold-over assignment and paid at the overtime rate.

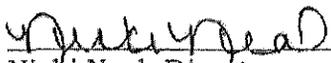
Example: A Deck Office that is scheduled for a fourteen (14) consecutive day assignment and is requested by the Employer to fill a vacancy on another vessel during the fourteen (14) consecutive day assignment. The Deck Officer will be entitled to overtime as holdover in accordance with Rule 22.02 after working fourteen (14) consecutive twelve (12) hour days between the two (2) vessels.

This agreement may be cancelled by either party with fifteen (15) days written notice.

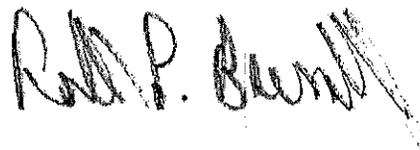
This agreement is entered into solely to address the specific circumstances of this particular situation. It does not establish any practice or precedent between the parties. This agreement will not be referred to in any other dispute, grievance, arbitration, hearing, or any other forum, except as may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

For the State of Alaska:

For MM&P:



Nicki Neal, Director
Division of Personnel & Labor Relations
Department of Administration



Ron Bressette
MM&P Representative

4/23/14
Date

April 23, 2014
Date