

July 1, 2009

or a Seafarer (where the seafarer has notified the Union of the complaint) covered by this Agreement unless thirty (30) days notice, in writing, is given to the Company of the asserted claim with particulars and of the intent to arrest the vessels (s). Further, no arrest shall be attempted with respect to any claim or dispute until the arbitration procedure specified in Article 32 of this Agreement has been completed.

### **Article 31 – Union’s Membership**

The Company shall pay membership fees in advance. The Company shall, on their own behalf, pay contribution to the I.T.F. Seafarers International Assistance Welfare & Protection Fund which will reflect ten percent (10%) at the rate of USD two hundred fifty (250) per seafarer serving on board during the term of this Agreement.

### **Article 32 – Arbitration and Jurisdiction**

1. All grievances and any other dispute whatsoever, whether in contract, regulatory, statutory, common law, tort or otherwise relating to or in any way connected with the Seafarer’s service for the Owners/Company under the present Agreement, including but not limited to claims for personal injury/disability or death, no matter how described, pleaded or styled, and whether asserted against the Owners/Company, Master, Employer, Ship Owner, vessel or vessel operator shall be referred to and resolved exclusively by mandatory binding arbitration pursuant to the United Nations Conventions on the Recognition and Enforcement of Foreign Arbitral Awards (New York 1958), 21 U.S.T. 2517, 330 U.N.T.S, (“The Convention”), except as provided by any government mandated contract.

2. All arbitrations must be commenced within two (2) years from the date of the occurrence giving rise to the grievance or dispute, or the date the Seafarer knew or should have known of the occurrence giving rise to the grievance or dispute, except for claims for personal injury or death, which must be commenced within three (3) years from the date of the occurrence giving rise to the injury or death or the date the Seafarer knew of should have known of the occurrence giving rise to the grievance or dispute. Claims brought forth thereafter will not be recognised and will be time-barred.

3. Any arbitration shall take place in Miami, Florida, Rome, Italy, or in any location agreed by the Owners/Company and the Union or the representative of the Seafarer. The procedural and substantive law of the arbitration shall be the law of Italy without regard to conflict of law principles.

4. The language of any arbitral proceedings shall be English.

5. Any arbitration, except as provided by any government mandated contract, shall be administrated in accordance with the United Nations Commission on International Trade Law (UNCITRAL) Arbitration Rules, as amended with agreement of the parties, with the American



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Arbitration Association ("AAA") under its International Dispute Resolution Procedures as the appointing authority.

6. All arbitrations must be brought by or on behalf of Seafarers in their own names, and not on behalf of others on an unnamed basis.

7. The Owners/Company and the Union shall jointly appoint one arbitrator unless the Seafarer has his or her own representative then the Owners/Company and Seafarer shall appoint the arbitrator. In the event there is no agreement, an arbitrator shall be chosen pursuant to the UNCITRAL rules. In any case, an arbitrator shall be appointed with ninety (90) days of the dispute being presented for arbitration.

8. The parties shall have the right in any arbitration to conduct limited examinations under oath of parties and witnesses, and medical examinations necessary to verify any injuries or damages claimed.

9. Each party shall bear its own attorney's fees and costs incurred in connection with an arbitration, but the Owners/Company shall pay for the costs of the arbitration itself, including charges by the arbitrator.

10. The Union may, at its sole discretion, decline to represent a Seafarer in an arbitration if the Union believes that the claim lacks merit.

11. If the Seafarer is not represented by the Union, then the Seafarer's representative shall take the place of the Union in the arbitration process save that before making a decision, the arbitrator shall seek the Union's opinion on any issue concerning the interpretation of this Agreement.

12. In any arbitration in which the Seafarer is represented by his/her own counsel, the Owners/Company agree that they will keep the Union informed about the grievance or dispute and its outcome, if the Union was involved during the grievance process or the arbitration involves a core principle of the Agreement.

#### E. Governing Law

Any grievance or other dispute shall be governed in accordance with the laws of Italy, without regard to any conflicts of laws principles.

