

## ARTICLE 26

### CRUISE EMPLOYEES

26.1 This article applies to all employees who are assigned to go on cruise.

#### Food Service Series Cruise Calendar Employees

26.2 The following provisions refer to employees in Food Service Series classifications who are scheduled to work on the same basis as employees under an Academic Year Pay plan and who are required to work one (1) cruise per year.

- a. For Food Service Series cruise calendar employees at the Cal Maritime one year of service is equivalent to an academic year, plus one cruise.
- b. Food Service Series cruise calendar employees serving in a cruise year appointment do not accrue vacation credits and are not eligible for paid vacation.
- c. Food Service Series cruise calendar employees are entitled to all days designated in the campus academic calendar as academic holidays, or any other day designated by the Governor for a public fast or holiday. If the timebase is less than full-time, this provision will be applied on a pro rata basis.
- d. At the completion of a worked cruise, Food Service Series cruise calendar employees earn forty (40) hours of CTO to be used during the following calendar year terms.

#### Incidental Pay Premium

26.3 All employees who are required to go on cruise are to receive at least seven dollars (\$7.00) per day incidental pay, or the state approved incidental expense for travel (whichever is greater) for each day worked on a Cal Maritime Cruise. This allowance is provided to all employees while on cruise, and not just to those in Food Service series positions.

#### Employee Reimbursement

26.4 If any employee is required to obtain or renew their passport for cruise purposes, the cost of doing so shall be reimbursed by Cal Maritime.

26.5 If any employee is required to obtain or renew a Merchant Mariner Credential/Document (Z card), Transportation Worker Identification Credential (TWIC card), or any other document and/or credential required by a governmental

agency for cruise purposes, the cost of doing so shall be reimbursed by Cal Maritime.

- 26.6 If any employee is required to obtain a physical exam, x-ray, vaccination or medical or drug/alcohol testing for cruise purposes, the cost - including time off (not to exceed four hours) - will be borne by Cal Maritime.
- 26.7 If and when any employee performs any classroom instruction, that individual will receive a separate lecturer appointment.