

**2005 FERRY SYSTEM SURVEY  
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

**EXHIBIT IV**

<b>MASTERS, MATES &amp; PILOTS</b>					
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>		<b>PRIVATE EMPLOYERS (1) and (2)</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Premium Pay: Overtime	Paid @ 150%	Paid @ 200%		Paid @ 200%	Paid @ 200%
Holidays: No.____/Year @ Rate	11 paid holidays @ 150% of base rate  Plus 12 hrs. of straight time (250%)	11 paid holidays @ 200% of base rate  Christmas & New Year @ 250%		(1) 11 paid holidays  (2) 10 paid holidays @ (1) 200% and (2) 300% of base rate	12 holidays @ 200% of base rate
Overtime Paid on Holidays:	150%  Paid in hourly increments	200%  Paid in 1/2 hour increments		200%  Paid in hourly increments	300%  Paid in hourly increments
Penalty Pay: Dirty/Obnoxious ____% Base Rate  Whole Shift/Actual Hours Worked	N/A	+\$8/hr.  Calculated in 1/2 hour increments		(1) 200%  (2) 150%  While working with dirty materials	N/A
Penalty Pay: Hazardous Mat's/Situations ____% Base Rate  Entire Shift/Actual Hours	N/A	+\$8/hr.  Paid in 1/2 hour increments		(1) 200%  (2) 150%  For actual increments	N/A
Vacation	84 hours after 1 yr 168 hours after 2 yrs 252 hours after 3 yrs 336 hours after 4 yrs 420 hours after 5+yrs	15 days after 1-2 yrs 16 days after 3 yrs 17 days after 4 yrs 18 days after 5 yrs 19 days after 6 yrs 20 days after 7 yrs	26 days after 12 yrs 27 days after 13-14 yrs 28 days after 15-18 yrs 29 days after 19 yrs 31 days after 20 yrs 32 days after 21 yrs	(1) 40 hours after 1 yr 74 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 yrs 168 hours after 5 yrs 180 hours after 10 yrs	6 days after 6 mo 7 days after 7 mo 8 days after 8 mo 9 days after 9 mo 10 days after 10 mo 11 days after 11 mo 12 days after 12 mo

Key: EE = employee      ER = employer

**2005 FERRY SYSTEM SURVEY  
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

<b>MASTERS, MATES &amp; PILOTS (Continued)</b>					
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>		<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Vacation (Continued)	Employees hired before 4/85: 504 hours after 7-10 yrs 588 hours after 10+ yrs	22 days after 8 yrs 23 days after 9 yrs 24 days after 10 yrs 25 days after 11 yrs	33 days after 22 yrs 34 days after 23-24 yrs 36 days after 25-30 yrs 40 days after 31+yrs	(2) 80 hours after 1-4 yrs 120 hours after 5-9 yrs 160 hours after 10 yrs	13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 15 yrs 22 days after 16 yrs 23 days after 20 yrs 24 days after 21 + yrs
Sick Leave	360 hours/year	6 days @ 100% salary		(1) 0 (2) 144 hours/year	96 hours/year (1 day/month)
Health & Welfare: ER Contribution/Month	\$763/month	Province provides See Canadian Health Care (Technical Notes)		(1) \$350.00/month (2) 350.00/month	\$584.58/month
Retirement, Pension, etc: ER Contribution	14.22% of gross pay	<u>Employer Sponsored</u> 9%/yr up to \$38,300 105%/yr above that amount  <u>Federally Sponsored</u> 4.3% of pensionable earnings up to \$1,496/yr		(1) 3% of gross pay and \$215.50/mo (2) \$347.00/mo	All state employees-PERS 2 1.38%
Work Clothes:	Uniform allowance = \$600/yr	Work clothes provided and cleaned by company		(1) Work clothes not provided but has uniform allowance (2) Work clothes provided and 50¢/hr. for captains only	For purchase, maintenance, and cleaning = \$600/yr