#### Article 33 – Construction

The interpretation of this agreement shall be made by the consensus of the Unions and the Company. If there is a disagreement between the Union and the Company as to interpretation, then the disagreement shall be resolved only through the arbitration procedure established in Article 32. Failing that, and in all other respects, the laws of the Italy shall govern the interpretation of this Agreement. Legal action against the Company with respect to this



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Agreement, in relation to a Seafarer's service on board the vessel or with respect to the Employment Agreements between the Company and the Seafarers may be brought, if at all, only after exhaustion of the grievance and arbitration procedure set forth in this Agreement and only to enforce the decision of the Arbitrator.

#### **Article 34 – Amendments to Agreement**

This Agreement may be modified by mutual consent of the parties to the Agreement. If the Union and the Company mutually agree on amendments in addition with regard to the ones already stipulated in this Agreement, such amendments shall be specified in the Special Agreement between FIT/CISL –ITF –ROME International Seafarers Department and the Company.

#### **Article 35 – Severability Clause**

Any provision of this Agreement that is determined in any jurisdiction to be unenforceable for any reason shall be deemed severed from this Agreement in that jurisdiction only and all remaining provisions shall remain in full force and effect.

#### **Article 36 – Waivers and Assignments**

The Company undertakes not to demand or request any Seafarer to enter into any document whereby, by way of waiver of assignment or otherwise, the Seafarer agrees or promises to accept variations to the terms of this Agreement or return to the Company, their servants or agents any wages (including backwages) or other emoluments due or to become due to him/her under this Agreement; and the Company agrees that any such document already in existence shall be null and void and of no legal effect.

#### **Article 37 – Teaching and Training**

- A) The Company agrees to undertake a teaching and training program so that a continuous and systematic training is conducted on board, enabling promotion to higher paid positions.
- B) The starting salary for such trainee shall at least be stipulated for the Utility position for the first contract.
- C) In order to be eligible for first time hire or return employment, certain Seafarers as designated by the Company in its sole discretion will be required to attend training and/or orientation sessions prior to joining a ship. Seafarers shall not be eligible for pay or wages for such training/orientation sessions.



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**Article 38 – Validity of the Agreement**

This Agreement shall be effective from July 1, 2009 through June 30, 2011, and further for one year at a time if a request for termination is not given with three months notice either by the Company or the FIT/CISL – I.T.F. – Rome -- International Seafarers Department. The terms and conditions of this Agreement shall be reviewed annually by the Company and the Union and if at any time the Company and the Union mutually agree on amendments and/or additions to this Agreement, such amendments and additions shall be agreed in writing and signed by the parties and considered incorporated in the Agreement.

For CELEBRITY CRUISES INC.  
and Azamara Cruises

For FIT/CISL –Rome  
International Seafarers Dept.



Maria Del Busto  
Vice President and  
Chief Human Resources Officer

  
Remo Di Fiore

08/03/2009  
Date

\_\_\_\_\_  
Date



July 1, 2009


**Appendix 1**  
**to the**  
**ITF Special Agreement effective from the 1<sup>st</sup> of January 2009**  
**between ITF and Celebrity Cruises Inc.**  
**(hereinafter the "ITF Special Agreement")**  
**and the**  
**Collective Agreement effective from the 1<sup>st</sup> of July 2009**  
**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:

<u>Name of Ship</u>	<u>Port Registry</u>	<u>IMO No.</u>	<u>No. of Seafarers</u>	<u>ITF WFC US\$</u>	<u>Period</u>
CELEBRITY MERCURY	Malta	9106302	719	17,975	01.01.09-31.12.09
CELEBRITY CENTURY	Malta	9072446	719	17,975	01.01.09-31.12.09
CELEBRITY GALAXY	Malta	9106297	719	2,995	01.01.09-28.02.09
CELEBRITY MILLENNIUM	Malta	9189419	791	19,775	01.01.09-31.12.09
CELEBRITY INFINITY	Malta	9189421	791	19,775	01.01.09-31.12.09
CELEBRITY SUMMIT	Malta	9192387	791	19,775	01.01.09-31.12.09
CELEBRITY CONSTELLATION	Malta	9192399	791	19,775	01.01.09-31.12.09
AZAMARA JOURNEY	Malta	9200940	347	8,675	01.01.09-31.12.09
AZAMARA QUEST	Malta	9210218	347	8,675	01.01.09-31.12.09
CELEBRITY SOLSTICE	Malta	9362530	1064	26,600	01.01.09-31.12.09
CELEBRITY EQUINOX	Malta	9372456	1064	11,083	01.08.09-31.12.09

The payment of the ITF Welfare fund contribution in respect of each of the ships under Article 1 e) 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

For FIT/CISL – Rome  
International Seafarers Dept.

