ď.

Appendix I

Compensation for Disability for Officers

- A) For the purposes of this Appendix, the term: "Officers" means: Master, Staff Captain, Chief Officer, 1st Engineer, Chief Electrician, Staff Chief Engineer, 2nd Officer, 2nd Engineer, 1st Electrician, Air Conditioning Engineer, 3rd Engineer, 3rd Engineer, 3rd Engineer, 3rd Engineer, Sar Manager, Food and Beverage Manager, Executive Chef, and, Maitre D'.
- B) If the Officer, due to no fault of his or her own, meets with an accident while working on board or while traveling to or from the vessel on company business at Company expense, and as a result the Officer's ability to work is reduced, the Company shall pay the Officer disability compensation at a percentage depending on the degree of disability of up to USD eighty-thousand dollars (\$80,000). The degree of disability shall be determined by a competent doctor or medical institution agreed upon by the Union and the Company. This amount of compensation corresponding to the degree of disability is given in the table below.

Degree of Disability	Rate of Compensation for Officers
%	USD
100	80,000
75	60,000
60	48,000
50	40,000
40	32,000
30	24,000
20	16,000
10	8,000
5	4,000
3	2,400

- within differences, including less than ten percent (10%) disability, to be pro rata.

 Any payment under this Article shall be without prejudice to any claim for compensation in law, but all (100%) of such disability payments made under this contract shall be deducted from any award, settlement or recovery for damages received by the seafarer in connection with any claim or lawsuit arising out of the injuries or incident giving rise or in any way related to the disability payments. Insurance against such possible contingencies will be arranged.
- D) In cases that the seafarer's injury is not due to the Company's fault and provided that the seafarer has notified the Union of his/her complaint, the compensation payments under this clause shall be in full and final settlement of the seafarer's claim.

Collective Agreement between Celebrity Cruises Inc. and Federazione Italianana Trasporti -- CISL/ITF, Effect January 1, 2008

- 23 -

LEGAL DCT



Appendix 2 to the

ITF Special Agreement effective from the 1st of January 2008 between ITF and Celebrity Cruises Inc.
(hereinafter the "ITF Special Agreement")
and the

Collective Agreement effective from the 1st of January 2008 between FIT-CISL and Celebrity Cruises Inc. (hereinafter the "Collective Agreement")

The Ships covered by the ITF Special Agreement and the Collective Agreement are the following:

Name of Ship	Port Registry	IMO No.	No. of Seafarers
Italie of Birth	70,020,000		
MERCURY	Bahamas	9106302	719
CENTURY	Baharnas	9072446	719
GALAXY	Bahamas	9106297	719
MILLENNIUM	Bahamas	9189419	791
INFINITY	Bahamas	9189421	791
SUMMIT	Bahamas	9192387 ·	791
CONSTELLATION	Bahamas	9192399	791
AZAMARA JOURNEY	Malta	9200940	407
AZAMARA QUEST	Malta	9210218	407
SOLSTICE	(in 2008)		1255
EQUINOX	(in 2009)		1255

The payment of the ITF Welfare fund contribution in respect of each of the ships under Article 1e) and Schedule 2 of the ITF Special Agreement, is made in accordance with Article 31 of the Collective Agreement.

For CELEBRITY CRUISES INC. and Azamara Cruises

1. As ...

Maria Bel Busto Vice President and

1

Chief Human Resources Officer

-) '

Remo DiFiore

For FIT/CISL

International

Appendix 3

Collective Agreement effective the 1st of January 2008 between FIT-CISL and Celebrity Cruises Inc. (hereinafter the "Collective Agreement")

WITH REGARD TO:

Þ.º

the Collective Agreement, effective from the 1st of January 2008 until the 31st of December 2009,

It has been agreed that a quarterly lump sum of USD 52,000, as Union contributions, will be paid in advance starting the 1st of January 2008.

The payment will be made as follows:

FEDERAZIONE ITALIANA TRANSPORTI - CISL - ITF, FOREIGN FLAG DEPT., Italy, Via Antonio Musa, 4, Phone 442861315 - Fax 4402991.

For CELEBRITY CRUISES INC. and Azamara Cruises Maria Del Busto Vice President and Chief Human Resources Officer	For FLF/CISI Rome International Configuration of ESTERE ROMA Remo DiFiore Remonstration of the Roman Remo DiFiore Remonstration of the Roman Remo DiFiore Remo Di
DFC - 7 2007	Date

Effective Jan 1, 2008

34

App CHIEGO CHIEG

ebrity Cruises - FIT-ITF Wage Table	Table											Bernafil Value		
pendix 4 - Marine Officers - 2008										Pension Plan	ಕ	STCW	CAM Related	Total ITF
	Factor	N	ı	-	Ch	9	7		99	ð	13	12	13	14
STER .	3 849	3.649 \$2.293	\$761	27.61	\$126	\$625	15,907	\$14.65	\$17.58	\$	550	\$35	\$70	\$6,102
IDF ENGINEER, STAFF CAPTAIN	323	\$2,037	_		\$126	\$570	\$5,400	\$13,37	\$18.04	\$60	053	5 6	\$70	\$5,595
IEF OFFICER, 15T ENGINEER, CHIEF					2				640.49	§	3	3	\$70	23,767
THE INVESTIGATION OF THE PROPERTY.	1	. 2000	1		İ									
DOPPICER, 20D ENGINEER, 19T	7.72	2000	3	*	238	700	3	8	20 30	8	g	e e	រ	\$3,081
NOTATION SERVICES SANITATION	1.679	\$1,028	25	2003	\$129	282	12,786	28,74	80.09 8	18	\$3	225	370	\$2,961
D'ELECTRICIAN	1,48	1.484 \$917	2313	\$857	\$120	\$257	\$2,490	\$8,01	\$7,72	OSIS OSIS	055	253	\$70	\$2,694
CK CADET (RATINGS), ENGINE CADET										3	3	ĝ	3	CAR 13
ATINGS)	0,540	\$514	\$175	\$498	\$126	5144	51,457	33.37	34.00	age	ž	935	276	-

- 1....POSITION TITLE
 1....POSITION TITLE
 2....MONTHLY BATIAL OVERTIME COMPENSATION FOR WORK BETWEEN 44 AND 56 HOURS PER WEEK
 2....MONTHLY BATIAL OVERTIME COMPENSATION FOR 147.52 ADDITIONAL GUARANTEED OVERTIME HOURS PER MONTH
 4....MONTHLY SUPPLIEMENTAL OVERTIME COMPENSATION FOR 147.52 ADDITIONAL GUARANTEED OVERTIME HOURS PER MONTH
 5....MONTHLY COMPENSATION FOR SEVEN DAYS VACATION PAY (\$23840 ON BASIC PAY)
 7....MONTHLY TOTAL GUARANTEED PAY for 350 HOURS OF WORK PER MONTH INCLUDING VACATION PAY
 7....MONTHLY TOTAL GUARANTEED PAY for 350 HOURS OF WORK PER MONTH INCLUDING VACATION PAY
 8....CHARANTEED OVERTIME RATE PER HOUR FOR THE 147.52 ADDITIONAL GUARANTEED OVERTIME HOURS PER MONTH
 9....CONTIONAL NON COMPENSATION BENEFIT FOR WORK PERFORMED PLANS OF PLAN
 11...ADDITIONAL NON COMPENSATION BENEFIT FOR IMANSTOW
 12...ADDITIONAL NON COMPENSATION BENEFIT FOR IMANSTOW
 13...ADDITIONAL NON COMPENSATION BENEFIT FOR IMANSTOW
 14...ADDITIONAL NON COMPENSATION BENEFIT FOR MONTH HOURS MEDICAL SHENGEN AND CID VISAS, PASSPORT & BLUE BOOK RENEWAL, INTERNET ACCESS;
 14...ADDITIONAL NON COMPENSATION BENEFIT FOR MONTHLY TOTAL GUARRANTEE



