

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT IV

MASTERS, MATES & PILOTS

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	Paid @ 150%	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%	12 holidays @ 200% of base rate
Overtime Paid on Holidays:	150% Paid in hourly increments	200% Paid in 1/2 hour 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	N/A
Penalty Pay: Hazardous Mat's/Situations ___% Base Rate Entire Shift/Actual Hours	N/A	+\$8/hr. Paid in 1/2 hour 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	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

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		WASHINGTON STATE FERRY SYSTEM
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	13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 7 yrs 22 days after 9 yrs 23 days after 11 yrs 25 days after 14 yrs 26 days after 15 yrs 27 days after 16 yrs 28 days after 18 yrs 29 days after 20 yrs 30 days after 22 yrs 31 days after 24 yrs 32 days after 26 yrs 33 days after 28 yrs 34 days after 30 yrs
Sick Leave	360 hours/year	6 days @ 100% salary		96 hours/year (1 day/month)
Health & Welfare: ER Contribution/Month	\$763/month	Province provides See Canadian Health Care (Technical Notes)		\$663/month (\$3.81 Hour)
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		All state employees-PERS 2 2.44%

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Work Clothes:	Uniform allowance = \$600/yr	Work clothes provided and cleaned by company	For purchase, maintenance, and cleaning = \$600/yr
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	Paid at straight time rates Mileage = \$.445/mile
Meals discount:	All meals provided free while working	50% while working	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	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	ER provides to employee after 6 months employment, to dependents after 2 years

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
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 nd shift \$1.25/hr - 3 rd 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	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

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT V

ENGINE ROOM

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
Premium Pay: Overtime	Paid @ 150% base rate	Paid @ 200% 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%	<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	<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	<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	<u>Licensed and Unlicensed</u> 200% Actual hours worked

Key: EE = employee ER = employer

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		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	<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		96 hours/year	
Health & Welfare: ER Contribution/Month	\$763.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)		\$663/month (\$3.81 Hour)	
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		PERS 2 – 2.44%	
Work Clothes:	Work clothes not provided but offer \$600/yr cleaning allowance	Work clothes provided Uniforms cleaned by company		Work clothes provided No cleaning allowance	

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
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 rate Mileage: \$0.445/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	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 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	ER provides to employee after 6 months; to dependents after 2 years' employment

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
<u>Other</u> Premium:	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 nd shift \$1.25/hr - 3 rd 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	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 grindets to additional \$1.00/hr on straight time pay and \$2.00/hr on overtime pay.
<u>Other</u> Benefit:	N/A	N/A	N/A

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT VI

DECK/TERMINAL

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	<u>Deck and Terminal</u> Paid @ 150% 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%	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
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 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	Paid @ 200% of base rate for actual hours of hazard Paid in 1/2 hour increments

Key: EE = employee ER = employer

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Vacation:	<p><u>Deck</u></p> <p>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</p> <p><u>Terminal</u></p> <p>May choose either Personal Leave <u>or</u> Annual Leave option:</p> <p>(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</p> <p>(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</p>	<p>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</p>	<p>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 7 yrs 22 days after 9 yrs 23 days after 11 yrs 24 days after 13 yrs 25 days after 14 yrs 26 days after 16 yrs 28 days after 18 yrs 29 days after 20 yrs 30 days after 22 yrs 31 days after 24 yrs 32 days after 26 yrs 33 days after 28 yrs 34 days after 30 yrs</p>
Sick Leave:	<p><u>Deck</u> 360 hours/year</p> <p><u>Terminal</u> 112.56 hrs/year</p>	6 days @ 100% salary	96 hours/year

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Health & Welfare: ER Contribution/Month	<u>Deck</u> 1575/month <u>Terminal</u> \$515.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)	\$663/month (\$3.81 Hour)
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	PERS 2 – 2.44%
Work Clothes:	<u>Deck:</u> Work clothes not provided \$300/year clothing allowance no cleaning <u>Terminal:</u> N/A	Work clothes provided and cleaned by employer	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	Travel paid @ straight time rates Mileage = \$0.445/mile

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Meal discount:	Deck: Provided free while working Terminal: N/A	50% while working	50% while working
Training/Education:	<u>Deck and Terminal</u> ER reimburses 100% of pre- <u>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	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> N/A	ER provides to employee + dependents, 24 single trips/year Minimum 6 months service for regular employees; 1827 hours of service for casual employees	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> N/A	N/A	May take compensatory days in lieu of holiday pay up to 12 times/year.

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
<u>Other Premium:</u>	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 nd shift \$1.25/hr - 3 rd 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	Call-in pay on regular day off: minimum of 8 hours at 200%