  
\_\_\_\_\_  
Remo Di Fiore



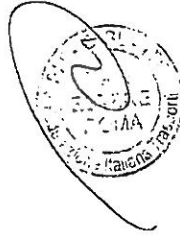
# Celebrity Cruises - FIT-ITF Wage Table

## Appendix 2

Pension Plan	Benefit Value														
	T&D	IMO	STCW	CAM	Related	10	11	12	13	14	15	16	17	18	19
MASTER															
CHIEF ENGINEER, STAFF CAPTAIN															
CHIEF OFFICER, 1ST ENGINEER, CHIEF ELECTRICIAN, STAFF CHIEF ENGINEER															
2ND OFFICER, 2ND ENGINEER, 1ST ELECTRICIAN, AC ENGINEER															
3RD ENGINEER, 3RD ENGINEER, SANITATION															
2ND ELECTRICIAN															
APPRENTICE DECK (RATINGS), APPRENTICE ENGINE (RATINGS)															

Above values are all in US Dollars

- 1.....POSITION TITLE
- 2.....MONTHLY BASIC PAY FOR 44 HOURS PER WEEK
- 3.....MONTHLY INITIAL OVERTIME COMPENSATION FOR WORK BETWEEN 44 AND 56 HOURS PER WEEK
- 4.....MONTHLY SUPPLEMENTAL OVERTIME COMPENSATION FOR 147.52 ADDITIONAL GUARANTEED OVERTIME HOURS PER MONTH
- 5.....MONTHLY SUBSISTENCE ALLOWANCE
- 6.....MONTHLY COMPENSATION FOR SEVEN DAYS VACATION PAY (Based on Basic Pay)
- 7.....MONTHLY TOTAL GUARANTEED PAY for FULLY INTEGRATED AND TOTALLY CONSOLIDATED WAGES FOR ALL HOURS WORKED, INCLUDING IRREGULAR WORKING HOURS, WORK ON SATURDAY, SUNDAY AND PUBLIC HOLIDAYS, LEAVE (VACATION) PAY AND ALL OVERTIME
- 8.....OT RATE N/A AS ALL OVERTIME WORKED IS INCLUDED IN COLUMN 7 TOTALLY CONSOLIDATED WAGES IRRESPECTIVE OF THE NUMBER OF HOURS ACTUALLY WORKED
- 9.....EXTRA OT RATE N/A AS ALL OVERTIME WORKED IS INCLUDED IN COLUMN 7 TOTALLY CONSOLIDATED WAGES IRRESPECTIVE OF THE NUMBER OF HOURS ACTUALLY WORKED
- 10.....ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN
- 11.....ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT
- 12.....ADDITIONAL NON COMPENSATION BENEFIT FOR IMORSTCW
- 13.....ADDITIONAL NON COMPENSATION BENEFIT FOR CAM (HIRING MEDICAL, SHENGEN AND C10 VISAS, PASSPORT & BLUE BOOK RENEWAL, INTERNET ACCESS)
- 14.....ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE



# Celebrity Cruises - FIT-ITF Wage Table

## Appendix 3

	Factor	Benefit Value																	
		2	3	4	5	6	7	8	9	10	T&D	IMC	STCW	CAM	Related	Total ITF			
1																			
PLUMBER, BOSUN	1.250	\$785	\$261	\$304	\$126	\$214	\$1,870	\$5.02	\$5.02	\$6.02	\$60	\$30	\$35	\$70	\$70	\$1,865			14
JOINER,	1.194	\$731	\$249	\$291	\$126	\$205	\$1,601	\$4.79	\$5.75	\$60	\$60	\$30	\$35	\$70	\$70	\$1,796			
AB, MOTORMAN, VARNISHER, UPHOLSTERER, FITTER	1.000	\$612	\$208	\$243	\$126	\$171	\$1,361	\$4.02	\$4.82	\$60	\$60	\$30	\$35	\$70	\$70	\$1,556			
OS, WIPER	0.810	\$486	\$189	\$197	\$126	\$139	\$1,127	\$3.25	\$3.80	\$60	\$60	\$30	\$35	\$70	\$70	\$1,322			
SECURITY GUARD	0.680	\$404	\$138	\$161	\$126	\$113	\$941	\$2.65	\$3.18	\$60	\$60	\$30	\$35	\$70	\$70	\$1,136			
DECK-ENGINE TRAINEE *	0.320	\$186	\$67	\$78	\$126	\$55	\$521	\$1.28	\$1.54	\$60	\$60	\$30	\$35	\$70	\$70	\$716			