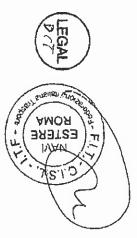


Celeb Effective Jan 1, 2008

등 달덕 문영생물

Selebrity Cruises - FII-IIF Wage lable	e lable											ORGANIC VALUE		
2000									_	Pension	1	OM	CAM	Total (TF
opendix 5 - Warine Ratings - 2008									_	Plan	ē	STCW	Related	
•	Factor	2	ea.	•	th	-	7	6	60	10	7.	12	22	Ĭ
	2	4700	930	A A	200	351	\$1.870	26.82	88.02	388	923	27	\$70	\$1,000
LUBBER, BOSUN	NOT.	2000	1026	9307	0710	11.74	40,000	40.00					3	2 10
ONER.	1,104	\$731	9249	2201	\$126	\$206	\$1,601	\$4.78	\$3.75	980	430	25	4/0	\$1,500
B, MOTORMAN, VARINGHER, UPHOLSTERER														
TIER		\$812	\$205	\$243	\$128	\$171	21,161	\$4.02	11.07	350	100	200	970	9
WIDES	0.010	- [\$169	3197	\$126	SEIS.	\$1,127	\$3.25	\$3,90	580	1535	\$36	\$70	31,322
C) 111 IV	0 0 0	- 1	27.25	2181	2122	\$119	1	32 BS	\$1.18	560	벍	252	570	\$1,136
drawn I comm		н								1	3	250	270	17
ECK-ENGINE TRAINEE	0.320	1496	387	576	\$126	55	1527	31.70	100	ı	200	2		
	-													

First Contract only



Celebrity Cruises - FIT-ITF Wage Table Effective Jan 1, 2008

34

Armaille Matelliania A	2000									Ben	Benefit Value	
Appendix o - notes Group A - 2000	1								Pension			
									Plan	TEO	Internet Access	Total TIF
	E and	2	2	•	<i>O</i> 1	æ	7	64	9	10	11	12
	3 000	cook	200	200	2113	81.911	\$30.92	AIN	\$80	\$30	\$2	\$2,021
CHEF HOUSEVELVER	7,000	67BF	400	5						200	9	CO CO
CHIEF PURSER	2 000	8028	\$1.00	\$406	\$111	\$1,911	\$30.92	2	300	900	404	
TO DE LA CONTRACTOR DE	1 800	\$785	701-5	116.5	765	\$1,617	\$26.16	NA.	\$61	\$30	\$20	37,72
TOTAL MANAGEMENT			0.50	COL	2438	2002	\$35 RS	AIN	988	53	23	\$2,316
PRINCIPAL REPORTS	1107.	91,070	Acete	1			3	March	2	235	3	2202
FEB CONTROLLER	2008	\$922	\$486	\$406	5111	118,15	ZATHER	NW	200	200	1	
EXECUTIVE CHEF	2 317	\$1,070	\$637	2469	\$128	\$2,705	\$35.60	NVA	\$80	230	200	10,30
CANADA CA	3	*CDS	2000	BUTS	2111	110.18	\$30.92	AM	\$60	535	t S	2072
ENERGINAE SAGS FUEL	1,000	2000	S	2376	2163	\$1.769	\$23.63	Z	\$60	S S	\$20	\$1,87
CHEF OF CURINE	1.003	9000				24 B47	38.46	A.V.	SEC	200	62	51,72
WORKING CHEFF BOUS CHEF	1.037	2016	200			24 044	can DS	2//2	CHAS	NSS	520	\$2,02
PROVISION MASTER	2,008	3928	2000	ante	9311	112/12	20.000			2	3	GR
MYENTORY MANAGER	2.008	\$972	\$466	\$408	\$111	\$1,911	\$30,92	Z	8	3,6		
MATRE D'	1.869	\$10.50	\$431	\$376	\$103	\$1,769	\$28.63	Z.>	\$60	250	K	\$1,01
10 to				A STATE	8013	50C CS	83 SES	ž	ğ	530	Z.	12,31

- Above values are all in US Dollars

 1. POSSITION TITLE

 2. MADNITHLY BASIC PAY FOR A

 3. MONITHLY COMPENSATION F

 4. MODITHLY COMPENSATION F

 5. TOTAL MCNITHLY GUMPANTI

 7. SICK PAY PER DAY

 8. EXTRA OVERTIME RATE PER

 9. ADDITIONAL NON COMPENS

 10. ADDITIONAL NON COMPENS

 11. ADDITIONAL NON COMPENS

 12. ADDITIONAL NON COMPENS

 13. ADDITIONAL NON COMPENS POSITION TITLE

 MADITIFLY BASIC PAY FOR 40 HOURS PER WEEK

 MONTHLY COMPENSATION FOR WORK BETYREEN 40 AND 56 HOURS PER WEEK

 MONTHLY COMPENSATION FOR SOLES GLARANTEED OVERTIME HOURS PER MICHTH

 MONTHLY COMPENSATION FOR SOLES GLARANTEED OVERTIME HOURS PER MONTH INCLUDING VACATION PAY

 TOTAL MCINTLY GUARANTEED PAY 6x 503.10 NOURS OF WORK PER MONTH INCLUDING VACATION PAY

 SICK PAY PER DAY

 EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GLARANTEED OVERTIME HOURS

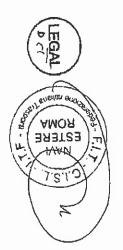
 ADDITIONAL NON COMPENSATION BENIEFIT FOR RESIDON PLAY

 ADDITIONAL NON COMPENSATION BENIEFIT FOR INTERHET ACCESS

 ADDITIONAL NON COMPENSATION BENIEFIT FOR INTERHET ACCESS

 ADDITIONAL NON COMPENSATION BENIEFIT FOR INTERHET ACCESS

* ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 8 ARE INCLUSIVE OF GRATUTIES PROVIDED BY GUESTS OTHER THAN \$1000.00 PER MONTH PAID BY EMPLOYER. GRATUTI:ES WILL BE SHARED BETWEEN GRATUTIY EMPLERS AND THOSE WHO ASSIST THEM. THE EMPLOYER WILL RECOMMEND THAT CLESTS PAY GRATUTIES FOR BEVERAGE SERVICE, DRIVING ROOM SERVICE AND STATEROOM SERVICE. THE EMPLOYER MAY ASSIST THE PROCESS OF GRATUTY SHARING.



Celebrity Cruises - FIT-ITF Wage Table DRAFT - PROPOSED EFFECTIVE JAN 1, 2008 - 2% INCREASE

