



## *Background Information – Union Contributions*

- Benefits make up a large part of the vessel expense
- In most cases, benefits actually exceed the base wages of the crew
- Benefits will be paid into many different Benefit plans
- Benefits must be managed in such a fashion as to reduce turn-around time as there are strict requirements in contracts for payments
- Benefit calculations are a complex set of criteria based upon a number of factors (dependent upon the contract with the unions)
  - Travel Benefits (foreign/domestic)
  - Overlap
  - Gap Billets
  - Etc...
- Benefits must be successfully negotiated on a periodic basis

## Define Contract Specifics

The screenshot displays the 'Contract Administration' window. At the top, a 'Select Contract' dropdown menu is set to 'AT/MEBA06-07'. Below this, the 'Contract Details for AT/MEBA06-07' section is visible, with three tabs: 'Contract Basics' (selected), 'Wages (Read Only)', and 'Vessels (Read Only)'. The 'Contract Basics' tab contains the following fields:

- Union: MEBA
- Payroll Company: Central Gulf Lines
- Valid From: 10/1/2006
- Valid To: 9/30/2007
- Travel Benefits Based Upon:  Embarkations  Travel Wages
- Active?:
- Joining Wage Code: -- Select Join Code --
- Departing Wage Code: -- Select Depart Code --
- Travel To - Domestic: No Benefits for Travel
- Travel From - Domestic: No Benefits for Travel
- Travel To - Foreign: No Benefits for Travel
- Travel From - Foreign: No Benefits for Travel
- Overlap - Domestic: Joining Seaman Paid Be...
- Overlap - Foreign: Joining Seaman Paid Be...

An 'Update' button is located at the bottom right of the contract details section, and an 'Exit' button is at the bottom center of the window.

Travel Benefits and Overlap Methods are defined for the various scenarios based upon possible contract permutations.

Benefit Plans Per Contract

Select Contract: AT/MEBA06-07

Contract Details for AT/MEBA06-07

Plan ABBR	Benefit Plan	Effective ?
Pension	MEBA Pension Plan	<input checked="" type="checkbox"/>
Vacation	MEBA Vacation Plan	<input checked="" type="checkbox"/>
MPB	MEBA Money Purchase Benefit	<input checked="" type="checkbox"/>
Medical	MEBA Medical Plan	<input checked="" type="checkbox"/>
Med FRCA	MEBA Medical FRCA	<input checked="" type="checkbox"/>
JEC	Joint Employment Committee	<input checked="" type="checkbox"/>
AMC	American Maritime Congress	<input checked="" type="checkbox"/>
Drug Test	MEBA Drug Test	<input checked="" type="checkbox"/>
Training	MEBA Training	<input checked="" type="checkbox"/>

Update Report

Exit

*Benefit Plans by Contract*

Benefit Rates by Contract

Select Contract: CC/MEBA06-07

Benefit Rates for CC/MEBA06-07

Rates are in \$/day

PJC /	Pension	Vacation	MPB	Medical	Med FRCA	JEC	AMC	Drug Test	Training	Total \$/Day
CC11	\$0.00	\$200.00	\$20.00	\$65.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$290.00
CC12	\$0.00	\$175.00	\$20.00	\$65.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$265.00
▶ CC13	\$0.00	\$150.00	\$20.00	\$65.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$240.00
CC14	\$0.00	\$125.00	\$20.00	\$65.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$215.00
CC64	\$0.00	\$100.00	\$20.00	\$65.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$190.00

Update

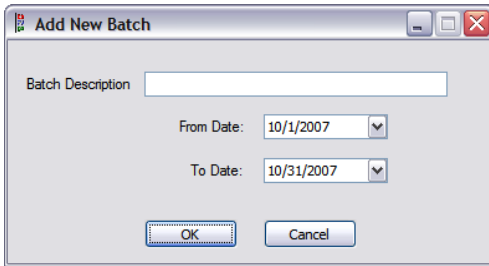
Report

Exit

## *Contributions by Benefit Plan by Position*

# Workflow (Periodic Processing)

Create Batch (Description/Period)