\* First Contract only

Above values are all in US Dollars

- 1.....POSITION TITLE
- 2.....MONTHLY BASIC PAY FOR 44 HOURS PER WEEK
- 3.....MONTHLY INITIAL OVERTIME COMPENSATION FOR WORK BETWEEN 44 AND 56 HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY AND PUBLIC HOLIDAYS
- 4.....MONTHLY SUPPLEMENTAL OVERTIME COMPENSATION FOR 60.52 GUARANTEED OVERTIME HOURS PER MONTH
- 5.....MONTHLY SUBSISTENCE ALLOWANCE
- 6.....MONTHLY COMPENSATION FOR SEVEN DAYS VACATION PAY (Based on Basic Pay)
- 7.....MONTHLY TOTAL GUARANTEED PAY for 303.10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY
- 8.....GUARANTEED OVERTIME RATE PER HOUR FOR THE 60.52 ADDITIONAL GUARANTEED OVERTIME HOURS PER MONTH
- 9.....EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE 303.10 GUARANTEED OVERTIME HOURS PER MONTH
- 10.....ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN
- 11.....ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT
- 12.....ADDITIONAL NON COMPENSATION BENEFIT FOR IMO/STCW
- 13.....ADDITIONAL NON COMPENSATION BENEFIT FOR CAM (HIRING MEDICAL, SHENGEN AND C1D VISAS, PASSPORT & BLUE BOOK RENEWAL, INTERNET ACCESS);
- 14.....ADDITIONAL NON COMPENSATION BENEFITS \* MONTHLY TOTAL GUARANTEE



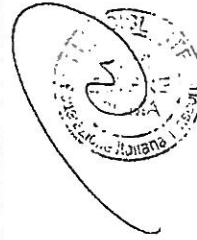
**Celebrity Cruises - FIT-ITF Wage Table**  
**Hotel Group A - 2009**  
**Appendix 4**

1	Factor	2	3	4	5	6	7	8	Benefit Value			
									Pension Plan	T&D	Internet Access	Total ITF
									9	10	11	12
CHIEF HOUSEKEEPER *	2.008	\$928	\$486	\$406	\$111	\$1,911	\$30.92	N/A	\$60	\$20	\$2,021	
CHIEF PURSER	2.008	\$928	\$466	\$406	\$111	\$1,911	\$30.92	N/A	\$60	\$20	\$2,021	
BAR MANAGER	1.699	\$785	\$384	\$344	\$84	\$1,617	\$26.16	N/A	\$60	\$20	\$1,727	
F&B MANAGER	2.317	\$1,070	\$537	\$469	\$128	\$2,205	\$35.68	N/A	\$60	\$20	\$2,315	
EXECUTIVE CHEF	2.317	\$1,070	\$537	\$469	\$128	\$2,205	\$35.68	N/A	\$60	\$20	\$2,315	
EXECUTIVE SOUS CHEF	2.008	\$928	\$466	\$406	\$111	\$1,911	\$30.92	N/A	\$60	\$20	\$2,021	
CHEF DE CUISINE	1.859	\$859	\$431	\$376	\$103	\$1,769	\$28.63	N/A	\$60	\$20	\$1,979	
WORKING CHEF SOUS CHEF	1.699	\$785	\$394	\$344	\$94	\$1,617	\$26.16	N/A	\$60	\$20	\$1,727	
PROVISION MASTER	2.008	\$928	\$466	\$406	\$111	\$1,911	\$30.92	N/A	\$60	\$20	\$2,021	
INVENTORY MANAGER	2.008	\$928	\$466	\$406	\$111	\$1,911	\$30.92	N/A	\$60	\$20	\$2,021	
DINING ROOM MGR *	1.859	\$859	\$431	\$376	\$103	\$1,769	\$28.63	N/A	\$60	\$20	\$1,979	
MAITRE D'	1.859	\$859	\$431	\$376	\$103	\$1,769	\$28.63	N/A	\$60	\$20	\$1,979	
TRAVELING SUPERVISOR	2.317	\$1,070	\$537	\$469	\$128	\$2,205	\$35.68	N/A	\$60	\$20	\$2,315	

