



# Commercial Fishing Crew Agreements

## We asked 27 vessel owners why they have a crew agreement

Commercial fishermen think a good crew agreement can help reduce the risk of injuries. Its also a good way to establish positive relationships between owners and crew.

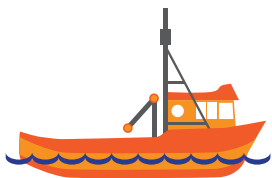


"Required by insurance."

"Protect myself, protect my crew."

"Makes everything clear."

"It's good management!"



## Top 10 items for an effective crew agreement

We interviewed captains along the west coast and reviewed sample crew agreements from various sources including, Alaska Sea Grant, Southeast Alaska Fishermen's Alliance, and the Fishermen's Marketing Association.

**1. Purpose of Agreement** Include the crew member name, vessel owner name, and name of vessel.

**2. Terms** Describe the terms of employment including the starting and ending dates.

**3. Payment** Detail how the crew will get paid; % of gross catch, % of net catch after expenses, retro pay, season preparation, bonuses.

**4. Cost Sharing** Assign responsibility for costs between crew and owner such as travel expenses, gear, groceries, ice, fuel, unloading catch.

**5. Employment / Medical History** Determine if the crew has the experience and health for the expected work.

**6. Work / Termination Conditions** Outline what work tasks you expect the crew member to perform and what conditions would result in termination of the agreement.

**7. Safety and Survival** Get your crew member thinking about safety. Ensure they know the vessel equipment, ancillary gear, life saving and survival gear, fire and safety systems and have inspected the vessel for safety and sea worthiness.

**8. Drugs** Outlines your vessel's policy of drug and/or alcohol use both on and off the vessel; provides details on drug testing if applicable.

**9. Signatures** Sign and date. If both parties do not sign and date, it is not an enforceable agreement.

**10. End of Voyage Statement** Fill out at either the end of the season or upon termination of the agreement. States the reason for termination, the date, and is signed by Captain and Crew.

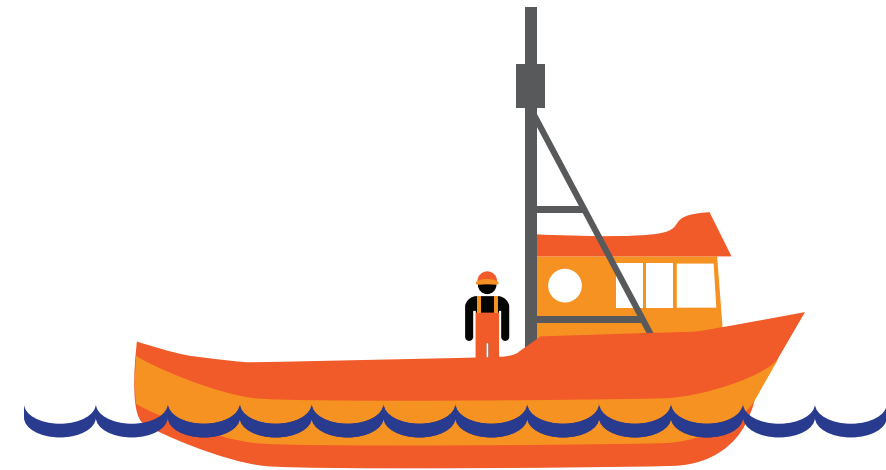
★ For more information and sample crew agreements go to

[flippresources.org](http://flippresources.org)

# Organize a Kit Building Party



1. Determine how many kits you want to make and who you would like to involve.
2. How can you pay for the kits? Suggestions include fundraising and involving community partners, such as marine insurers and local extension agents.
3. Figure out what gear you need. Check out the basic list and think about where you might want to source these items.
4. Order gear; Buy in bulk to save money. Most of the items to make these kits were purchased in bulk on Amazon.
5. Host a first aid kit making party for community members.
6. Involve local fire and EMS professionals to help and be special guests at the event.
7. Document and share your process so that other groups can learn from you!
8. As a follow-up or in conjunction with the kit building party consider sponsoring a commercial fishing specific first aid course.