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<b>MASTERS, MATES &amp; PILOTS (Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Travel: Compensation for ER Directed Travel	Paid at straight time Minimum: 4 hours Maximum: 12 in 24 hours  \$106 per diem  Mileage at state travel rates \$.325¢/mile	Paid at regular hourly rate  Mileage = \$0.65/mile  \$42/day for meals	N/A	Paid at straight time rates  Mileage = \$.405/mile
Meals discount:	All meals provided free while working	50% while working	(1) All meals free while working (2) N/A	50% while working
Training/Education:	Training reimbursed at 100%. No minimum term  Paid at straight time rate  ER pays for medical exams necessary for licensure up to \$150	ER reimburses training/education courses at 100%, depending on program  Paid at straight time rate  ER pays cost of medical exams necessary for licensure	(1) ER reimburses pre-approved programs @ 100% (2) Radar endorsement only \$300	Radar licensure: 8 days' pay & tuition  Other training reimbursed @ 100% up to 10 days in each instance  ER reimburses cost of medical exams for licensure
Passes:	ER provides to employee + dependents after EE accumulates 6 months seniority	ER provides 24 single trips/year to regular employee + dependents after 6 months' service; after 1827 hours to casual EE	(1) ER provides to employee + dependents No min. term of employment  (2) Yes 0-15 miles - free 16-25 miles - 7.50 26-35 miles - 12.50 36+ miles - 17.50	ER provides to employee after 6 months employment, to dependents after 2 years

**2005 FERRY SYSTEM SURVEY  
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<b>MASTERS, MATES &amp; PILOTS(Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Other Premium:	Cash allowance for subsistence/quarters: \$65/day lodging \$35/day meals  Every year after 8 years EE receives a bonus of one weeks pay	Certificate allowance-officers: \$100/month  Spray painting-all employees engaged in act \$2.25/hour  Isolation allowance for specified work locations: \$6.25/point/month  Pager premium: 1 hour straight time/4 hours standby  Shift premiums: \$0.80/hr - 2 <sup>nd</sup> shift \$1.25/hr - 3 <sup>rd</sup> shift  Shift differential, 12-hour vessels, 14 on/14 off: 29% in addition to base pay  4 on/4 off: 27% in addition to base pay  Shift differential, 10-hour vessels; 5% in addition to base pay	N/A	Unscheduled work on a holiday paid @ 200%  A. Employees who work on a holiday and also work the day before and/or after that holiday shall be paid an additional 8 hours pay.  B. Employees may elect to receive 8 hours of compensation time in lieu of holiday pay for time worked.  C. Triple time is paid for work in excess of 16 hours without a minimum 6-hour break.
Other Benefit:	N/A	N/A	N/A	N/A

**2005 FERRY SYSTEM SURVEY  
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**EXHIBIT V**

<b>ENGINE ROOM</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS (1) AND (2)</b>	<b>WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers</b>
Premium Pay: Overtime	Paid @ 150% base rate	Paid @ 200% of base rate	(1) 200% of base rate (2) 300% of base rate	<u>Licensed and Unlicensed</u> Paid @ 200% of base rate
Holidays: No. ___/year @ Rate	11 paid holidays @ 150% of base rate	11 paid holidays @ 200% base rate Christmas & New Years paid at 250%	(1) 11 paid holidays (2) 10 paid holidays @ (1) 200% and (2) 300% of base rate	<u>Licensed and Unlicensed</u> 12 paid holidays @ 200% of base rate
Overtime Paid on Holidays:	150% of base rate Paid in hourly increments	200% of base rate Paid in 1/2 hour increments	200% of base rate Paid in hourly increments	<u>Licensed and Unlicensed</u> 200% of base rate Paid in hourly increments Employees (Engineers only) shall receive 8 hours compensatory time or pay for holidays occurring during their off work.
Penalty Pay: Dirty/Obnoxious ___% Base Rate Whole Shift/Actual Hours Worked	+\$6.04/hour actual hours worked with dirty material	+\$8/hour Calculated in 1/2 hour increments	200% Actual hours worked	<u>Licensed</u> 200% paid in 1 hour - 4 hr increments <u>Unlicensed</u> 200% paid in 1/2 hour - 2 hr increments
Penalty Pay: Hazardous Mat'ls/Situations ___% Base Rate Entire Shift/Actual Hours Worked	N/A	+\$8/hour Calculated in 1/2 hour increments	200% paid for actual hours worked	<u>Licensed and Unlicensed</u> 200% Actual hours worked