Above values are all in US Dollars

1. POSITION TITLE
2. MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
3. MONTHLY COMPENSATION FOR WORK BETWEEN 40 AND 56 HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY AND PUBLIC HOLIDAYS
4. MONTHLY COMPENSATION FOR 60.82 GUARANTEED OVERTIME HOURS PER MONTH
5. MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY
6. TOTAL MONTHLY PAY FOR ALL HOURS WORKED INCLUDING ALL OVERTIME AND LEAVE (VACATION) PAY.
7. SICK PAY PER DAY
8. EXTRA OVERTIME RATE N/A AS GROUP A SEAFARERS ARE NOT ELIGIBLE FOR ANY EXTRA OVERTIME PAY IRRESPECTIVE OF THE NUMBER OF HOURS ACTUALLY WORKED.
9. ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN
10. ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT
11. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
12. ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE

\* ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN \$1000.00 PER MONTH PAID BY OWNERS/COMPANY. IN RECOGNITION THAT OTHER SEAFARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES, ANY GRATUITIES OR SERVICE FEES PAID TO THE SEAFARER OR COLLECTED BY THE OWNERS/COMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO ASSIST WITH ANY SERVICES. THE OWNERS/COMPANY WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE.



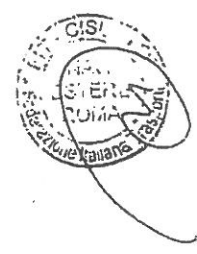


**Celebrity Cruises - FIT-ITF Wage Table**

Hotel Group B - 2009

Appendix 4

1	Factor	2	3	4	5	6	7	8	Benefit Value			
									Pension Plan	T&D	Internet Access	Total ITF
ASST CHIEF HOUSEKEEPER*	1.632	\$754	\$379	\$330	\$90	\$1,553	\$25.13	\$6.54	\$60	\$30	\$20	\$1,663
ADMINISTRATION PURSER	1.632	\$754	\$379	\$330	\$90	\$1,553	\$25.13	\$6.54	\$60	\$30	\$20	\$1,663
JUNIOR PURSER	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	\$60	\$30	\$20	\$1,237
APPRENTICE PURSER	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
LINENKEEPER	0.848	\$392	\$197	\$172	\$47	\$807	\$13.06	\$3.40	\$60	\$30	\$20	\$917
ASST LINENKEEPER	0.715	\$330	\$166	\$145	\$40	\$680	\$11.01	\$2.86	\$60	\$30	\$20	\$780
ADMINISTRATIVE ASSISTANT	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
TELEPHONIST	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
UTILITY SUPERVISOR	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ASSISTANT FOOD MANAGER	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ASST BAR MANAGER	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
COOK TOURNANT	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	\$60	\$30	\$20	\$1,237
COOK	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD BREAKFAST COOK	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD CREW COOK	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
BUTCHER	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ASSISTANT PASTRY CHEF	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	\$60	\$30	\$20	\$1,237
PASTRY BAKER	0.715	\$330	\$166	\$145	\$40	\$680	\$11.01	\$2.86	\$60	\$30	\$20	\$780
HEAD BAKER	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	\$60	\$30	\$20	\$1,237
PANTRY CHEF	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	\$60	\$30	\$20	\$1,237
HEAD BUFFET	1.184	\$547	\$275	\$240	\$66	\$1,127	\$18.23	\$4.74	\$60	\$30	\$20	\$1,237
COOK ASSISTANT	0.848	\$392	\$197	\$172	\$47	\$807	\$13.06	\$3.40	\$60	\$30	\$20	\$917
COOK TRAINEE	0.715	\$330	\$166	\$145	\$40	\$680	\$11.01	\$2.86	\$60	\$30	\$20	\$780
STOREKEEPER	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ASSISTANT STOREKEEPER	0.848	\$392	\$197	\$172	\$47	\$807	\$13.06	\$3.40	\$60	\$30	\$20	\$917
FLORIST	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HOUSEKEEPING SUPERVISOR	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
TAILOR	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062