## Fisherman First Aid and Safety Training

*Fisherman Led Injury Prevention Program*



For more information and resources please visit:

[flippresources.org](http://flippresources.org)



Oregon State University  
College of Public Health  
and Human Sciences



## The Commercial Fishermen's Guide to Building Comprehensive and Industry Specific First-Aid Kits



## Statement of Purpose

First Aid and Safety Training (FAST) for Commercial Fishermen was developed as part of the Fishermen Led Injury Prevention Program (FLIPP). FLIPP is an innovative program that includes commercial fishermen, researchers, extension agents, and coastal community members.

The goal of FLIPP is to understand non-fatal injuries in the Dungeness crab fishery and to test ideas to reduce or prevent these injuries. In 2015, FLIPP held focus groups with fishermen to help design a survey. 426 fishermen including 365 crabbers filled in the survey before the 2015/16 season.

Findings from the FLIPP survey showed respondents thought awareness and drills/preparation were among the most common strategies for staying safe while commercial fishing. The idea for a commercial fisherman-specific first aid training came from Oregon Sea Grant as they had received requests from fishermen who indicated that the community first aid classes offered were not relevant for their situation of being at sea when emergencies occur.

Another important strategy in improving fisherman safety is to ensure that each boat has a fully-stocked and comprehensive first aid kit suited to specific needs and situations that might arise while out at sea. This kit building guide was put together based off recommendations from safety professionals as well as commercial crabbers.



## How to Use This Guide

Having a well-equipped first aid kit could make treating injuries at sea easier and more effective. This guide covers recommended items for a basic first aid kit for commercial fishermen, how to put one together, suggestions for hosting a kit building party in your area, and extra safety tips.

**Note:** Improper use of some of these products can result in harm; we recommend crews complete a certified advanced first aid course in addition to having a well stocked first aid kit.



## Where to Buy and What Cost

All of these items can be purchased online and locally. We sourced items mainly from Amazon, Wal-Mart, firstaidproducts.com, Costco, and Bi-Mart. For this project, supplies were bought for 25 kits and were purchased in bulk which brought the price per kit to an estimated \$100. To build a single kit would cost an estimated \$145.

## How to Group and Organize Kits

*This is just one way to organize a kit; do what works best for you and your crew.*



### Consumables

**Extra Strength Non-Aspirin Tablets**  
15 packets containing 2 pills each.  
Secured with a rubber band.

**Antihistamine**  
16 individually wrapped tablets.  
Secured with a rubber band.

**Motion Sickness Tablets**  
12 tablets each.

**Honey Packets**  
4 plastic encased tubes of honey.  
Secured with a rubber band.



### Topical

**Sunscreen** 1 travel size each.

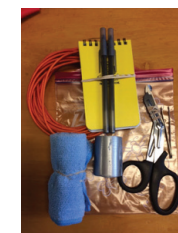
**Antiseptic Wipes** 8 each.  
Secured with a rubber band.

**Iodine Swabs** 4 swabs each.  
Secured with a rubber band.

**Triple Antibiotic Ointment**  
17 individually wrapped packets each.  
Secured with a rubber band.

**Salve** 1 each.

**First Aid / Burn Cream** 12 packets each.  
Secured with a rubber band.



### Misc. Gear

**Pens** 2. Secured to notebook with a rubber band.

**Waterproof Notebook** 1 each.

**Trauma Sheers** 1 each.  
Secured with a rubber band.

**Duct Tape** 1 each. *You can choose between buying small rolls of tape or buying a large duct tape roll and hand rolling them into smaller rolls. It is cheaper to hand roll them, but this task can be a bit tedious.*

**Quick-Dry Towel** 1 each.  
Rolled and secured with a rubber band.

**Parachute Cord** One 20 foot rope each. *It is cost effective to buy a long spool of cord and then cut into strands of 20 feet. To do this you will need to measure each rope section and burn each of the ends so they do not fray.*