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**2005 FERRY SYSTEM SURVEY  
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ENGINE ROOM (Continued)						
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers	
Vacation:	188 hours after 1 yr 250 hour after 2 yrs 318 hours after 3 yrs 390 hours after 4 yrs 468 hours after 5 yrs 551 hours after 7 yrs 638 hours after 10+yrs	15 days after 1-2 yrs 16 days after 3 yrs 17 days after 4 yrs 18 days after 5 yrs 19 days after 6 yrs 20 days after 7 yrs 22 days after 8 yrs 23 days after 9 yrs 24 days after 10 yrs 25 days after 11 yrs	26 days after 12 yrs 27 days after 13-14 yrs 28 days after 15-18 yrs 29 days after 19 yrs 31 days after 20 yrs 32 days after 21 yrs 33 days after 22 yrs 34 days after 23-24 yrs 36 days after 25-30 yrs 40 days after 31+yrs	(1) 84 hours after 1 yr 168 hours after 2 yrs  (2) 80 hours after 1-4 yrs 120 hours after 5-9 yrs 160 hours after 10 yrs	<u>Licensed</u> 52 hours after 6 mos 59 hours after 7 mos 67 hours after 8 mos 74 hours after 9 mos 81 hours after 10 mos 89 hours after 11 mos 96 hours after 12 mos 104 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 yrs 160 hours after 5 yrs 168 hours after 15 yrs 176 hours after 16+yrs	<u>Unlicensed</u> 48 hours after 6 mos 56 hours after 7 mos 64 hours after 8 mos 72 hours after 9 mos 80 hours after 10 mos 88 hours after 11 mos 96 hours after 12 mos 104 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 yrs 160 hours after 5 yrs 168 hours after 15 yrs 176 hours after 16 yrs
Sick Leave:	112.5 hrs/yr.	6 days @ 100% salary		(1) N/A  (2) 144 hrs/yr	96 hours/year	
Health & Welfare: ER Contribution/Month	\$763.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)		(1) \$663.92/month  (2) 350.00/month	\$584.58/month	
Retirement, Pension, etc.: ER Contribution	Pension \$6.50/day x 240 days/year for FTE  Money Purchase Plan \$13.50/day x 280 days/year	<u>Employer Sponsored</u> 9%/yr up to \$38,300 105%/yr above that amount  <u>Federally Sponsored</u> 4.3% of pensionable earnings up to \$1,496/yr		(1) 1% of gross pay  (2) \$336.00/mo	PERS 2 – 1.38%	
Work Clothes:	Work clothes not provided but offer \$600/yr cleaning allowance	Work clothes provided Uniforms cleaned by company		(1) N/A  (2) Uniforms provided no cleaning allowance	Work clothes provided No cleaning allowance	

**2005 FERRY SYSTEM SURVEY  
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<b>ENGINE ROOM (Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers</b>
Travel: Compensation for ER Directed Travel	Paid to regularly assigned port @ straight time rate, actual hours Minimum: 4 hours Maximum: 12 hours in 24  Berths if available free of charge  \$0.35/mile or airfare, whichever is less  \$112.00 per diem	Paid at regular hourly rate  Mileage = \$0.65/mile \$42/day for meals	Paid at straight time hourly rate	Paid at straight time rate  Mileage: \$0.405/mile  Licensed Reimburse expenses if officer must overnight at terminal other than home/relief.
Meal discount:	All meals provided free while working	50% while working	All meals free while working	50% while working
Training/Education	ER contributes \$0.345/day per employee to MEBA Training Plan  ER contributes \$0.626/day per employee to joint Employment Comm.  Pre-approved training reimbursed 100% by ER	ER reimburses 100% of tuition to pre-approved training or education program  Depending on program, paid at straight time wage rate  ER reimburses cost of medical exam necessary for licensure	ER contributes \$2.14/month per EE to union training fund	ER reimburses tuition for pre-approved training education programs  Paid at straight time wage rate  ER reimburses cost of medical exam necessary for licensure
Passes:	ER provides to employee + dependents (to age 19) on space available basis after 6 months' employment	24 single trips provided to regular employee after 6 months' service; to casual employees after 1827 hours	(1) ER provides to employee + dependents with no minimum term of employment  (2) Yes 0-15 miles - free 16-25 miles - 7.50 26-35 miles - 12.50 36+ miles - 17.50	ER provides to employee after 6 months; to dependents after 2 years' employment