Ħ

endir 6 - Notel Group B - 2008

Appendix 6 - Hotel Group B - 2008	B - 2008									Braile 100 Hays	TURE TO SELECT	
## ## 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1											partitude	
									Persion Plan	TAD	Access	Total ITF
4	Factor	2	مه	4	Ø.		7	8	9	10	11	12
ASST CHEE HOUSEIGEPER	1.632	9764	\$379	\$330	STEO STEO	\$1,663	\$25,13	36.54	\$500	930	\$20	\$1.603
ADMINISTRATION PLINGER	ממו	22	8370	5330	530	\$1,653	\$26,13	\$5.54	3.50	3 20	\$20	\$1,563
JUNGOR PLIKSEN	1.184	3547	\$205	\$240	280	81,127	\$10.23	\$4.74	\$50	\$30	\$20	\$1,23
APPRENTICE PURSER	1,000	3402	\$232 2	3202	# 55	\$952	\$15,40	\$4,01	980	\$30	123	\$1,062
LINGNOGEPER	0.042	\$382	\$197	\$172	\$47	\$807	913.00	\$3.40	\$80	\$30	170	\$917
ASST LINENIGEPER	0.715	\$330	\$188	3745	200	\$000	\$11.01	\$2,86	\$60	\$30	120	9770
THATBERA SYTTATIONSHIP	1,000	5462	\$272	202	255	\$952	315.40	\$4,01	\$60	\$30	\$20	\$1,052
TELEPHONIST	1,086	\$462	622	\$202	\$55	\$952	315,40	\$4.01	\$60	230	\$26	\$1,062
UTILITY SUPERVISOR	1,000	3482	\$212	\$202	\$25	\$952	\$15,40	\$4.01	\$80	\$30	\$20	11,062
ASSISTANT FOOD MANAGER	1.000	3462	\$202	202	256	3952	315.40	\$4,01	\$80	330	8	\$1,082
ASST BAR MANAGER	1 000	2462	\$232	\$202	355	1952	\$15,40	\$4.01	\$60	930	ğ	\$1,062
CODK TOURNANT	1,184	5	5773	\$240	365	\$1,127	518,23	54.74	\$80	\$30	22	\$1,237
COOX	1,000	\$402	22.23	\$202	\$35	\$952	\$15,40	54,01	360	\$30	ន្ទ	\$1,062
HEAD EIREANFAST COOK	1,000	3492	\$232	\$202		3952	\$15,40	\$4,01	\$60	\$30	\$20	\$1,082
HEAD CREW COOK	1,000	3402	\$27.72	\$202	365	5952	\$15,40	\$4.01	\$60	\$30	153	\$1,092
DEM CHEF DE PARTIE	0.848		\$197	\$172	Ī	\$807	\$13,06	\$3,40	\$60	370	120	2917
BUTCHER	1,000		\$232	3202	\$56	3952	\$15,40	SAL01	880	\$30	220	\$1,003
ASSISTANT PASTRY CHEF	1,104	3547	\$275	\$240	П	\$1,127	318.23	64,74	560	270	23	\$1,237
PASTRY BAKER	0.715	\$330	\$188	3145	Sep	0903	511,01	12.00	\$60	330	ß	2770
HEAD BAKER	1.184	3547	5725	8240	\$60	\$1,127	\$18.23	34,74	5.60	230	8	\$1,237
PANTRY CHEF	1,184	8547	\$275	3240		\$1,127	\$10.23	\$4,74	580	530	ZŞ	\$1,237
HEAD BUSSET	1,184	\$547	2775	\$240	386	\$1,127	\$10.23	\$4.74	360	953	25	\$1,277
COOK ASSISTANT	0.240	\$392	\$197	\$172		3007	\$13,08	\$3.40	3.60	220	S ₂	3917
COOK TRAINEE	0.715	5330	\$105	\$145	\$40	ogras	\$11.01	\$2,88	380	230	\$20	\$790
STOREKEEPER	1,000	3462	22:22	\$202	993	\$952	\$15,40	\$4.01	Seps	900	22	25,083 280,28
ASSISTANT STOREKEEPER	0.648	\$392	S197	\$172	\$47	\$807	\$13,06	\$3,40	380	\$30	220	2917
FLORIST	1 000	5462	\$232	\$202	355	\$962	\$15.40	\$4,01	380	\$30	\$20	\$1,062
TAILOR	1,000	\$462	25.32	\$202		\$952	315,40	\$4,01	\$80	\$30	\$20	\$1,062
					Ì						'	

- Above values are all in US Dodes:
 1. POSITION TITLE
 2. MONTHLY COMPENSATION FOR 40 HOURS PER WEEK
 2. MONTHLY COMPENSATION FOR WORK BETWEEH 40 ALD 58 HOURS PER WOEK
 3. MONTHLY COMPENSATION FOR BOZ GUARANTEED OVERTIME INCURS PER MONTH
 4. MONTHLY COMPENSATION FOR BOZ GUARANTEED OVERTIME INCURS PER MONTH
 5. MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY
 6. LOTAL MONTHLY COMPENSATION FOR BOY FOR WORK PER MONTH INCLUDING VACATION PAY
 7. BECK PAY PER DAY
 7. BECK PAY PER DAY
 8. ADOITIONAL MON COMPENSATION BENEFIT FOR TRANSITION DEVELOPMENT
 10. ADOITIONAL MON COMPENSATION BENEFIT FOR TRANSITION DEVELOPMENT
 11. ADOITIONAL MON COMPENSATION BENEFIT FOR TRANSITION DEVELOPMENT
 12. ADDITIONAL MON COMPENSATION BENEFITS + BASE PAY



ALL ANDLAITS BY COLLARIS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTH BIT THAN 2400,00 PER INCHIM PA D BY SAFLOYSE, GRATUITIES WILL BE SAFED SERVED GRATUITY SAFORES SERVED WHO ASSIST THE PLAT OFFER HALL RECOLUMBED THAT QUESTS PAY CANTLITIES FOR BEFERGAGE SERVED D NORMO ROCKS SERVICE AND STATERDOM SERVICE. THE BAPLOYER MAY ASSIST THE PROCESS OF GRATUITY SHARING.

Celebrity Cruises - FIT- ITF Wage Table Effective Jan 1, 2008

1

A THE MAN CONTRACT OF THE PARTY	3000									Bons	Bonoft Value	
Appendix 6 - notel Group C - zovo	Š								Pension			
									Plan	TAD	Internet Access	Total ITF
		2	<u>.</u>	•	6		7	¢#	\$	10	11	12
	4 200	3	3	Such	165	1962	\$15.40	\$4.01	280	\$30	\$20	\$1,082
STATEROUMALIENDAMI	1,000	1	20.76						200	230	Son	\$1,062
HEAD STATEROOM ATTENDANT	7,000	X X	\$232	\$202	355	\$952	\$15.40	\$4.01	100	930	iča	
LEAD BASTENINGS	1000	263	CECS	\$202	\$55	\$952	\$15,40	\$4.01	\$60	\$30	520	\$1,062
DOME DAY I DOME	1000	9 49 5		conce		1050	\$15.40	24.01	880	00.5	\$20	\$1,062
HEAD SOMMELIER	1,000	7066	70.74	20.24	200	4401				470	200	\$1.082
WATERESS*	1,000	\$102	\$232	\$202	585	2692	\$15.40	10.04	*00	***		
BAS SUPERVISOR*	1.000	*463	\$232	\$202	\$65	\$952	\$15.40	\$4.01	200	\$30	***	200,54
SAMPAGI ICON	1.000	2	\$232	\$202	\$55	\$962	\$15.40	\$4.01	360	\$30	\$20	\$1,002
O AGENTACON	3	283	2523	\$282	35	22.65	\$15,40	\$4.01	\$60	\$30	\$20	\$1,052
Distriction of the last of the		3	2032	\$202	56	\$952	\$15,40	\$4.01	\$60	\$30	\$20	\$1,062
		2	3	2000	28.5	1962	\$15.40	\$4,01	\$80	\$30	\$20	\$1,062
BANGENALA	7	3	2000	conce	25	2502	\$15.40	\$4.01	\$80	230	\$20	\$1,062
HEAD WAILENGESS / ASS I REMIRKED	T	100	- Acros	200		3	245.00	2	200	220	\$20	\$1,062
CAPTAIN'S WAITER"	1.000	1462	2232	\$202	\$55	2585	\$13.40	10.00	900	1	3 1	2
ASSISTANT WAITER/ESS*	0.744	\$344	\$173	\$151	\$41	\$708	\$11.48	\$2.98	\$80	DP.C	320	1010
ACRE AT A TEROOP AT THE ANT	21.	1	2173	\$151	ŗ	5708	\$11.46	\$2,96	\$60	330	320	9104

values are all in US Dollars

ب س --

- POSITION TITLE

 MICHAELY EASIG PAY FOR 40 HOURS PER WEEK,

 MICHAELY EASIG PAY FOR 40 HOURS PER WEEK,

 MICHAELY COMPENSATION FOR WORK BETWEEN 40 AND 56 HOURS PER WEEK,

 MICHAELY COMPENSATION FOR 80.52 GUARANTEED OVERTIME HOURS PER MONTH

 MICHAELY COMPENSATION FOR 30 DAYS VACATION PAY

 MICHAELY GUARANTEED PAY 6x 305.10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY

- SICK PAY PER DAY

 EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS
 EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN
 ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
 ADDITIONAL NON COMPENSATION BENEFITS + BASE PAY
- * ALL AMOUNTS IN COLUMNS 2.3,4,4 AND 6 ARE INCLUSIVE OF GRATUTIES PROVIDED BY GUESTS OTHER THAN 550,00 PER MONTH PAID BY EMPLOYER. GRATUTIES WILL BE SHARED BETWEEN GRATUTTY EARNERS AND THOSE WHO ASSIST THEM. THE EMPLOYER VAIL RECOMMEND THAT GUESTS PAY GRATUTIES FOR BEVERAGE SERVICE, DWA 1 G RODM SERVICE AND STATEROOM SERVICE. THE EMPLOYER WAY ASSIST THE PROCESS OF GRATUITY SHARING.