**Tweezers** 1 each.



### Bad Accidents

**Irrigation Syringe** 1 each.

**Bandana** 1 each.  
Rolled and secured with a rubber band.

**Tourniquet** 1 each.

**Hemostatic Agent** 1 each.



### Sprains and Strains

**Instant Cold Pack** 2 each.

**Triangular Bandage** 1 each.

**Elastic Wraps** 2 each.

**Cohesive Bandage Tape** 2 each.



### Flesh Wounds

**Moleskin** 2 squares each.

**2" Rolled Sterile Gauze** 3 each.

**3" Rolled Sterile Gauze** 2 each.

**Assorted Waterproof Bandages**  
One 30 pack box each.

**Gloves** 2 pair each. *Put into a snack sized bag within the flesh wounds bag.*

**Butterfly Bandages** 12 each.  
Secured with a rubber band.

**4x4 Gauze Pads** 4 each.



### In Their Own Bag

**Athletic Tape** 1 each.

**Adhesive Tape** 1 each.

**Space Blankets** 3 each.  
Secured with a rubber band.



### Loose Items

**Flexible Splint** 1 each.



# What is a SOAP note?

A SOAP note is a document that can be filled out following an accident or injury. SOAP stands for Subjective, Objective, Assessment and Plan. Filling out a SOAP note will assist in the delivery of medical care by keeping the rescuer focused and the injured individual communicating. These four categories are helpful when documenting an injury to ensure the best care is given.

## Example SOAP Note

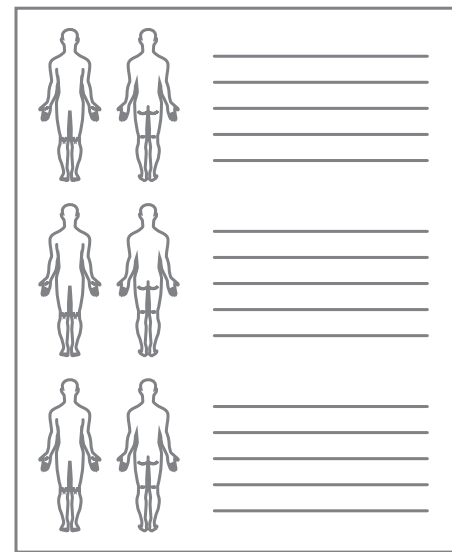
**Patient Name** John Doe **Date** 11 / 1/ 2017

**Subjective** *smashed finger on crab pot*

**Objective** *bruising and swelling of the left index finger*

**Assessment** *limited mobility*

**Plan** *wrap with tape and have evaluated by doctor when back in port*



The **subjective** portion of the injury assessment is when the injured individual gives the rescuer the facts. What happened, where it hurts, how bad it hurts and any relevant health history.

The **objective** portion is for the rescuer to determine based on their observations of the injury such as appearance, the injured individual's ability to move, heart rate etc.

The **assessment** portion is the believed diagnosis or statement of type of injury. Such as "the bone appears to be broken." This section could also work towards ruling things out.

This **plan** portion is where the rescuer makes writes out what should happen next. Such as "we need to return to port to seek additional medical care" or "We are calling the coast guard" or "Individual will take aspirin and change bandages daily."

## Extra Safety Tips

### What should you keep your first aid kit in?

A dry bag or box is ideal as conditions can be rough and wet out at sea!

### Where do you put your first aid kit on the vessel?

Somewhere convenient and easily accessible. Make sure crew knows where first aid kits are located. Have laminated common scenario first aid instruction/treatment cards handy to use as a reference.

**What crew information should be in the kit?** Have each crew member write a simple health history with name, address, and vitals. Place in envelope seal and sign across the seal. Give envelopes unopened to coast guard or first responder in the event of accident.

**When should your first aid kit be restocked?** Remember to restock your first aid kit after every use. Keep extra supplies on hand during the season to replenish your kit as needed.


### What should you do in an emergency you can't handle?

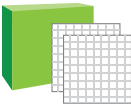
Make a mayday call! Look at card given out in drill conducting course for proper procedure.