Above values are all in US Dollars

1. POSITION TITLE
2. MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
3. MONTHLY COMPENSATION FOR WORK BETWEEN 40 AND 58 HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY, AND PUBLIC HOLIDAYS
4. MONTHLY COMPENSATION FOR 60.62 GUARANTEED OVERTIME HOURS PER MONTH
5. MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY
6. TOTAL MONTHLY GUARANTEED PAY for 303.10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY
7. SICK PAY PER DAY
8. EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS
9. ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN
10. ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT
11. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
12. ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE

\* ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN \$500.00 PER MONTH PAID BY OWNERS/COMPANY. IN RECOGNITION THAT OTHER SEAFARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES ANY GRATUITIES OR SERVICE FEES PAID TO THE SEAFARER OR COLLECTED BY THE OWNERS/COMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO ASSIST WITH ANY SERVICES. THE OWNERS/COMPANY WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE

Celebrity Cruises - FIT- ITF Wage Table  
 Hotel Group C - 2009  
 Appendix 4

1	Factor	2	3	4	5	6	7	8	Benefit Value			
									9	10	11	12
POSITION TITLE									Pension Plan	T&D	Internet Access	Total ITF
STATEROOM ATTENDANT*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD BARTENDER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
WAITRESS*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
BAR SUPERVISOR*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$80	\$30	\$20	\$1,062
SCHMELLER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
BARTENDER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
BAR SERVER*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
HEAD WAITRESS / ASST MAITRE D*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
ASSISTANT WAITRESS*	0.744	\$344	\$173	\$151	\$41	\$708	\$11.46	\$2.98	\$80	\$30	\$20	\$818
ASST STATEROOM ATTENDANT*	0.744	\$344	\$173	\$151	\$41	\$708	\$11.46	\$2.98	\$60	\$30	\$20	\$818
RESTAURANT HOSTESS*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062
CLEANER**	0.653	\$302	\$151	\$132	\$36	\$625	\$10.06	\$2.62	\$60	\$30	\$20	\$736
SNACK ATTENDANT*	0.653	\$302	\$151	\$132	\$36	\$621	\$10.06	\$2.62	\$60	\$30	\$20	\$731
PUBLIC AREA ATTENDANT*	1.000	\$462	\$232	\$202	\$55	\$952	\$15.40	\$4.01	\$60	\$30	\$20	\$1,062

Above values are all in US Dollars

1. POSITION TITLE
2. MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
3. MONTHLY COMPENSATION FOR WORK BETWEEN 40 AND 56 HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY, AND PUBLIC HOLIDAYS
4. MONTHLY COMPENSATION FOR 80.82 GUARANTEED OVERTIME HOURS PER MONTH
5. MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY
6. TOTAL MONTHLY GUARANTEED PAY for 303.10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY
7. SICK PAY PER DAY
8. EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS
9. ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN
10. ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT
11. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
12. ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE

\* ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN \$50.00 PER MONTH PAID BY OWNERS/COMPANY. IN RECOGNITION THAT OTHER SEAFARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES, ANY GRATUITIES OR SERVICE FEES PAID TO THE SEAFARER OR COLLECTED BY THE OWNERS/COMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO ASSIST WITH ANY SERVICES. THE OWNERS/COMPANY WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE.

\*\* ALL AMOUNTS IN COLUMNS 2, 3, 4, 5 AND 6 ARE INCLUSIVE OF GRATUITIES PROVIDED BY GUESTS OTHER THAN \$100.00 PER MONTH PAID BY OWNERS/COMPANY. IN RECOGNITION THAT OTHER SEAFARERS OFTEN ASSIST IN THE PERFORMANCE OF SERVICES, ANY GRATUITIES OR SERVICE FEES PAID TO THE SEAFARER OR COLLECTED BY THE OWNERS/COMPANY FOR THE SEAFARER SHALL BE SHARED WITH OTHER SUCH SEAFARERS WHO ASSIST WITH ANY SERVICES. THE OWNERS/COMPANY WILL RECOMMEND THAT GUESTS PAY GRATUITIES FOR BEVERAGE, DINING ROOM AND STATEROOM SERVICE.