Celebrity Cruises - FIT-ITF Wage Table Effective Jan 1, 2008

Appendix 6 - Hotel Group D - 2008

Appendix o - nous Group C - 4000	D - 4000							_	Pension		Internet	
									P	TAD	Access	Total ITF
		•	4	•	5	6	7	60	*	10	11	12
	2000	1	24.76	\$422	233	\$572	\$9.26	\$2.41	\$80	\$30	\$20	2002
NICHT ALLEMENT	200		Î	\$122	293	3572	\$9.26	\$2.41	880	\$30	\$20	\$882
CHRIATIENCAMI			100	4433	2	\$572	19.26	1	888	\$30	\$20	\$682
PUBLIC AREA ATTENDANT	0.001	9770	100				20.00	3	200	\$30	520	5682
UTILITY PEST CONTROL	0,601	\$278	\$139	\$122	333	7104	07.0¢			3	33	Colors
HOTEL CLEANER	0.601	\$278	\$139	\$122	SEE	\$572	59.25	\$2.41	page	ě	3	3
MESS ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.28	\$2.41	188	130	2	
CHI BLARY UTILITY	0.863	\$302	\$151	\$132	236	\$821	\$10,06	52.62	500) Joseph	962	
ITILITY STOREKEEPER	0.653	\$302	\$151	\$132	\$36	\$821	\$10.08	\$2.62	\$60	\$30	420	9/3/
RAB LITTLY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	7894
NING ROOM UTELITY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	860	\$30	\$20	7994
ICE CREAM PARLOR MAN	0.601	\$278	\$139	\$122	\$33	\$572	\$9,26	\$2,41	\$60	\$30	320	7006
TA INCOME OF THE PARTY OF THE P	0 863	\$302	\$151	\$132	\$36	\$621	\$10.06	\$2,62	\$60	\$30	\$20	16/4
Calculation of the Care Company	0.653	\$300	\$151	\$132	22	\$821	\$10.06	\$2.62	\$60	\$30	\$20	\$731
TOTAL COLORS	0.601	2778	\$139	\$122	533	\$572	\$9.26	\$2.41	\$80	\$30	\$20	\$682
THE PERSON NAMED IN	0.501	\$278	\$139	\$122	33	\$572	\$9.26	\$2.41	\$80	\$30	\$20	\$682
OHLIT GALLET	0.001	2000	74.54	222	435	\$621	\$10.06	\$2.62	\$60	\$30	\$20	\$731
BELL CAPTAIN	0,000	Zuce	1016	2 4 5 5	3 1	(473)	26.5%	\$2.41	8	\$30	\$20	\$682
BELL ATTENDANT	0,601	2//6	2018	2716	į	1	20 10	2	ŝ	São	520	\$630
CATERING TRAINEE	0.441	\$204	\$102	\$89	\$24	\$420	AJ-06	31.//	400	200		

- Above values ere all h US Dollars

 1. POSITION TITLE

 2. ACONTHLY COMPENSATION FOR 40 HOURS PER WEEK

 3. MONTHLY COMPENSATION FOR 40 HOURS PER WEEK

 4. MONTHLY COMPENSATION FOR 40 HOURS PER HOURS PER MONTH

 4. MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY

 5. MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY

 6. TOTAL MONTHLY GLARANTEED PAY but 300,10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY

 7. SICK PANY PER DAY

 8. EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS

 9. ACCITIONAL NON COMPENSATION BENEFIT FOR FERSION PLAN

 10. ACDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS

 11. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS

 12. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS





15

SPECIAL AGREEMENT FOR CRUISE VESSELS

Thi	a Special Agreement is made on 1" January 2008	6 th November	2007	and effective is from
BE	TWEEN:	•		
• • •	The INTERNATIONAL TRANSPORT ITF House, 49-60 Borough Road, Lond	lon SE1 1DR, United Ki	ngdom; and	
(ii)	CELEBRITY CRUISES, INC. 1050 Caribbean Way, Miami, Florida in respect of the ships described in Ap	a, 33132 pendix 2 of Collective	("The Comp	the Ship");
W	HEREAS:			
1	the ITF is an independent trade union organial services throughout the world and individual me	ation comprising fully autono ambers of the Special Seafar	omous trade union orga ers' Department of the I	nisations in transport and allied TF;
2	the Company is the owner/agent/operator of th	e owner of the Ship describe	d in Schedule 1 hereto;	
3	en ITF Approved Agreement is an agreement minimum standards of employment in accordan	t that has been approved bace with ITF policy including	y the appropriate body the ITF Cruise Collective	of the ITF as complying with Bargaining Agreement or
4	the ITF and the Company wish to regulate the "Sealarer") serving from time to time on board	a conditions of employment the Ship;	of all seafarers (hereina	fter individually referred to as a
M	OW IT IS AGREED:			
Ar	ticle 1: The Company undertakes as follows:			,
8	to employ each Seafarer in accordance with ti ITF Approved Agreements:	he current terms of the ITF (Cruise Collective Bargalı	rding Agreement or the following
	_FIT/CISL CRUISE COLLECTIVE AGREEMENT			
b	to incorporate the terms and conditions of the each Seafarer (and if necessary to register the and conditions which taken as a whole are recommended to such terms and conditions notwited.	o contracts with the relevant coonised by the ITF as more	favourable to the Seele	etatet etionius or ousien ratur
c	to conclude appropriate insurance to cover itse	e ceitilleail lie renaga yllul He	n the relevant ITF Appro	oved Agreement;
ď	to furnish to the ITF forthwith copies of the Seafarer individual employment contracts and	Special Agreement, ITF appr up-to-data Crew List to the I	oved Agreements, and TF on request;	undertakes to provide copies of
	to pay the ITF Welfers Fund contributions as e			
1	to keep on board the Ship accurate records of and/or individual paylips of Seafarers, copies leaved under Article 2 hereof and to allow eac	of the Special Agreement, I	II- Abbionea Agreemen	is to Seafarars, monthly payrolls ts and ITF Blue Cartificate to be
8	to permit or obtain immediate permission for and copy all documents whether the Ship is in	representatives of the ITF to a borth or not and whether or	board the Ship, to cons not the Seafarer is on t	ult with Seafarers and to inspect poard the Ship;
h	to man the Ship competently and adequately	so as to ensure its safe opera	itlon;	
ì	not to demand or request any Seafarer to ent becomes antitled as a consequence of this as be null and void and of no legal effect;	greement and the Company 4	igraes that any such do	Comeut skeeps in exercises missi
j	not to require or induce Seafarers to carry of without the prior agreement of the relevant it carry out such duties for which they shall be a	(TF dockers' union concerned adaquately compensated;	a and brokings that the	Militaring Settings Asimifor to
k	to reimburse the ITF and its affiliates all re undertakings herein;	sesonable costs and expens	es incurred in taking a	ction to enforce the Company's
ti	rticle 2: The ITF undertakes, having received a nat the ITF and/or the appropriate union have rovided that there are no outstanding claims ertificate") certifying that the Ship is covered in	received the less and con-	(ribuidoria payable unue) ITF Blue Certificate (i	hereinafter called "the ITF Blue

Article 3: This Special Agreement shall remain in force for a period of twelve (12) months from the data hereof and thereafter from year to year unless terminated in scoordance with Article 4 below.

 $\mu_{\alpha}^{a,b}$

shall at all times remain in the ITF.