# Individual First-Aid Kit Checklist (page 1 of 3)


-  **Dry Bag or Waterproof Box**  
 Heavy duty 15-liter dry duffel bag (waterproof) with handles and strap.  
**When to use?** To store first aid kit supplies.  
**Quantity** 1 per kit.
-  **Duct Tape**  
 Strong, heavy duty tape.  
**When to use?** To repair equipment, emergency immobilization and many other miscellaneous uses.  
**Quantity** 1 roll per kit.
-  **Honey Packets**  
 Plastic encased tubes of honey.  
**When to use?** Quick source of sugar for diabetics. *Note: only for people who can swallow without danger of choking.*  
**Quantity** 4 tubes per kit.
-  **Parachute Cord**  
 100% nylon 750lb parachute cord.  
**When to use?** Securing loose gear and other miscellaneous uses.  
**Quantity** One 20 foot cord per kit.
-  **Hand Salve**  
 A semi solid mixture of beeswax and extracts in a small tin container.  
**When to use?** To keep skin hydrated and prevent rough, dry hands.  
**Quantity** 1 per kit.
-  **Trauma Shears**  
 Stainless steel blade trauma scissors with one serrated edge.  
**When to use?** To cut away clothing or straps that are in the way of rescuers when treating wound. Can also be used to cut other first aid materials such as moleskin and other bandaging.  
**Quantity** 1 per kit.
-  **Waterproof Sunscreen**  
 Spray on 30 SPF waterproof sunscreen.  
**When to use?** To prevent sunburns.  
**Quantity** 1 per kit.
-  **Waterproof Notebook**  
 A 3 x 5" fifty page waterproof notebook.  
**When to use?** Helps keep the rescuer focused and improves patient care. Can assist on-shore clinicians or rescuers in documenting care.  
**Quantity** 1 per kit.
-  **Microfiber Towel**  
 8" x 8" quick dry microfiber towel.  
**When to use?** To clean or dry an area when administering first aid.  
**Quantity** 1 per kit.
-  **SOAP Note**  
 SOAP stands for Subjective, Objective, Assessment and Plan; it is a document that helps record injuries that have occurred.  
**When to use?** To be filled out during or immediately following an accident or injury.  
**Quantity** Use your waterproof notebook to record SOAP notes.
-  **Bandanas**  
 100% cotton cloth bandanas.  
**When to use?** Can be used as a tourniquet and many other miscellaneous uses.  
**Quantity** 1 per kit.
-  **Waterproof Bandages**  
 30 waterproof assorted size bandages.  
**When to use?** To cover and protect minor cuts, burns, blisters etc.  
**Quantity** One 30 pack box per kit.

# Individual First-Aid Kit Checklist (page 2 of 3)


 **Flexible Splint**  
A thin aluminum sheet encased in foam that can be formed to wrap around injured limb (measures 36" x 4.25").  
**When to use?** To support a fractured or injured limb.  
**Quantity** 1 per kit.

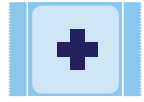
 **4x4" Gauze Pads**  
12 ply sterile gauze pad measuring 4x4".  
**When to use?** To protect and cover wound.  
**Quantity** 4 pads per kit.

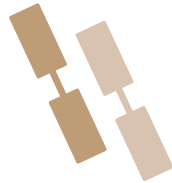
 **Antiseptic Wipes**  
Individually wrapped antibacterial moist towelettes measuring 5" x 7 1/2" (active ingredient benzethonium chloride).  
**When to use?** To sanitize hands before treating wounds.  
**Quantity** 8 individually wrapped packets per kit.


 **Extra Strength Non-Aspirin Tablets**  
500 mg individually wrapped non-aspirin pain killers.  
**When to use?** Used to relieve pain and fever.  
**Quantity** 15 individually wrapped packages with 2 pills per package (500 mg per 2 pills).


 **Triangular Bandage**  
100% cotton individually wrapped triangular bandage (each bandage comes with 2 safety pins).  
**When to use?** A sling that supports a fractured or injured limb.  
**Quantity** 1 per kit.


 **Tweezers**  
3.5" in stainless steel tweezers.  
**When to use?** To remove slivers, glass etc. from flesh wound.  
**Quantity** 1 per kit.


 **Instant Cold Pack**  
Single use latex free product encased in plastic measuring 5" x 6" that gets cold when folded in half.  
**When to use?** As a cold compress after injury.  
**Quantity** 2 per kit.

 **Butterfly Closure Strips**  
Medium sized latex-free butterfly closures that measure 1/2" x 2 3/4".  
**When to use?** To protect and secure small wounds.  
**Quantity** 12 closure strips per kit.