**Celebrity Cruises - FIT-ITF Wage Table**  
**Hotel Group D - 2009**  
**Appendix 4**

POSITION TITLE	Factor	Benefit Value											
		2	3	4	5	6	7	8	9	10	11	12	
NIGHT ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
CFM ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
HOTEL CLEANER	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
MESS ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
UTILITY STOREKEEPER	0.653	\$302	\$151	\$132	\$36	\$621	\$10.06	\$2.62	\$60	\$30	\$20	\$731	
BAR UTILITY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
DINING ROOM UTILITY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
HEAD UTILITY/SUPV	0.653	\$302	\$151	\$132	\$36	\$621	\$10.06	\$2.62	\$60	\$30	\$20	\$731	
UTILITY HOTEL	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
UTILITY GALLEY	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	
BELL ATTENDANT	0.601	\$278	\$139	\$122	\$33	\$572	\$9.26	\$2.41	\$60	\$30	\$20	\$682	

- Above values are all in US Dollars
1. POSITION TITLE
  2. MONTHLY BASIC PAY FOR 40 HOURS PER WEEK
  3. MONTHLY COMPENSATION FOR WORK BETWEEN 40 AND 80 HOURS PER WEEK INCLUDING WORK ON SATURDAY, SUNDAY, AND PUBLIC HOLIDAYS
  4. MONTHLY COMPENSATION FOR 80.82 GUARANTEED OVERTIME HOURS PER MONTH
  5. MONTHLY COMPENSATION FOR 3 DAYS VACATION PAY
  6. TOTAL MONTHLY GUARANTEED PAY for 303.10 HOURS OF WORK PER MONTH INCLUDING VACATION PAY
  7. SICK PAY PER DAY
  8. EXTRA OVERTIME RATE PER HOUR FOR WORK PERFORMED IN ADDITION TO THE GUARANTEED OVERTIME HOURS
  9. ADDITIONAL NON COMPENSATION BENEFIT FOR PENSION PLAN SUBJECT TO APPLICABLE VESTING PERIOD UNDER THE TERMS OF THE PLAN
  10. ADDITIONAL NON COMPENSATION BENEFIT FOR TRAINING AND DEVELOPMENT
  11. ADDITIONAL NON COMPENSATION BENEFIT FOR INTERNET ACCESS
  12. ADDITIONAL NON COMPENSATION BENEFITS + MONTHLY TOTAL GUARANTEE



July 1, 2009

*Appendix 6  
to the  
Collective Agreement effective the 1<sup>st</sup> of July 2009  
between FIT-CISL and Celebrity Cruises Inc.  
(hereinafter the "Collective Agreement")*

WITH REGARD TO:

the previous Collective Agreement, effective from the 1<sup>st</sup> of January 2008 considered valid till 30<sup>th</sup> June 2009 and the Collective Agreement, effective from the 1<sup>st</sup> of July 2009 until the 30<sup>th</sup> of June 2011.

It has been agreed that the Union contribution for the year 2009 will be transferred with quarterly lump sum of USD 58,675 and paid in advance starting the 1<sup>st</sup> of January 2009.

The payment will be made as follows:

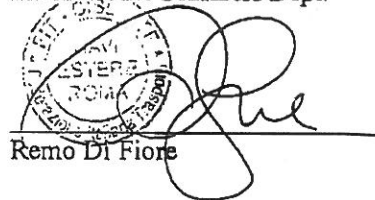
FEDERAZIONE ITALIANA TRASPORTI – CISL – ITF, FOREIGN FLAG DEPT.,  
Italy, Via Antonio Musa, 4, Phone +36 06 44286316 / 7 – Fax + 39 06 4402991.

For CELEBRITY CRUISES INC.  
and Azamara Cruises



Maria Del Busto  
Vice President and  
Chief Human Resources Officer

For FIT/CISL –Rome  
International Seafarers Dept.



Remo Di Fiore

08/03/2009  
Date

\_\_\_\_\_  
Date