Article 4: This Special Agreement may be terminated as follows:

- by the ITF immediately upon notification to the Company in the event of default by the Company of any of its undertakings herein. Upon termination, the Company shall forthwith return the ITF Blue Certificate to or to the order of the ITF:
- by either party on the enniversary of this Special Agreement provided that at least one month's notice of termination is given;

Signed:

c at any time by the mutual agreement of the parties heleto. Article 5: Save in the event of a proper termination, the Company undertakes that, no later than one month prior to each anniversary of this Special Agreement, it will send to the ITF the documents referred to in Artifical above, and will pay the lees and contributions payable under Article 1(a) above. Upon receipt and approval of same the ITF Blue Certificate. ESTERE ROMA EGAL 12.7.7 Signed by: Signed by: the Company / on Dehalf of the Company who is duty on behalf of the ITF FIT/CISL (CAPT. REMO DI FIORE) Authorized by the owner of the Ship to sign on its behalf Place: _MIAMI_____ Dete: ___6th November 2007______ SCHEDULE 1 FLAG: _______ OFFICIAL NO: ______ LLOYDS REG NO: ______ DATE OF REGISTRY: ____ PORT OF REGISTRY: ENGINE HP (NHP/HP/BHP): ____ REG TONNAGE (gross/net): MANAGER: _CELEBRITY CRUISES, INC._____ REG OWNER: 1050 Caribbean Way, Miami, Florida, 33132_____ AGENT (MANNING 1): BEN OWNER: ______ AGENT (MANNING 3): _____ AGENT (MANNING 2): SCHEDULE 2 US\$ 69 per position per year: _____ positions. Total US\$ _____ SSD Entrance/Membership Fees per position per year; _____ positions. Total Union Entrance/Membership Fees US\$ 250 per position per year: _6,135___ positions. Total US\$____153,375___ WELFARE FUND 10% 163,375 **GRAND TOTAL** Received:

Appendix 2 to the

ITF Special Agreement effective from the 1st of January 2008
between ITF and Celebrity Cruises Inc.,
(hereinafter the "ITF Special Agreement")
and the

Collective Agreement effective from the 1st of January 2008 between FIT-CISL and Celebrity Cruises Inc.
(hereinafter the "Collective Agreement")

The Ships covered by the ITF Special Agreement and the Collective Agreement are the following:

N	Port Registry	IMO Na	ivo. oj Seafarer <u>s</u>
Name of Ship	LOU VEKDAA	IMO IIIK	Douglas Sig
MERCURY	Bahamas	9106302	719
CENTURY	Bahamas	9072446	719
GALAXY	Bahamas	9106297	719
MILLENNIUM	Bahamas	9189419	791
INFINITY	Bahamas	9189421	791
SUMMIT	Bahamas	9192387	79 1
CONSTELLATION	Bahamas	9192399	79 1
AZAMARA JOURNEY	Malta	9200940	407
AZAMARA QUEST	Malta	9210218	407
SOLSTICE	(in 2008)		1255
EQUINOX	(in 2009)		1255

The payment of the ITF Welfare fund contribution in respect of each of the ships under Article 1e) and Schedule 2 of the ITF Special Agreement, is made in accordance with Article 31 of the Collective Agreement.

For CELEBRITY CRUISES INC.

and Azamara Cruises

Maria Del Busto Vice President and

Chief Human Resources Officer

International Sentarors Dept

Remo Di Piore

Effective Jan 1, 2008

Ħ

Celebrity Cruises - FIT-ITF Wage Table	Table											Bernett Value	L	
Appendix 4 - Marine Officers - 2008						•				Pension Plan	780	STCW	CAM Related	Total (TF
-	Factor	2	y		(A	0	7	8	150	10	11	12	13	14
MASTER	3.649	3,649 \$2,283	\$761	\$2,161	\$126	\$5.25	\$5,907	\$14.85	\$17,58	46	530	\$35	\$70	\$6,102
CHIEF ENGINEER, STAPF CAPTAIN	3 329	1329 \$2,037	\$698	\$1,972	\$126	\$570	\$5,400	\$13.37	\$16.04	\$200	550	25	\$70	\$5,690
CHIEF OFFICER, 197 ENGINEER, CHIEF ELECTRICIAN, STAFF CHIEF ENGINEER	2.175	2.175 \$1.301	Y.	\$1,298	\$128	2073	13.572	\$8.73	\$10.48	5	\$30	135	\$70	\$3,767
2ND OFFICER, 2ND ENGINEER, 19T														
ELECTRICAN, AC ENGINEER	1.742	\$1,086	1363	\$1 032	\$128	\$299	\$2,886	\$5.99	\$8.39	360	200	\$35	\$70	\$3,081
3RD ENGINEER, 3RD ENGINEER SANITATION	1,679	1.679 \$1,028	\$350	2863	\$126	\$200	\$2,786	\$6,74	\$8,09	200	g	226	570	\$2,981
2ND ELECTRICIAN	1,498	\$917	\$313	8887	\$126	\$257	\$2,499	\$6.01	\$7,22		220	25	\$70	\$2,694
DECK CADET (RATINGS), ENGINE CADET								}				1	ļ	
(RATENOS)	0.840	\$514	\$176	8643	\$128	\$14	\$1,457	\$3,37	\$4.05	\$250	200	335	5/0	\$1,602

- ALL-POSITION TITLE

 2....LOUNTHLY BASIC PAY FOR 44 HOURS FER WEEK

 2...LOUNTHLY BASIC PAY FOR 44 HOURS FER WEEK

 2...LOUNTHLY BASIC PAY FOR 44 HOURS FER WEEK

 2...LOUNTHLY BASIC PAY FOR 44 HOURS FER WEEK

 3...LOUNTHLY BURSL OVERTIME COMPENSATION FOR 147.62 ADDITIONAL GUARANTEED OVERTIME HOURS PER MONTH

 5...LOUNTHLY SUBSISTENCE ALLOWANCE

 6...LOUNTHLY SUBSISTENCE ALLOWANCE

 7...LOUNTHLY SUBSISTENCE ALLOWANCE

 8...LOUNTHLY COMPENSATION FOR SEVEN DAYS VACATION PAY (Based on Basic Pay)

 7...LOUNTHLY TOTAL GUARANTEED PAY BY 300 HOURS OF VORK PER MOUTH RICLIONING VACATION PAY

 7...LOUNTHLY TOTAL GUARANTEED PAY BY 300 HOURS OF VORK PER MOUTH RICLIONING VACATION PAY

 7...LOUNTHLY TOTAL GUARANTEED PAY BY 300 HOURS OF VORK PER MOUTH OF THE SOUTH FOUND FOR THE MOUTH

 8...LOUNTHLY COMPENSATION BENEFIT FOR PENSION PLAN

 11...ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN

 11...ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT

 12...LOUNTHOUND COMPENSATION BENEFIT FOR CAM (HIRING MEDICAL, SHENGEN AND C1D VISAS, PASSPORT & BLUE BOOK RENEVAL, INTERNET ACCESS)

 14...ADDITIONAL NON COMPENSATION BENEFIT FOR CAM (HIRING MEDICAL, SHENGEN AND C1D VISAS, PASSPORT & BLUE BOOK RENEVAL, INTERNET ACCESS)





Effective Jan 1, 2008

Celebrity

Celebrity Cruises - FIJ-IIF Wage Table	e ladie								_			Bernafit Valua	6	
Appendix 5 - Marine Ratings - 2008										Pension Plan	T&D	STCW	CAM Related	Total (TF
1	Factor	2	u	4	61	6	7	8	9	3	19	12	2	14
PLUMBER, BOSUN	1,260	\$765	1261	\$304	\$126	3214	\$1,670	\$5,R2	\$8,02	\$80	920	\$25	\$70	\$1,085
JONER,	1.184	\$791	\$249	1391	\$126	1205	\$1,601	\$4.79	\$5.76	860	\$30	225	\$70	\$1,786
AB, MOTORMAN, VAROUSHER, UPHOLSTERER														
FITTER	1.000	3812	\$209	\$243	1126	\$171	\$1,361	\$4,92	\$4,02	\$60	530	205	\$70	\$1,556
OS, WIPER	0.810	\$400	\$169	3197	\$126	.\$129	\$1,127	\$3.25	\$3.90	\$60	\$30	\$3.5	\$70	\$1,322
SECURITY GUARD	0.660	\$404	\$130	\$161	\$128	\$113	\$941	23 (2)	\$3.18	\$60	25	535	\$70	\$1,136
DECK-ENGINE TRAINER.	0.320	\$196	387	878	\$126	\$55	\$521	\$1,28	\$1.54	300	530	\$35	\$70	\$716