 **Adhesive Tape**  
First aid waterproof tape measuring 1" x 10 yd. per roll.  
**When to use?** To keep bandages in place.  
**Quantity** 1 per kit.

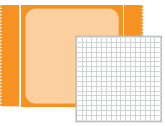
 **Triple Antibiotic Ointment**  
0.5g individually wrapped packet of triple antibiotic ointment.  
**When to use?** To prevent infections and promote healing of injury.  
**Quantity** 17 individually wrapped packets per kit.


 **Motion Sickness Tablets**  
1000 mg tablets of non-drowsy motion sickness medication.  
**When to use?** To treat motion sickness as needed.  
**Quantity** 12 capsules per kit.


 **Iodine Swabs**  
0.6 ml single use PVP Iodine water soluble antiseptic swabs.  
**When to use?** To prevent infections.  
**Quantity** 4 swabs per kit.


# Individual First-Aid Kit Checklist (page 3 of 3)


 **Space Blanket**  
1.6 oz each mylar blankets measuring 52" x 84".  
**When to use?** To keep patients warm.  
**Quantity** 3 per kit.


 **Hemostatic Gauze**  
4x4" non-woven gauze with anticoagulant properties.  
**When to use?** To slow major bleeds.  
**Quantity** 1 per kit.

 **Tourniquet**  
2.6 oz high strength carbon fiber tourniquet (compact size).  
**When to use?** To slow blood flow in injured limb when direct pressure methods are ineffective.  
**Quantity** 1 per kit.


 **Cohesive Bandage Tape**  
A cohesive bandage wrapping tape measuring 4" x 5 yd.  
**When to use?** To protect, secure and compress wounds.  
**Quantity** 2 per kit.


 **Rolled Sterile Gauze**  
Sterile rolled gauze measuring both 2" x 4.1 yd. and 3" x 4.1 yd.  
**When to use?** To hold dressings in place and act as a slight compress. Especially useful in hard to bandage places.  
**Quantity** 3 rolls of 2" x 4.1 yd. and 2 rolls of 3" x 4.1 yd.


 **Surgical Gloves**  
Single use latex free/powder free vinyl gloves size large.  
**When to use?** To protect rescuers and injured individual from cross contamination of germs, mucous membranes, broken skin, blood, etc.  
**Quantity** 2 pairs of gloves per kit.


 **Elastic Wraps**  
2" x 5 yd Elastic bandage with two fasteners.  
**When to use?** To protect and provide moderate pressure to sprains and strains.  
**Quantity** 3 wraps and 6 fasteners per kit.

 **Athletic Tape**  
100% cotton latex free self-adhesive athletic tape measuring 1.5"x 15 yd.  
**When to use?** Helps protect and prevent injuries on ankles, wrists, hands etc.  
**Quantity** 1 per kit.

 **Topical Burn Cream**  
Individually portioned first aid/burn cream packets.  
**When to use?** To help prevent infection after sustaining a burn. Also, a temporary pain relief product.  
**Quantity** One 12 packet box per kit.

 **Moleskin**  
24" x 4 5/8" self-adhesive padding that can be cut to any size.  
**When to use?** To cover and protect blisters.  
**Quantity** 2 squares per kit.

 **Irrigation Syringe**  
Plastic 12cc irrigation syringe.  
**When to use?** To clean wounds.  
**Quantity** 1 per kit.







 **Antihistamine**  
25 mg tablets of dephenhydramine HCl antihistamine.  
**When to use?** Provides relief from allergies.  
**Quantity** 16 individually wrapped pills per kit.

# New to commercial fishing?

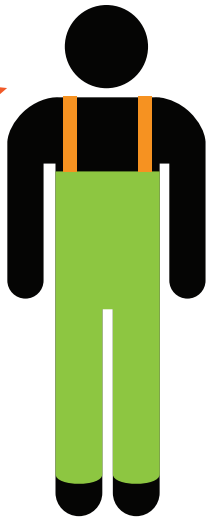
Some tips and tricks from experienced fishermen

In surveys about safety, fishermen said that a good crew is important. Newer crew may need help from experienced crew. We interviewed vessel owners and crew to learn what a greenhorn should know before finding work as a commercial fisherman.








