

## Summary of IBU 2025-2027 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES																														
Preamble	<b>No changes:</b> The parties agreed to maintain existing contract language.																														
Article 1 - Recognition	<b>No changes:</b> The parties agreed to maintain existing contract language.																														
Article 2 - Hiring	<b>No changes:</b> The parties agreed to maintain existing contract language.																														
Article 3 - Union Dues	<b>Updates:</b> The parties agreed to language to better align the contract language with the contents of the roster reports sent after every pay period to the Union.																														
Article 4 - Sick Time Off	<b>Updates:</b> The parties agreed to update the use cases of sick time off. Also, updated is the addition of using sick time off for immigration related proceedings (effective July 27).																														
Article 5 - Vacations	<p><b>Updates:</b> The parties agreed to a new vacation accrual table:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: center;">During</th> <th style="text-align: center;">Paid Vacation Days</th> </tr> </thead> <tbody> <tr><td>1st year</td><td>12</td></tr> <tr><td>2nd year</td><td>13</td></tr> <tr><td>3rd year</td><td>14</td></tr> <tr><td>4th year</td><td>15</td></tr> <tr><td>5th year</td><td>16</td></tr> <tr><td>6th year</td><td>17</td></tr> <tr><td>7th year</td><td>18</td></tr> <tr><td>8th year</td><td>19</td></tr> <tr><td>9th year</td><td>20</td></tr> <tr><td>10th year</td><td>21</td></tr> <tr><td>11th year</td><td>22</td></tr> <tr><td>12th-19th year</td><td>23</td></tr> <tr><td>20th-24th year</td><td>24</td></tr> <tr><td>25<sup>th</sup> year or more</td><td>25</td></tr> </tbody> </table>	During	Paid Vacation Days	1st year	12	2nd year	13	3rd year	14	4th year	15	5th year	16	6th year	17	7th year	18	8th year	19	9th year	20	10th year	21	11th year	22	12th-19th year	23	20th-24th year	24	25 <sup>th</sup> year or more	25
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Article 6 – Wages And Other Pay Provisions	<p><b>Updates:</b> The parties agreed to:</p> <p style="margin-left: 40px;">A. Effective July 1, 2025, all salary ranges on the BN table will be increased by three percent (3%). This increase will be based upon the salary schedule in effect on June 30, 2025.</p> <p style="margin-left: 40px;">B. Effective July 1, 2026, all salary ranges on the BN table will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2026.</p>
Article 7 - Class Specifications and Salary Schedules	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 8 - Clothing	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 9 - Bulletin Boards	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 10 - Reimbursement for Loss of Personal Property	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 11 - Hours of Work and Overtime	<b>Updates:</b> The parties agreed to memorialize MOU – The Accrual and Usage of Compensatory Time into this article.
Article 12 - Maintenance and Cure	<b>Updates:</b> The parties agreed to raise the daily maintenance rate from \$65 dollars per day to \$75 dollars per day.
Article 13 - Subsistence and Quarters	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 14 - Posted Sailing Time	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 15 - Corrective Action/Dismissal	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 16 - Grievance Procedure	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 17 - Management Responsibilities	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 18 - No Strike/Lockout Pledge	<b>Updates:</b> The parties agreed to small housekeeping edits.

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Article 19 - Subordination of Agreement and Saving Clause	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 20 - Nonpermanent and Intermittent Employees	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 21 - Duration	<b>Updates:</b> The parties agreed to a contract duration of July 1, 2025 through June 30, 2027.
Article 22 - Holidays	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 23 - Joint Union-Management Committee	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 24 - Probation	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 25 - Shore Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
New Article - Bereavement Time Off	<b>Updates:</b> The parties agreed to a new article around bereavement time off. An employee shall be granted up to five days of bereavement time off, as requested by the employee, for each death of a family member including loss of pregnancy. The definition of a family member was also added to this article.
New Article – New Employees	<b>Updates:</b> The parties agreed to a new article around new employees. Within 90 days of the employee’s start date the Employer will provide the Union access to the employee during the employee’s regular work hours to present information about the Union.
New Article – Parental Leave	<b>Updates:</b> The parties agreed to a new article around parental leave. Parental leave is defined as: up to six months of leave taken after the birth of a child to the employee, spouse or domestic partner, or because of the placement of a child with the employee or domestic partner through adoption or foster care, including time covered by the FMLA, during the first year after the child’s birth or placement.
Appendix I - Job Classifications	<b>Updates:</b> The parties agreed to small housekeeping edits.
New MOU - Pay Table BN New Top Step	<b>Updates:</b> On July 1, 2025 the Employer will add a new top step H to pay table BN. New top step H will be approximately 2.5% above G. Regular employees who have been at top step G for more than one year will be moved to step H on the effective date. Progression start dates will reset upon implementation. All other employees, including nonpermanent intermittent employees, will move to the new step based on current practice for annual step increases
MOU - R&R Range Increase	<b>Updates:</b> The parties agreed to strike this MOU.
MOU - Pay Table BN	<b>Updates:</b> The parties agreed to strike this MOU.

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MOU - Living Quarters	<b>Updates:</b> The parties agreed to strike this MOU.
MOU - Targeted R&R Wage Increases	<b>Updates:</b> The parties agreed to strike this MOU.
MOU – The Accrual and Usage of Compensatory Time	<b>Updates:</b> The parties agreed to strike this MOU.
New Side Letter - New Employee Union Access	<b>Updates:</b> By the end of July 2025, the Employer will provide a 12 month meeting schedule for monthly union access to new employees. Employees who have started employment within thirty (30) days prior to each meeting, and who did not attend in-person Welcome Day, may meet with the Union. The meetings will be at a mutually agreeable time during the employees’ regular work hours and be no less than 30 minutes.