· First Contract only





Celebrity Cruises - FIT-ITF Wage Table Effective Jan 1, 2008

Appendix 6 - Hotel Group A - 2008	- 2008									Ben	Bernefit Value	
•									Penaion			
				•					Ptan	TED	Internet Access	Total TF
1	Factor	2	u	•	òι	8	7	53	9	10	11	12
CHIEF HOUSEKEEPER.	2,008	8228	\$4186	3408	\$111	\$1,811	\$30.92	N/A	\$60	\$30	923	\$2,02
CHIEF PURSER	2008	87788	\$468	9042	\$111	\$1,911	\$30.92	*	360	竹	\$20	\$2,021
BAR MANAGER	1.699	\$785	1000	5344	294	\$1,617	\$26.16	N/A	363	06\$	\$20	\$1,727
FAB MANAGER	2317	\$1,070	\$637	\$469	\$128	\$2,205	\$35.68	N/A	280	\$30	520	\$2,316
F&B CONTROLLER	2008	\$928	\$466	801-8	\$111	\$1,911	250.02	AW	250	\$30	\$20	\$2,021
EXECUTIVE CHEF	2317	\$1,070	\$637	2469	\$128	518 23	\$36.68	NVA	980	\$30	\$20	\$2,345
EXECUTIVE SOUS CHEF	2,000	\$928	949¢	\$406	\$111	116,12	\$30.92	N/A	\$30	\$30	220	12,02
CHEF DE CUISINE	1.069	\$869	2431	3763	\$163	\$1,769	\$28.63	NA	\$50	\$30	\$20	\$1,879
WORKING CHEF/ SOUS CHEF	1.699	\$785	1994	2344	\$94	\$1,617	\$26.16	NA	\$60	\$30	\$20	\$1,72
PROVISION MASTER	2,008	\$928	\$468	3014 3014	\$111	\$1,911	\$30.82	N/A	ORS	\$30	52 0	\$2,02
INVENTORY MANAGER	2008	\$928	\$468	\$408	\$111	\$1,911	\$30,82	N'A	360	0.55	\$	\$2,02
DINING ROOM MOR / MAITINE D'	1.869	659\$	\$431	\$376	S103	\$1,769	\$28,63	NVA	380	250	\$20	\$1,576
TRAVELING SUPERVISOR	2.317	\$1,070	\$537	5469	\$129	\$2,205	\$35,68	N/N	\$60	See	23	12,31

- W VARMA ARE SET IN US DOBERS

 POSITION TITLE

 MONTHLY GASIC PAY FOR 40 HOURS PER WEEK

 MONTHLY COMPENSATION FOR SOLE GLARAN TEED OVERTIME HOURS PER WEEK

 MONTHLY COMPENSATION FOR SOLE GLARAN TEED OVERTIME HOURS PER MCNITH

 MONTHLY COMPENSATION FOR SOLE GLARAN TEED OVERTIME HOURS PER MCNITH

 MONTHLY COMPENSATION FOR SOLE GLARAN TEED OVERTIME HOURS PER MONTH INCLUDING VACATION PAY

 TOTAL INCREME Y GLARANTEED PAY BY SOLED FOR WORK PER MONTH INCLUDING VACATION PAY

 SICK PAY PER DAY

 EXTRA OVERTIME RATE PER HOUR FOR WOCK PERFORMED IN ADDITION TO THE GLARANTEED OVERTIME HOURS

 ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT

 ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS

 ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS

 ADDITIONAL NON COMPENSATION BENEFITS + BASE PAY

* ALL AMOUNTS IN COLLIANS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN \$1000,09 PER MONTH PAID BY EMPLOYER. GRATUIT: ES WILL BE SHARED BETWEEN GRATUITY EARNERS AND THOSE WHO ASSIST THEM. THE EMPLOYER WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE SERVICE, DENNING ROOM SERVICE AND STATEROOM SERVICE. THE EMPLOYER MAY ASSIST THE PROCESS OF GRATUITY SHARING.



Celebrity Cruises - FIT-ITF Wage Table Anneadly 6 - Hotel Grown B - 2008 DRAFT - PROPOSED EFFECTIVE JAN 1, 2008 - 2% INCREASE

gt

Appendix 6 - Hotel Group B - 2008	B - 2008									Benefit Velue		
											program	
									Permion Plan	720	Access	Total ITF
1	Factor	2	3	4	6	8	7	â	8	10	11	12
ASST CHEF HOUSEIGEPER	1.632	\$754	\$379	3330	\$90	\$1,653	\$26,13	SE 54	\$500	930	\$20	\$1.663
ADMINISTRATION PURSER	1,632	\$754	5379	3330	\$90	\$1,553	\$26.13	\$0.54	\$80	\$30	\$20	\$1,963
JUNIOR PURSER	1,184	\$547	\$276	\$240	\$50	31,127	318.23	\$4,74	\$60	330	\$20	\$1,237
APPRENTICE PURSER	1.000	3452	\$232	\$202	355	\$952	\$15.40	\$4.01	980	\$30	\$20	\$1,082
LINENBUEPER	0.848	\$392	\$197	\$172	\$47	\$507	\$13.00	\$3.40	260	330	\$20	\$917
ASST LINENKEEPER	0.715	\$330	\$166	3146	\$40	\$600	\$11.01	\$2.80	\$60	\$30	\$20	3790
ADMINISTRATIVE ASSISTANT	1,000	П	22.22	\$202	92¢	\$952	\$15,40	\$4,01	\$80	130	\$20	\$1,012
TELEPHONIST	1,000		\$232	\$202	155	\$952	\$15.40	\$4,01	\$60	\$30	\$20	\$1,062
UTILITY SUPERVISOR	1.000		\$212	\$202	\$55	1952	\$15.40	\$4.01	\$80	\$30	828	\$1,082
ASSISTANT FOOD MANAGER	1.000	3402	\$232	\$202	\$55	1952	315.40	\$4.01	360	\$30	820	\$1,082
ASST BAR MANAGER	1 000	2462	\$232	\$202	\$55	25.55	\$15.40	\$4,05	\$60	\$30	S20 0	\$1,062
COOK TOURINANT	1.184	\$547	\$275	\$240	\$60	\$1,127	\$10,23	34.74	\$60	\$30	\$20	11,237
COOX	1,000	\$462	22.23	\$202	\$5.5	3952	\$15.40	\$4.01	\$60	830	\$20	61,062
HEAD BREAKFAST COOK	1,000	3402	\$232	\$202	355	3952	\$15.40	\$4,01	\$50	\$30	\$20	\$1,062
HEAD CREW COOK	1,000	\$462	\$232	\$202	265	\$952	315.40	\$4.01	360	\$30	মু	\$1,092
DEMICHEF DE PARTIE	0.848	\$392	\$197	\$172	\$47	\$807	\$13,06	\$3,40	\$400	\$30	23	\$917
BUTCHER	1,000	\$462	\$232	\$202	\$5 83	5952	\$15.40	\$4,01	\$80	\$30	\$20	\$1,062
ASSISTANT PASTRY CHEF	1.104	\$547	\$275	\$240	\$68	\$1,127	\$18.23	84,74	\$50	\$30	\$20	\$1,237
PASTRY BAKER	0.716	1330	\$160	\$145	240	2880	\$11.01	99°Z\$	\$60	\$30	ន	\$780
HEAD BAKER	1,184	\$547	5273	2240	\$68	\$1,127	\$18.23	\$4,74	\$60	OES	\$20	\$1,237
PANTRY CHEF	1.184	\$547	\$275	\$240	\$66	\$1,127	\$10,23	84,74	0.83	1230	25	\$1,237
HEAD BUFFET	1.184	3547	\$275	\$240	388	\$1,127	\$10.23	\$4.74	360	\$30	25	\$1,237
COOK ASSISTANT	0,848	1392	\$187	\$172	347	\$807	\$13.06	\$3,40	360	530	\$20	\$917
COOKTRAINGE	0.715	\$330	\$165	\$145	340	\$880	\$11.01	\$2.50	360	525	\$20	\$790
STOREKEEPER	1,000	\$462	SXXS	टाव्य	\$35	3952	\$15.40	\$4,01	180	\$30	\$20	\$1,082
ASSISTANT STOREKEEPER	0.048	\$392	\$197	\$172	847	\$807	\$13.06	\$3,40	380	\$30	1 25	\$917
FLORIST	1.000	\$462	8232	\$202	355	\$952	\$15.40	\$4.01	\$80	\$30	32	\$1,062
TAILOR	1,000	\$402	\$2.55	\$202	3155	\$952	\$15.40	10.15	\$80	\$30	\$20	\$1,062
	i								•			