## Commercial Fishing Crew Duties

-   
Keep the boat clean
-   
Set and haul the gear
-   
Handle the catch
-   
Prepare the bait and gear
-   
Follow captain's orders
-   
Stay aware of surroundings

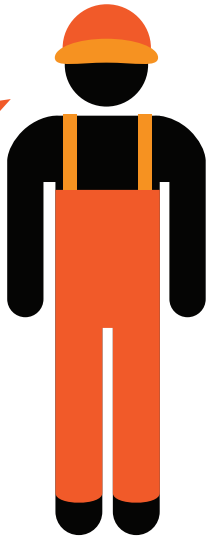
"What makes a great crew is one working together and having fun but working hard. Without a good crew, the captain cannot fish."



### Are you....

-   
Eager and motivated to learn how to fish on a vessel?
-   
Able to work as a team?
-   
A hard worker who is physically and mentally fit?
-   
Trustworthy?
-   
Experienced on boats?  
Able to tie basic knots?  
Good with your 'sea legs'?
-   
Trained in marine safety?
-   
Drug and alcohol free?

"I understand that owning a vessel is expensive, but I look for a captain that takes vessel maintenance seriously and does not skimp on safety."







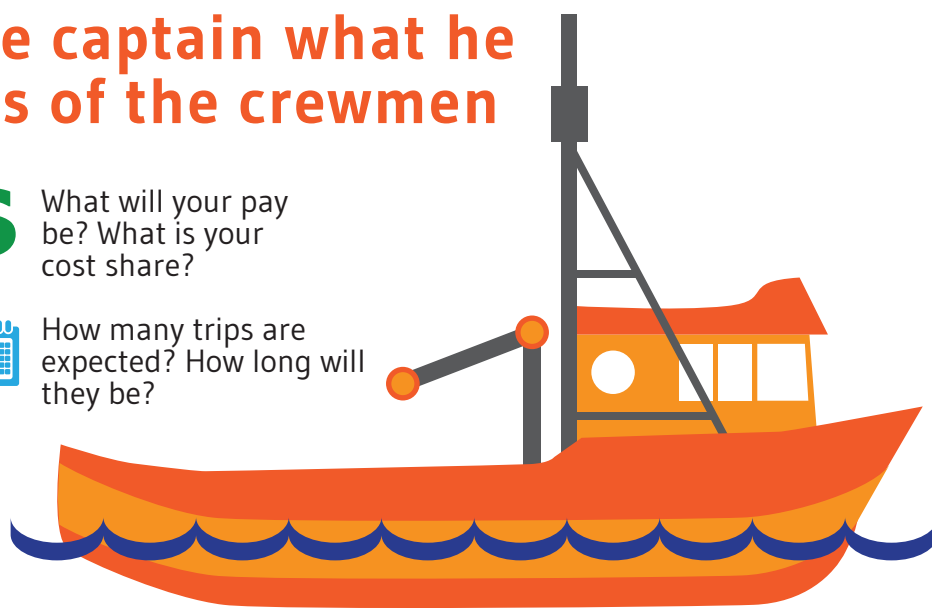
### Look for a captain that is...

- 1 A good communicator**  
Teaches crew how to be successful. Upfront with their expectations
- 2 Serious about safety**  
Conducts monthly drills, has all safety equipment, and puts safety before profit
- 3 Level-headed**  
Keeps calm in difficult situations
- 4 Experienced**  
Knows how to operate the vessel and is good at fishing
- 5 Responsible**  
Maintains boat, gear, and equipment. Cares about the crew



## Ask the captain what he expects of the crewmen

-  What are your duties?
-  What will your pay be? What is your cost share?
-  Who will pay for your food?
-  How many trips are expected? How long will they be?












"You need open communication about crew duties rather than just expecting crew to know."

"You might not get rich, but it's a good job!"

★ A good captain will have a crew agreement that outlines all these details. For more information and sample crew agreements go to [flippresources.org](http://flippresources.org)

## Learn about safety on the vessel including equipment

-  Fire extinguisher
-  Drill log
- Life preservers
-  ring
-  suit
-  raft
-  PFD
-  EPIRB
-  First aid kit
-  Dockside exam decal

**Commercial Fishing Crew Member Agreement**

**1. Purpose of Agreement**

This agreement defines the terms of employment of \_\_\_\_\_ (crew member) by \_\_\_\_\_ (vessel owner or corporation) aboard the fishing vessel \_\_\_\_\_ during the \_\_\_\_\_ season.