**Add New Batch**

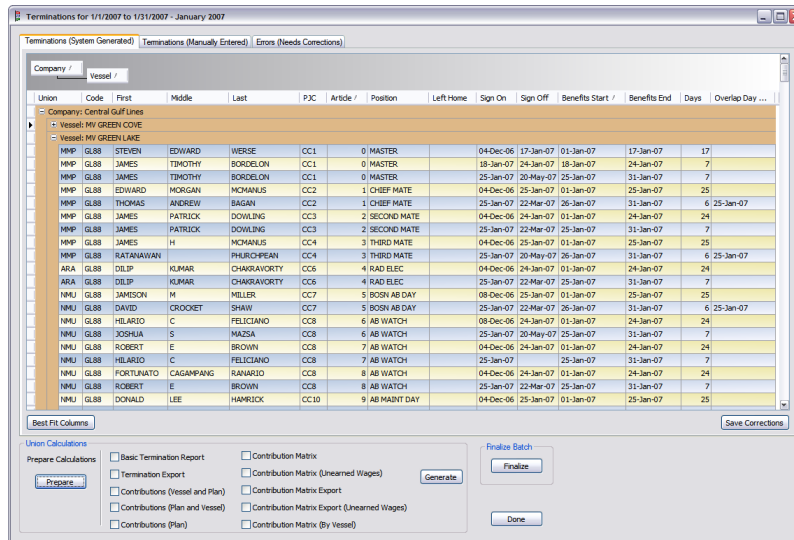
Batch Description:

From Date: 10/1/2007

To Date: 10/31/2007

OK Cancel

Review Results



Terminations (System Generated) Terminations (Manually Entered) Errors (Needs Corrections)

Company	Vessel /	Union	Code	First	Middle	Last	PXC	Article /	Position	Left Home	Sign On	Sign Off	Benefits Start /	Benefits End	Days	Overlap Day ...
Company: Central Gulf Lines	Vessel: MY GREEN COVE	Vessel: MY GREEN LAKE	MHP	GL88	STEVEN	EDWARD	HERSE	CC1	0	MASTER	04-Dec-06	17-Jan-07	01-Jan-07	17-Jan-07	17	
			MHP	GL88	JAMES	TIMOTHY	BORDELON	CC1	0	MASTER	18-Jan-07	24-Jan-07	18-Jan-07	24-Jan-07	7	
			MHP	GL88	JAMES	TIMOTHY	BORDELON	CC1	0	MASTER	25-Jan-07	20-May-07	25-Jan-07	31-Jan-07	7	
			MHP	GL88	EDWARD	MORGAN	MCHANUS	CC2	1	CHEF MATE	04-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	
			MHP	GL88	THOMAS	ANDREW	BAGAN	CC2	1	CHEF MATE	25-Jan-07	22-Mar-07	26-Jan-07	31-Jan-07	6	25-Jan-07
			MHP	GL88	JAMES	PATRICK	DOWLING	CC3	2	SECOND MATE	04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
			MHP	GL88	JAMES	PATRICK	DOWLING	CC3	2	SECOND MATE	25-Jan-07	22-Mar-07	25-Jan-07	31-Jan-07	7	
			MHP	GL88	JAMES	H	MCHANUS	CC4	3	THIRD MATE	04-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	
			MHP	GL88	RATANAWAN		PHUROPEAN	CC4	3	THIRD MATE	25-Jan-07	20-May-07	26-Jan-07	31-Jan-07	6	25-Jan-07
			ARA	GL88	DILIP	KUMAR	CHAKRAVORTY	CC6	4	RAD ELEC	04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
			ARA	GL88	DILIP	KUMAR	CHAKRAVORTY	CC6	4	RAD ELEC	25-Jan-07	22-Mar-07	25-Jan-07	31-Jan-07	7	
			NMU	GL88	JAMESON	H	HILLER	CC7	5	BOSN AB DAY	08-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	
			NMU	GL88	DAVID	CROCKET	SHAW	CC7	5	BOSN AB DAY	25-Jan-07	22-Mar-07	26-Jan-07	31-Jan-07	6	25-Jan-07
			NMU	GL88	HILARIO	C	FELICIANO	CC8	6	AB WATCH	08-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
			NMU	GL88	JOSHUA	S	MAZSA	CC8	6	AB WATCH	25-Jan-07	20-May-07	25-Jan-07	31-Jan-07	7	
			NMU	GL88	ROBERT	E	BROWN	CC8	7	AB WATCH	04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
			NMU	GL88	HILARIO	C	FELICIANO	CC8	7	AB WATCH	25-Jan-07	25-Jan-07	25-Jan-07	31-Jan-07	7	
			NMU	GL88	FORTINATO	CAGAMPANG	RANRISO	CC8	8	AB WATCH	04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
			NMU	GL88	ROBERT	E	BROWN	CC8	8	AB WATCH	25-Jan-07	22-Mar-07	25-Jan-07	31-Jan-07	7	
			NMU	GL88	DONALD	LEE	HARRICK	CC10	9	AB MAINT DAY	04-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	