Above values are all in US Dollers 1. POSITION TITLE

- MONTHLY COMPENSATION FOR WORK DETWEEK 49 AND 36 HOURS PER WEEK
 MONTHLY COMPENSATION FOR WORK DETWEEK 49 AND 36 HOURS PER MONTH
 MONTHLY COMPENSATION FOR SO AS GULARANTEED DYERTIME HOURS PER MONTH
 MONTHLY COMPENSATION FOR 50 AS GULARANTEED DYERTIME HOURS PER MONTH
 MONTHLY COMPENSATION FOR 50 AND SO ACCUTION PAY
 TO TAL MONTH, Y GLARANTEED PAY BIS GO, 10 HOURS OF WORK PER MONTH MOLICIDING VACATION PAY
 EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITIONAL NON COMPENSATION BENEFIT FOR PENSON PLAN
 ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
 ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS





-6 C "

Celebrity Crulses - FIT- ITF Wage Table Effective Jan 1, 2008 ration 6 - Hotel Group C - 2008

25

Appandix 6 - Hotel Group C - 2008	3									Bane	Booefit Value	
	1								Pension			
									Plua	TED	Internet Access	Total [TF
	Factor	22	ω	•	5 5	42	7	539	29	10	11	12
STATEROOM ATTENDANT	1,000	\$482 82	\$232	\$202	\$ 55	\$962	\$15.40	\$4.01	\$80	063	\$20	\$1,082
HEAD STATEROOM ATTENDANT	1:000	S S	\$232	\$202	ţġ.	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD BARTENDER	1.000	\$4 82	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$80	\$30	\$20	\$1,082
HEAD SOMMELISE.	1.000	\$482	व्यव	\$202	\$55	\$952	\$16.40	\$4.01	\$60	130	\$20	\$1,062
WAITER/ESS*	.000	2 2 2 2 2 2	\$232	\$202	\$65	\$852	\$15.40	\$4.01	\$60	955	0.03	\$1,082
BAR SUPERVISOR	3,000	\$1 \$2 \$2 \$2	\$232	\$202	\$55	\$952	\$16.40	10.44	\$80	\$30	\$20	\$1,062
SOM MELLER*	1,000	* 52	\$232	\$202	\$65	\$952	\$15.40	\$4.01	\$60	530	\$20	\$1,052
BARTENDER*	1,000	\$48 2	\$232	\$202	\$55	\$952	\$15,40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD BAR SERVER	1,000	\$4 83	\$232	\$202	355	\$952	\$15.40	\$4.01	\$80	\$30	\$20	\$1,082
BAR SERVER*	1.000	\$462	\$232	\$202	\$55	\$962	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD WAITERIESS / ASST MAITRE D	1.000	\$482	\$232	\$202	\$ 55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
CAPTAIN'S WAITER*	1.000	## 120 120 120 120 120 120 120 120 120 120	222	\$202	\$55	\$852	\$15.40	\$4.01	\$80	\$30	120	\$1,062
ASSISTANT WAITENESS*	0.744	\$34 4	\$173	\$161	\$41	\$700	\$11.48	\$2.88	\$80	\$30	\$20	\$818
ASST STATEROOM ATTENDANT	0.744	\$344	\$173	\$151	\$41	5708	\$11.46	\$2.98	\$60	\$30	\$20	\$848

values are all 'n US Dollars

P 4

- POSITION TITLE

 MONTHLY BASIC PAY FOR 40 HOURS PER WEEK

 MONTHLY COMPENSATION FOR WORK RETWEEN 40 AND 56 HOURS PER WEEK

 MONTHLY COMPENSATION FOR 50 25 GUARANTEED OVERTIME HOURS PER MONTH

 MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY

 TOTAL MONTHLY CHARANTEED PAY for 303.19 HOURS OF WORK PER MONTH INCLUDING VACATION PAY

 SICK PAY PER DAY
- EXTRA OVERTIME PATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN' ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS ADDITIONAL NON COMPENSATION BENEFITS + BASE PAY
- * ALL AMOUNTS IN COLLMANS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUTIES PROVIDED BY GUESTS OTHER THAN \$50,00 PER MONTH PAID BY EMPLOYER. GRATUTIES WILL BE SHARED BETWEEN GRATUTY EMPIRES AND THOSE WHO ASSIST THEM. THE EMPLOYER WILL RECOMMEND THAT GUESTS PAY GRATUTIES FOR BEVERAGE SERVICE, DIN 1-10 ROOM SERVICE AND STATERIOOM SERVICE, THE EMPLOYER MAY ASSIST THE PROCESS OF GRATUTY SHARING.





Celebrity Cruises - FIT-ITF Wage Table Effective Jan 1, 2008

Appendix 8 - Hotel Group D - 2008	D - 2008							_		Benefit Value	Value	
	1000								Pension		Internet	
									Pitan	TED	Access	Total ITF
4	Factor	22	43	•	6 1	6	7	œ	8	50	11	12
MIGHT ATTENDANT	109.0	\$278	\$139	\$122	£33	\$572	\$9.20	11.23	\$66	\$30	520	\$692
CHI ATTENDANT	0,601	\$278	\$139	\$122	ses	\$572	\$9.28	2241	\$80	\$30	\$20	\$652
PUBLIC AREA ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.20	\$2,41	\$80	\$30	\$28	\$682
UTILITY PEST CONTROL	0,601	\$278	\$130	\$122	\$33	\$572	\$9.28	\$2,41	260	\$30	\$20	\$6,00
HOTEL CLEANER	0.601	\$278	\$138	\$122	533	\$572	\$9.26	\$2.41	589	330	\$20	\$882
MESS ATTENDANT	0,601	\$278	\$139	\$122	ers	\$572	\$9.28	\$2.41	\$60	\$30	\$20	\$682
CULINARY UTILITY	0.653	\$302	\$151	\$132	823	\$621	\$10,06	\$7.63 63	\$60	\$30	\$X8	\$731
UTILITY STOREKEEPER	0.653	\$302	\$151	\$132	\$36	14221	\$10.08	\$2.62	\$66 66	\$30	\$20	15.45
BAR UTILITY	0.601	\$278	\$139	\$122	233	\$572	\$9.26	\$2.41	\$60	\$30	520	\$682
ALITHIA MOOS SKINIO	0.601	\$278	\$139	\$122	\$33	\$672	\$9.26	\$2.41	588	\$30	520	\$8,82
ICE CREAM PARLOR MAN	0.601	\$278	\$139	\$122	\$33	\$572	\$9.25	\$2.41	8	\$30	\$20	7005
UTILITY FLOWERIANK	0.653	\$302	\$151	\$132	\$36	\$821	\$10.08	\$2.62	\$80	\$30	\$20	\$721
HEAD UTILITY/SUPV	0.653	\$302	\$151	\$132	\$38	\$621	\$10.00	\$2.62	\$80	\$30	\$20	\$731
עזונודר אסדפג	0.601	\$278	\$139	\$122	\$33	\$572	\$9,28	\$2.41	386	\$30	220	\$882
שועדר GATTEA	0.601	\$278	\$138	\$122	\$33	\$572	\$9.26	52.41	288	\$30	\$20	\$662
BELL CAPTAIN	0,653	\$302	\$151	\$132	\$36	\$621	\$10,06	\$2.62	\$69	\$30	\$20	\$731
BELL ATTENDANT	0.601	\$278	\$139	\$122	***	\$572	\$9.26	22.41	288	\$30	\$20	\$882
CATERING TRAINEE	0.441	\$204	\$102	523	\$24	\$420	\$6.79	\$1.77	\$60	\$30	120	Dead
CATERDIG TRAINEE	0.441	\$204	\$102	-	529	-	324	\$24 3420	\$24 3420 \$6.79	\$24 \$420 \$6.79 \$1.77	\$24 \$420 \$6.79 \$1.77 \$60	\$24 3420 \$6.79 \$1.77 \$60 \$20