**2. Terms**

This agreement is applicable from \_\_\_\_\_ until \_\_\_\_\_. It may be extended by mutual agreement.  
(Date) (Date)

**3. Payment**

The crew member will be paid a crew share of the grounds price value of the catch for all landings made while the crew member was working aboard the boat during the term of this agreement, calculated in one of the two following ways. Check the correct way.

Payment will be \_\_\_\_\_% of the gross landed value of the catch.

OR

Payment will be \_\_\_\_\_% of the net landed value of the value of the catch after deductions for expenses. Expenses to be deducted include (check those that are applicable)

- |  |  |
|--|--|
| <input type="checkbox"/> food at the rate of \$_____ per day     | <input type="checkbox"/> landing taxes             |
| <input type="checkbox"/> fuel, oil                               | <input type="checkbox"/> buyback fees (groundfish) |
| <input type="checkbox"/> gear, including nets, pots, lines, etc. | <input type="checkbox"/> lease fees (groundfish)   |
| <input type="checkbox"/> bait, ice                               | <input type="checkbox"/> other (list here) _____   |
| <input type="checkbox"/> observer fees                           |  |

If required to perform work on the vessel beyond normal pre- and post-season preparation, maintenance and lay-up, the crew member will be paid for that extra work at the rate of \$\_\_\_\_\_ per hour or \$\_\_\_\_\_ per day.

**4. Retros and Bonuses**

The crew member (check one)  does, or  does not receive a share of post season price adjustments, retros, refrigeration or dock delivery bonuses.

If the crew member satisfactorily completes the season, including pre- and post- season maintenance and repair, the crew member will be paid a bonus of \_\_\_\_\_% of the gross or net value of the catch as calculated above.

**5. Employment/Medical History**

**Employment History**

Name of last three (3) employers	Type of Work	Period of employment
_____	_____	_____
_____	_____	_____
_____	_____	_____

**Medical History (can be a separate detailed health questionnaire)**

I hereby affirm that the following is a complete and accurate list of all past or present injuries, illnesses, conditions or disabilities:

Describe Injury/Condition	Date of Onset	Name of Physician
_____	_____	_____
_____	_____	_____
_____	_____	_____



**6. Work/Termination Conditions**

*Duties:* Crew member is hired to perform all normal and customary duties consistent with practices for the prescribed fishery. Crew member agrees that all work performed in readying the vessel and its gear for the prescribed fishery and later in taking the vessel out of service, shall be paid for by the crew member’s compensation determined in the “Payment” and “Retros and Bonuses” sections of this agreement.

*Discharge/Jumping Ship:* Crew member agrees that the vessel owner may terminate this employment contract and discharge crew Member at any time for good cause. The following, although not inclusive, are cause for discharge.

- a) Use of illegal drugs or alcohol on board or within 8 hours before reporting for duty.
- b) Failure to conform to reasonable health, safety or living standards.
- c) Failure to meet vessel departure schedules.
- d) Failure to perform delegated tasks efficiently and capably.
- e) Extended incapacity due to sea sickness.
- f) Misrepresentation of previously acquired skills, experience and abilities.
- g) Sleeping while on watch, or negligence in performance of duty.
- h) Insubordination.
- i) Failure to perform in-port cleaning and maintenance.
- j) Harassing other crew members or observers.
- k) Other\_\_\_\_\_

**7. Safety and Survival**

By signing this agreement, crew member attests that he has inspected the vessel, its equipment and ancillary gear, lifesaving and survival equipment, fire and safety systems, and found them to be in good condition. Further, crew member attests that he has his own survival suit meeting Coast Guard requirements of condition, has tried it on, it is in serviceable condition and of appropriate size and fit and he can get in it within 1 minute in accordance with USCG law. Crew member shall immediately notify the owner and/or captain of any condition which he considers unsafe.