Best Fit Columns Save Corrections

Union Calculations

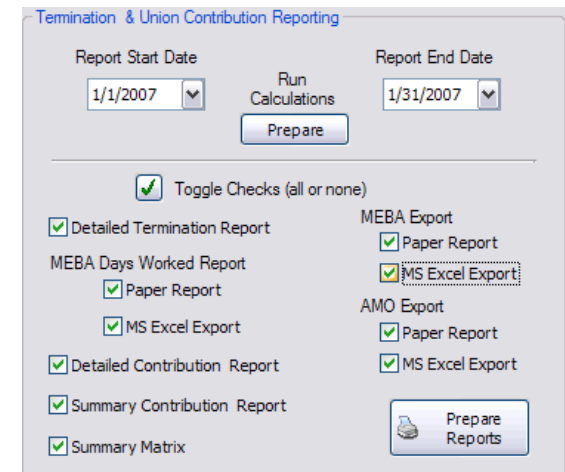
Prepare Calculations

- Basic Termination Report
- Termination Export
- Contributions (Vessel and Plan)
- Contributions (Plan and Vessel)
- Contributions (Plan)
- Contribution Matrix
- Contribution Matrix (Unlearned Wages)
- Contribution Matrix Export
- Contribution Matrix Export (Unlearned Wages)
- Contribution Matrix (By Vessel)

Finalize Batch

Finalize Done

Generate Reports



Termination & Union Contribution Reporting

Report Start Date: 1/1/2007

Report End Date: 1/31/2007

Run Calculations Prepare

Toggle Checks (all or none)

- Detailed Termination Report
- MEBA Days Worked Report
- Paper Report
- MS Excel Export
- MS Excel Export
- Detailed Contribution Report
- Summary Contribution Report
- Summary Matrix
- MEBA Export
- Paper Report
- MS Excel Export
- AMO Export
- Paper Report
- MS Excel Export

Prepare Reports

Terminations (System Generated) Terminations (Manually Entered) Errors (Needs Corrections)