- かれなみよるこれの 切りになる ヤけな
- WANABLE BY HE IN US DOBLES

 POSITION TITLE

 MONTHLY BASIC PAY FOR 40 HOURS PER WEEK

 MONTHLY COMPENSATION FOR 40 AC GUARANTEED OVERTIME HOURS PER WEEK

 MONTHLY COMPENSATION FOR 3 DAYS VACANTEED OVERTIME HOURS PER MONTH

 MONTHLY COMPENSATION FOR 3 DAYS VACANTOM PAY

 TOTAL MONTHLY GUARANTEED PAY BY 303.10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY

 SICK PAY PER DAY

 EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS

 ACCITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN

 ACDITIONAL NON COMPENSATION BENEFIT FOR TRAUMING AND DEVELOPMENT

 ADDITIONAL NON COMPENSATION BENEFIT FOR BYTERNET ACCESS

 ADDITIONAL NON COMPENSATION BENEFIT FOR BYTERNET ACCESS





14

SPECIAL AGREEMENT FOR CRUISE VESSELS

Th	Is Special Agreement is made on 1" January 2008	6 th November	2007	_ and effective is from	
BE	TWEEN:	•			
(1)	The INTERNATIONAL TRANSPORT ITF House, 49-60 Borough Road, London	don SE1 1DR, United K	ingdom; and		
(ii)	CELEBRITY CRUISES, INC1050 Carlbbean Way, Miami, Florid in respect of the ships described in A	a, 33132 ppendix 2 of Collective	(*The Comp	the Ship");	
W	HEREAS:	•			
1	the ITF is an independent treds union organisservices throughout the world and individual m	eatlon comprising fully auton nembers of the Special Seafa	omous trade union organ rers' Department of the I	nisations in transport and allied TF;	
2	the Company is the owner/agent/operator of ti				
3	minimum standards of employment in accorda	nce with ITF policy including	the ITF Cruise Collective	Hargaining Agreement or	_
4	the ITF and the Company wish to regulate the "Sealarer") serving from time to time on board	e conditions of employment I the Ship;	of all seafarers (hereinal	iter individually referred to as a	
N	OW IT IS AGREED:				
	ticle 1: The Company undertakes as follows:				
ā	to employ each Seafarer in accordance with a ITF Approved Agreements:	the current terms of the ITF	Cruise Collective Bargain	iling Agreement or the following	
	FIT/CISL CRUISE COLLECTIVE AGREEMENT				
b	to incorporate the terms and conditions of t each Seafarer (and if necessary to register th and conditions which taken as a whole are re be entitled to such terms and conditions notw	ie contracts with the relevan acognised by the ITF as more	t national body). Any se o favourable to the Seafa	STRICT SUICHING OF BUILDING	,
c	to conclude appropriate insurance to cover its	eli fully against all liabilities	In the relevant ITF Appro	oved Agreement;	
ď	to furnish to the ITF forthwith copies of the Seafarer individual employment contracts and	Special Agreement, ITF app up-to-date Crew List to the	roved Agreements, and ITF on request;	undertakes to provide copies o	ı
6	to pay the ITF Welfare Fund contributions as	stated in Schedule 2 hereto;			
ſ	to keep on board the Ship accurate records and/or individual paylips of Senferers, copies issued under Article 2 hersof and to allow as:	of the Special Agreement,	ITF Approved Agreement	a to Seafarers, monthly payrollists and ITF Blue Certificate to be	9
g	to paimit or obtain immediate permission for and copy all documents whether the Ship is i	representatives of the ITF to in berth or not and whether o	board the Ship, to cons not the Seafarer is on b	ult with Seefarers and to inspect loard the Ship;	t
h	to man the Ship competently and adequately	so as to ensure its safe oper	ation;		
ı	becomes entitled as a consequence of this a be null and void and of no legal affect;	greement and the Company	agraes that any such dot	CALLAUF BRASON IN ANDIENCE BIG	411
j	not to require or Induce Scalarers to carry without the prior agreement of the relevant carry out such duties for which they shall be	adequately compensated;	ad and provided that the	MONDON SERIORS ASSURED	
k	to reimburse the ITF and its affiliates all i undertakings harein;	reasonable costs and expen	ses incurred in taking a	ction to enforce the Company	6
t	hat the ITF undertakes, having received a hat the ITF and/or the appropriate union having provided that there are no outstanding claim cartificate") certifying that the STIP is covered	e received the less and cor	ittibutions physicis under n ITF Blue Certificate (i	hereinafter called "the ITF Blu	16

shall at all times remain in the ITF.

Article 3: This Special Agraement shall remain in force for a period of twelve (12) months from the data hereof and thereafter from year to year unless terminated in accordance with Article 4 below.

Article 4: This Special Agreement may be terminated as follows:

- by the ITF immediately upon notification to the Company in the event of default by the Company of any of its undertakings herein.
 Upon terminetion, the Company shall forthwith return the ITF Blue Certificate to or to the order of the ITF:
- b by either party on the anniversary of this Special Agreement provided that at least one month's notice of termination is given;
- at any time by the mutual agreement of the parties heleto.

Ardele 5: Save in the event of a proper termination, the Company undertakes that, no later than one month prior to each anniversary of this Special Agreement, it will send to the ITF the documents referred to in Article 101 above, and will pay the less and contributions payable under Article 1(e) above. Upon receipt and approval of same the ITF surjustrakes to renew the ITF Blue ESTERÉ REMA EGAL (2.7.7 Signed by: the Company / on behalf of the Company who is duly on behalf of the ITF FIT/CISL (CAPT. REMO DI FIORE) Authorized by the owner of the Ship to sign on its behalf Place: _MIAMI_____ Dete: ___6th November 2007______ SCHEDULE 1 VESSEL: _____ FLAG: ____ OFFICIAL NO: LLOYDS REG NO: _____ DATE OF REGISTRY: PORT OF REGISTRY: ___ ENGINE HP (NHP/HP/BHP): REG TONNAGE (gross/net): MANAGER: _CELEBRITY CRUISES, INC._____ REG OWNER: ______ 1050 Caribbean Way, Miami, Florida, 33132_____ AGENT (MANNING 1): BEN OWNER: AGENT (MANNING 3): ______ AGENT (MANNING 2): SCHEDULE 2 US\$ 69 per position per year: _____ positions. Total US\$ SSD Entrence/Membership Fees per position per year: _____ positions. Total Union Entrance/Membership Fees US\$ 260 per position per year: _6,135___ positions. Total US\$____153,375___ WELFARE FUND 10% 163,376 **GRAND TOTAL** Received: Signed:

Appendix 2 to the

ITF Special Agreement effective from the 1st of January 2008 between ITF and Celebrity Cruises Inc. (hereinafter the "ITF Special Agreement") and the

Collective Agreement effective from the 1st of January 2008 between FIT-CISL and Celebrity Cruises Inc.
(hereinafter the "Collective Agreement")

The Ships covered by the ITF Special Agreement and the Collective Agreement are the following:

_			No. of
Name of Ship	Port Registry	IMO No.	Seafarers
MERCURY	Bahamas	9106302	719
CENTURY	Bahamas	9072446	719
GALAXY	Bahamas	9106297	719
MILLENNIUM	Bahamas	9189419	79 1
INFINITY	Bahamas	9189421	791
SUMMIT	Bahamas	9192387	79 1
CONSTELLATION	Bahamas	9192399	791
AZAMARA JOURNEY	Malta	9200940	407
AZAMARA QUEST	Malta	9210218	407
SOLSTICE	(in 2008)		1255
EQUINOX	(in 2009)		1255

The payment of the ITF Welfare fund contribution in respect of each of the ships under Article 1e) and Schedule 2 of the ITF Special Agreement, is made in accordance with Article 31 of the Collective Agreement.

LEGA

For CELEBRITY CRUISES INC.

and Azamara Cruises

Maria Del Busto Vice President and

Chief Human Resources Officer

International Sealardrs D

ROMA

AN THE PERSON

Remo Di Ffore