**2005 FERRY SYSTEM SURVEY  
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<b>ENGINE ROOM (Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers</b>
<u>Other Premium:</u>	N/A	Certificate allowance officers: \$100/month  Spray painting: \$2.25/hour  Isolation allowance for specific work locations: \$6.25/point/month  Pager premium: 1 hour straight time/4 hours standby  Shift Premiums: \$0.80/hr - 2 <sup>nd</sup> shift \$1.25/hr - 3 <sup>rd</sup> shift  Shift Differential: 14 days on/14 off; 29% in addition to base pay  4 days on/4 off; 27% in addition to base pay  Shift Differential, 10 hour vessels: 5% in addition to base pay	N/A	Licensed and Unlicensed: call-in pay on regular day off; minimum of 1 day's pay at 200%  Triple time is paid in excess of 16 hours without a minimum of 6-hour break.  The use of chipping hammers, scrapers, wire brushes, jitter bugs and desk grinders to additional \$1.00/hr on straight time pay and \$2.00/hr on overtime pay.
<u>Other Benefit:</u>	N/A	N/A	N/A	N/A

**2005 FERRY SYSTEM SURVEY  
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**EXHIBIT VI**

**DECK/TERMINAL**

<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Premium Pay: Overtime	<u>Deck and Terminal</u> Paid @ 150% base rate	Paid @ 200% of base rate	Paid @ 200% of base rate	Paid @ 200% of base rate
Holidays: No.____/Year @ % Rate	<u>Deck</u> 12 paid holidays @ 150% of base rate Plus 12 hours of straight time  <u>Terminal</u> 11 paid holidays/year @ 150% of base rate	11 paid holidays @ 200% of base rate  Christmas Day & New Years @ 250%	11 paid holidays 200% of base rate	12 paid holidays @ 200% of base rate
Overtime Paid on Holidays:	<u>Deck and Terminal</u> 150% of base rate Paid in hourly increments	200% of base rate Paid in 1/2 hour increments	200% of base rate Paid in hourly increments	200% of base rate Paid in hourly increments
Penalty Pay: Dirty/Obnoxious ____% Base Rate  Whole Shift/Actual Hours Worked	N/A	\$8.00/hr premium paid in 1/2 hour increments	Paid @ 200% of base rate in 1/2 hour increments	Paid @ 200% of base pay rate Paid in 2 hour increments
Penalty Pay: Hazardous Mat's/Situations ____% Base Rate  Entire Shift/Actual Hours	<u>Deck</u> N/A  <u>Terminal</u> 7.5% base pay in 4 hr increments	\$8.00/hr premium paid in 1/2 hour increments	200% of base rate paid for actual hours of hazard	Paid @ 200% of base rate for actual hours of hazard Paid in 1/2 hour increments

Key: EE = employee      ER = employer

**2005 FERRY SYSTEM SURVEY  
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<b>DECK/TERMINAL (Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Vacation:	<u>Deck</u> 84 hours after 1-2 yrs 168 hours after 2-3 yrs 252 hours after 3-4 yrs 336 hours after 4-5 yrs 420 hours after 5+yrs  <u>Terminal</u> May choose either Personal Leave <u>or</u> Annual Leave option:  (1) <u>Personal Leave</u> 7.5 hrs after 0-2 yrs of service 8.44 hrs after 2-5 yrs of service 9.38 hrs after 5-10 yrs of service 11.25 hrs after 10 + yrs of service  (2) <u>Annual Leave</u> 4.69 hrs after 0-2 yrs of service 6.56 hrs after 2-5 yrs of service 7.5 hrs after 5-10 yrs of service 9.38 hrs after 10 + yrs of service	15 days after 1-2 yrs 16 days after 3 yrs 17 days after 4 yrs 18 days after 5 yrs 19 days after 6 yrs 20 days after 7 yrs 22 days after 8 yrs 23 days after 9 yrs 24 days after 10 yrs 25 days after 11 yrs 26 days after 12 yrs 27 days after 13-14 yrs 28 days after 15-18 yrs 29 days after 19 yrs 31 days after 20 yrs 32 days after 21 yrs 33 days after 22 yrs 34 days after 23-24 yrs 36 days after 25-30 yrs 40 days after 31 + yrs	(1) 40 hours after 1 yr 84 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 rs 168 hours after 5 yrs 180 hours after 10+yrs  (2) 80 hours after 1-4 yrs 120 hours after 5-9 yrs 160 hours after 10 yrs	6 days after 6 mo 7 days after 7 mo 8 days after 8 mo 9 days after 9 mo 10 days after 10 mo 11 days after 11 mo 12 days after 12 mo 13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 15 yrs 22 days after 16 yrs 23 days after 20 yrs 24 days after 21 + yrs
Sick Leave:	<u>Deck</u> 360 hours/year  <u>Terminal</u> 112.56 hrs/year	6 days @ 100% salary	N/A	96 hours/year
Health & Welfare: ER Contribution/Month	<u>Deck</u> 1575/month  Terminal \$515.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)	(1) \$493/month  (2) \$350/month	\$584.58/month

