

**2005 SHIPYARD SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT X

BENEFIT	CALIFORNIA	CANADA	COLUMBIA RIVER	PUGET SOUND	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	<u>3 ERs</u> 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 150%	200%
Premium Pay – Work Assignments on Saturday	<u>3 ERs</u> 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 150%	200%
Premium Pay – Work Assignments on Sunday	<u>3 ERs</u> 200%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 3 @ 150% 3 @ 200%	200%
Holidays: No. ___/Year @ Rate	<u>3 ER</u> 1 @ 8 days 1 @ 9 days 1 @ 10 days	12	<u>1 ER</u> 10 days	9 to 11 holidays per year Average: 10 days/year	13
Overtime Paid on Holidays:	<u>3 ERs</u> 1 - 150% paid hourly 1 – 200% paid hourly 1 – 300% paid hourly	200% of base pay	<u>1 ER</u> 150% paid hourly	<u>6 ERs</u> 4 @ 200% paid hourly 1 @ 150% paid hourly 1 @ 300% paid hourly	200% paid in hourly increments
Work Assignments on Paid Holidays	1 @ Triple Time 1 @ 200% 1 @ 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 2 @ 100% paid hourly 4 @ 200% paid hourly	200%
Penalty Pay: Dirty/Obnoxious ___% Base Rate Whole Shift/Actual Hours Worked	1 - 200% hours w/hazard 1 - 150% 1 – No premium paid	115%	<u>1 ER</u> 150 hours w/hazard	<u>6 ERs</u> <u>2</u> @ 200% 3 @ 150% 1 - Varies 4% - 50% depends on class.	200%

Key: EE = employee ER = employer

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Penalty Pay: Hazardous Mat's/Situations ___% Base Rate Entire Shift/Actual Hours	1 - 200% hours w/hazard 1 - 150% 1 – No premium paid	12% of base pay	<u>1 ER</u> \$0.50/ hour	<u>6 ERs</u> <u>3 @ 150%</u> <u>2 @ 200%</u> 1 - Varies 4% - 50% depends on class	+\$3.00/hour
Vacation	<u>1 ERs</u> _40 hours – 1 year 160 hours – 10-12 years <u>1 ER</u> 40 hours – 1 year 120 hours – 15 years <u>1 ER</u> 3% - 1 year 8% - 20+ years	1 year = 3 wks 2 years = 4 wks 15 years = 5 wks 20 years = 6 wks 25 = .4% per yr over 25 years.	1 year 3% 2 nd thro 10 th year –add'1 .5% per year 11 – 15 yrs – 7% 16 – 19 yrs – 7.5 20 = 8%	<u>3 ERs</u> Pay a % of time worked 1 year – 2% - 3% up to 20 years 8.0% 25 years 8.5% <u>3 ERs Varies</u> 1 – 3 years - 40 104 hours 5 years 120-156 hours 10 years 120- hours 15 years -156 hours	6 - 12 days after 1040- 2080 hours 13 days after 2 years 15 days after 3 years 17 days after 4 years 20 days after 5 years 21 days after 7 years 22 days after 10 – 15 years 23 days after 16 – 22 years 24 days after 22 + years
Sick Leave	0 Sick days paid	N/A	none	1 - 104 hours 1 - 80 hours/year 4 - 0	12 days/year

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Health & Welfare: ER Contribution/Month	1 – 3.57/hr 1 – 5.43/hr	See Technical notes: Canadian Health Care	\$3.49/hr	1 - \$2.51/hour 1 - \$2.59/hour 1 – 5.06/hour 1 – 4.36/hour 1 – 4.66/hour 1 – 3.50/hour Average: \$3.78/hr	\$3.36/hour
Retirement, Pension, etc: ER Contribution	<u>1 ER</u> @ 6% <u>2 ERs</u> varies with union contract	4% of gross pay	<u>1 ER</u> 8% match \$1.00/hour Worked	<u>3 ERs</u> Pension paid as part of ER's medical/pension contribution to union plan 1 @ 1.80 per each hr worked 1@ 6% \$6.95 a day 1@ 7.4%	1.38% (PERS 2)
Tools: Spec. Equip at __rate	<u>3 ERs</u> \$0.00	\$.24 unless uniform provided to them \$.13 per hour.	\$.25 per hour supply own tools	<u>2 ERs</u> \$0.10 – 0.20/hour <u>4 ERs</u> \$0.00	\$0.15/hour
Travel: Compensation for ER Directed Travel	<u>Travel</u> <u>3 ERs</u> Pay 100% of base rate for travel <u>Mileage</u> <u>1 - \$0.36</u> 1 - \$.35 1 - \$.375 (IRS)	\$.31/kilometer	<u>1 ERs</u> Actual hours Mileage \$0.37.5 per mile	<u>6 ERs</u> Pay 100% of base rate for travel <u>Mileage</u> 4 @ \$0.36 per mile(IRS) 1@\$0.33 per mile 1 @ \$.325 per mile	100% \$0.405 per mile

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Shift Differential: Swing Shift/Graveyard:	<u>6 ERs</u> 1 @ Swing - \$0.10/hr 1 @ Swing - \$0.15/hr 1 @ Swing - \$0.20/hr 1 @ Graveyard \$0.15/hr 1 @ Graveyard \$.20/hr 1 @ Graveyard \$.40/hr	Swing - \$2.50 Graveyard - \$3.80	<u>1 ER</u> +\$1.00 both shifts	<u>6 ERs</u> 1 @ Swing – 7.5% 1 @ Swing - \$.45/hr 1 @ Swing - \$.75/h 1 @ Graveyard \$0.60/hr 1 @ Graveyard \$1.00/hr 1 @ Graveyard 10%	Swing - 10% Graveyard - 15%
Other Premium or Benefit Paid	(121) Several Codes for Welders in certain processes.	N/A	Sewage Pay – 1 hr add'l straight time pay for each hr worked Bereavement Pay – 3 days max Jury Duty Pay – Straight time for each hr up to 8 hours Double Time – after 12 continuous hours Short Term Disability – 100% paid by ER	<u>1 ER</u> Pays Thrift Savings Plan (matches dollar for dollar for first 30% paid into a 401(k)-type plan up to a total contribution of 10% <u>1 ER</u> Special rates for high, cold and hot work and confined space of 4%. 25% for work over 100 feet <u>1 ER</u> Premium ranging from \$.15-\$1.00/hr for "Special" pay 3 @ N/A	EE only eligible immediately. Family travels free with/without EE after 2 years employment.