Company / Vessel /

Union	Code	First	Middle	Last	PJC	Artide /	Position	Left Home	Sign On	Sign Off	Benefits Start /	Benefits End	Days	Overlap Day ...
Company: Central Gulf Lines														
+ Vessel: MV GREEN COVE														
- Vessel: MV GREEN LAKE														
MMP	GL88	STEVEN	EDWARD	WERSE	CC1	0	MASTER		04-Dec-06	17-Jan-07	01-Jan-07	17-Jan-07	17	
MMP	GL88	JAMES	TIMOTHY	BORDELON	CC1	0	MASTER		18-Jan-07	24-Jan-07	18-Jan-07	24-Jan-07	7	
MMP	GL88	JAMES	TIMOTHY	BORDELON	CC1	0	MASTER		25-Jan-07	20-May-07	25-Jan-07	31-Jan-07	7	
MMP	GL88	EDWARD	MORGAN	MCMANUS	CC2	1	CHIEF MATE		04-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	
MMP	GL88	THOMAS	ANDREW	BAGAN	CC2	1	CHIEF MATE		25-Jan-07	22-Mar-07	26-Jan-07	31-Jan-07	6	25-Jan-07
MMP	GL88	JAMES	PATRICK	DOWLING	CC3	2	SECOND MATE		04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
MMP	GL88	JAMES	PATRICK	DOWLING	CC3	2	SECOND MATE		25-Jan-07	22-Mar-07	25-Jan-07	31-Jan-07	7	
MMP	GL88	JAMES	H	MCMANUS	CC4	3	THIRD MATE		04-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	
MMP	GL88	RATANAWAN		PHURCHPEAN	CC4	3	THIRD MATE		25-Jan-07	20-May-07	26-Jan-07	31-Jan-07	6	25-Jan-07
ARA	GL88	DILIP	KUMAR	CHAKRAVORTY	CC6	4	RAD ELEC		04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
ARA	GL88	DILIP	KUMAR	CHAKRAVORTY	CC6	4	RAD ELEC		25-Jan-07	22-Mar-07	25-Jan-07	31-Jan-07	7	
NMU	GL88	JAMISON	M	MILLER	CC7	5	BOSN AB DAY		08-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	
NMU	GL88	DAVID	CROCKET	SHAW	CC7	5	BOSN AB DAY		25-Jan-07	22-Mar-07	26-Jan-07	31-Jan-07	6	25-Jan-07
NMU	GL88	HILARIO	C	FELICIANO	CC8	6	AB WATCH		08-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
NMU	GL88	JOSHUA	S	MAZSA	CC8	6	AB WATCH		25-Jan-07	20-May-07	25-Jan-07	31-Jan-07	7	
NMU	GL88	ROBERT	E	BROWN	CC8	7	AB WATCH		04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
NMU	GL88	HILARIO	C	FELICIANO	CC8	7	AB WATCH		25-Jan-07		25-Jan-07	31-Jan-07	7	
NMU	GL88	FORTUNATO	CAGAMPANG	RANARIO	CC8	8	AB WATCH		04-Dec-06	24-Jan-07	01-Jan-07	24-Jan-07	24	
NMU	GL88	ROBERT	E	BROWN	CC8	8	AB WATCH		25-Jan-07	22-Mar-07	25-Jan-07	31-Jan-07	7	
NMU	GL88	DONALD	LEE	HAMRICK	CC10	9	AB MAINT DAY		04-Dec-06	25-Jan-07	01-Jan-07	25-Jan-07	25	

Best Fit Columns

Save Corrections

Union Calculations

Prepare Calculations

Prepare

- Basic Termination Report
- Termination Export
- Contributions (Vessel and Plan)
- Contributions (Plan and Vessel)
- Contributions (Plan)
- Contribution Matrix
- Contribution Matrix (Unearned Wages)
- Contribution Matrix Export
- Contribution Matrix Export (Unearned Wages)
- Contribution Matrix (By Vessel)

Generate

Finalize Batch

Finalize

Done

# Reports

- Various Formats are Produced
  - Grouped by Vessel/MGA/Plan/Seaman
  - Grouped by Vessel/MGA/Plan
  - Grouped by Plan/Vessel/MGA/Seaman
  - Grouped by Plan/Vessel/MGA
  - Grouped by Plan/Vessel
  - Any grouping is possible
- Matrix Reports can be Provided
- Detailed Termination Reports (used as basis of benefits)
- Excel Exports are also created
- G/L Reports can be created for ease of booking expense
- Other reports are possible, determined on a client by client basis

Termination & Union Contribution Reporting

Report Start Date: 1/1/2007

Report End Date: 1/31/2007

Run Calculations

Prepare

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Toggle Checks (all or none)

<input checked="" type="checkbox"/> Detailed Termination Report	MEBA Export
<input checked="" type="checkbox"/> MEBA Days Worked Report	<input checked="" type="checkbox"/> Paper Report
<input checked="" type="checkbox"/> Paper Report	<input checked="" type="checkbox"/> MS Excel Export
<input checked="" type="checkbox"/> MS Excel Export	AMO Export
<input checked="" type="checkbox"/> Detailed Contribution Report	<input checked="" type="checkbox"/> Paper Report
<input checked="" type="checkbox"/> Summary Contribution Report	<input checked="" type="checkbox"/> MS Excel Export
<input checked="" type="checkbox"/> Summary Matrix	

Prepare Reports

# *Union Reporting - Summary*

- Must be Flexible in Setup to handle different Contract Variations
- Performance of calculation takes only minutes per month, as data is pulled from crewing systems automatically and applies pre-defined rules, all with very little maintenance
- Rules are consistently applied to contracts, eliminating any chance of error which is prevalent in manual benefit calculations
- Provides exports to Union specified formats
- Allows for Complete Management of the Benefits Negotiation Process
- Allows for Union Benefits to be Paid based upon actuals rather than providing and estimate and reconciling. This can save approximately \$175,000 per year based upon a 3.5% cost of capital for the typical 12 vessel fleet.