**2005 FERRY SYSTEM SURVEY  
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<b>DECK/TERMINAL (Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Retirement, Pension, etc.: ER Contribution	<u>Deck and Terminal</u> 14.22% of gross pay	<u>Employer Sponsored</u> 9%/yr up to \$38,300 105%/yr above that amount  <u>Federally Sponsored</u> 4.3% of pensionable earnings up to \$1,496/yr	(1) \$212.50/month  (2) \$316.00/month	PERS 2 – 1.38%
Work Clothes:	Deck: Work clothes not provided \$300/year clothing allowance no cleaning  Terminal: N/A	Work clothes provided and cleaned by employer	(1) Work clothes not provided  (2) Work clothes provided	Provided by Employee  Terminal Supervisors \$13/mo allowance to clean and maintain
Travel: Compensation for ER Directed Travel	<u>Deck</u> Paid at straight time rates Minimum: 4 hours Maximum: 24 hours \$112 per diem \$0.325/mile  <u>Terminal</u> \$0.345/mile \$42 meals/day lodging @ 100%	Paid at regular hourly rate  Mileage = \$0.65/mile	N/A	Travel paid @ straight time rates  Mileage = \$0.405/mile
Meal discount:	Deck: Provided free while working  Terminal: N/A	50% while working	(1) Provided free while working  (2) N/A	50% while working

**2005 FERRY SYSTEM SURVEY  
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<b>DECK/TERMINAL (Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
Training/Education:	<u>Deck and Terminal</u> <u>ER reimburses 100% of pre-approved programs</u>	ER reimburses pre-approved training/education programs  Depending on program, paid at straight time rates  ER reimburses cost of medical exams necessary for licensure	(1) Pre-approved programs reimbursed @ 100%  (2) \$300 radar endorsement with 5 yrs service  N/A	100% reimbursement to secure original license   N/A
Passes:	<u>Deck</u>  ER provides to employee + dependents  6 months minimum term of employment  <u>Terminal</u> <u>N/A</u>	ER provides to employee + dependents, 24 single trips/year  Minimum 6 months service for regular employees; 1827 hours of service for casual employees	(1) ER provides to employee + dependents with no minimum term of employment  (2) Yes 0-15 miles - free 16-25 miles - 7.50 26-35 miles 12.50 36 + miles - 17.50	ER provides to employee after 6 months; to dependents after 2 years
<u>Other Benefit:</u>	<u>Deck</u>  Each year, following 8 years of service, employees get a bonus of one week's pay  <u>Terminal</u> <u>N/A</u>	N/A	N/A	May take compensatory days in lieu of holiday pay up to 12 times/year.

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<b>DECK/TERMINAL (Continued)</b>				
<b>BENEFIT</b>	<b>ALASKA MARINE HIGHWAY SYSTEM</b>	<b>B.C. FERRY CORP.</b>	<b>PRIVATE EMPLOYERS</b>	<b>WASHINGTON STATE FERRY SYSTEM</b>
<u>Other</u> Premium:	N/A	Spray painting: \$2.25/hr  Isolation allowance for specified work location: \$6.25/point/month  Pager premium: 1 hour straight time/4 hours standby  Shift premiums: \$0.80/hr - 2 <sup>nd</sup> shift \$1.25/hr - 3 <sup>rd</sup> shift  Shift differential, 12-hour vessels, 14 on/14 off: 29% in addition to base pay  4 on/4 off: 27% in addition to base pay  Shift differential, 10 hour vessels: 5% in addition to base pay	N/A	Call-in pay on regular day off: minimum of 8 hours at 200%

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