**8. Drugs**

Crew member acknowledges and understands that NO DRUGS, other than prescription and/or over the counter drugs, are allowed on the vessel. Accordingly, owners will cooperate fully with public authorities in the criminal prosecution of anyone using or possessing illegal drugs aboard vessel. Crew member authorizes the vessel owner and/or the captain, to at any time, search his belongings and quarters. He also agrees that he is subject to immediate termination, with no rights for further compensation and/or transportation back to port where hired, if he is found to violate this clause. Crew member will reimburse and indemnify owner, and the other crew members for all damages and lost income whatsoever which any of them may incur as a result of crew members use or possession of any illegal drug. Possession of illegal drugs or use of drugs on board shall subject crew member to immediate discharge without notice.

**9. Signatures** (you may want to include a section here on Crew Representations to have the crew member read and agree upon before signing; see below)

Agreed Upon by:

Crew Member (printed name)\_\_\_\_\_ (SSN)\_\_\_\_\_

(address)\_\_\_\_\_ (phone)\_\_\_\_\_

Emergency Contact Name\_\_\_\_\_ (phone)\_\_\_\_\_

Additional Emergency Contact Name\_\_\_\_\_ (phone)\_\_\_\_\_

Captain or Vessel/Buisness Owner (print name)\_\_\_\_\_

(signed)\_\_\_\_\_ (date)\_\_\_\_\_



## 10. End of Voyage Statement

The following section is to be completed by crew member at the end of employment.

- Agreement Completed
- Agreement not completed due to illness/injury. Date of Injury: \_\_\_\_\_  
What is the current status of injury/illness? \_\_\_\_\_  
\_\_\_\_\_
- Terminated. Termination date: \_\_\_\_\_  
Reason for Termination: \_\_\_\_\_  
\_\_\_\_\_

Date: \_\_\_\_\_

Crew Member Signature: \_\_\_\_\_

### ***Potential Addendum***

#### **Representations of Crewmember (example)**

Insurance companies may want this to be part of the crew agreement. Check with your insurer for preferred language or other examples.

#### **REPRESENTATIONS OF CREWMEMBER**

**a. You represent that you are able-bodied, physically fit, competent seaman, have completed the required health questionnaire and are unaware of any reason why you will not be able to perform your duties aboard the vessel.** You agree to hold the vessel and its owners harmless from claims from an aggravation or re-injury of prior physical or mental conditions whether listed hereafter or not. Your preexisting injuries or conditions, if any, are as follows if none, write "none") : \_\_\_\_\_

**b. You fully understand that working conditions on board the vessel are difficult, demanding, strenuous and sometimes hazardous.** You have inspected the vessel prior to signing this agreement and have found it to be in good, seaworthy condition in all aspects. You have brought and agreed to bring any concern regarding safety or seaworthiness to the attention of the vessel owners by informing the vessel master. You further agree to put in writing and send to the vessels owners your concerns regarding any safety or seaworthy matter that is not promptly fixed, repaired after you have brought it to the attention of the vessel master.

**c. You acknowledge that a US Coastguard-approved Survival suit and lifejacket are provided for your use while on the vessel.** You are responsible for providing your own raingear, boots, gloves, knives and personal necessities. You understand and agree that the vessel owners are not responsible for the loss of any gear for any reason. You further agree that you will never bring personal gear aboard the vessel that taken together has more of a value than \$500.00

**d. You agree that you will not engage in any illegal activity while on board the vessel nor will you use the vessel or its property for any unlawful practice.** You agree that if any of your actions or omissions subjects the vessel or its owner to any administrative, criminal or civil claim, penalty or damage that you will indemnify and hold the vessel and its owners harmless from any such claim, penalty or damage, including attorneys fees and costs. You agree that the vessel owner can deduct in their sole discretion, any such penalties, damages, attorney fees and costs from any compensation owing to you.

**e. You agree to immediately report any injury sustained by you on board the vessel.** You agree that you will be paid a daily maintenance benefit of \$25/day for any work related injury. In addition, the vessel owners will pay your reasonable and necessary medical expenses. Maintenance benefits and payment of medical expenses will continue until you are medically stationary. If the injury prevents you to continue to work as a crewmember, the net wages you would have earned, but for the injury, will be paid until you return to work, but for no event longer that 12 months.