PROTOCOL

The 25 November 2026 a negotiation meeting took place the Norwegian Shipowners' Association's office in Raadhusgaten no.25 between Norwegian Shipowners Association and the Norwegian Maritime Unions regarding risk zones in the Black Sea.

Present at the meeting were:

NSA represented by:	Pål Tangen
NMOA represented by:	Hans Sande
NUME represented by:	Helene Brandal
NSU represented by:	Line Heimstad

Based on the latest developments and changes of risk in the area, and the latest developments regarding definition of risk zones by major stakeholders within the international maritime industry, the parties have agreed to establish a High Risk Zone in the Black Sea.

The following will apply with effect from 25th of November 2026, 24:00 Norwegian time:

1. The seafarers will be entitled to a high risk bonus equal to one (1) day basic wage for each day the ship operates/is transiting/berthed in the area south of the warlike area commencing by the line running from Point 1 – 43° 25' 01'N 39° 55' 00'E to Point 2 – 44° 04' 00'N 31° 24' 00'E, to Point 3 – 43° 26' 30'N, 031° 20' 00'E southwest to Point 4 - 41°59'N, 028°19'E and following a 12NM exclusion between Romania and Bulgarian coastlines to Point 5 – 45° 12' 00'N 29° 41' 00'E.

2. The bonus shall not be included in the basis of calculations for holidays. The bonus does not include any other payments which according to law or collective agreements are based on basic wage.

3. Onboard vessels sailing in these areas there shall be implemented special security measures in accordance with the last issued Best Management Practice (BMP) in relation to vessel category, the size of the ship, height of the freeboard and vessel speed.

4. In case of vessels transiting to this defined area, the Norwegian Ship Labour Act § 9-5 (1) litra d), "The right to leave service" will apply. For those temporary employed on NIS or MOD agreements the article 5, "Termination of Service in Exceptional Circumstances" may apply if the seafarer is not informed about this risk before signing the SAE or later in written has accepted the risk before entering the area defined above.

5. This protocol covers NOR and Nordic NIS agreements between the Parties. The agreement also covers the agreements for NIS ships and Model Agreements for foreign flagged vessels for non-Norwegian seafarers. This includes the special compensation for death and disability in the collective agreements for seafarers on NOR, Nordic NIS (protocol dated 18 February 2025) and the international agreements (attachment in the NIS and Model Agreements).

6. This protocol is in addition to the protocol between the same parties dated 3. March 2022 regarding "warlike operation area" in the Sea of Azov, the Black Sea and ports in Ukraine, which is still applicable.

7. This protocol replaces the protocol of 5th September 2023 regulating the same area (extended zone)

8. This protocol is in force until it is terminated by one of the parties to the protocol given one (1) week written notice.

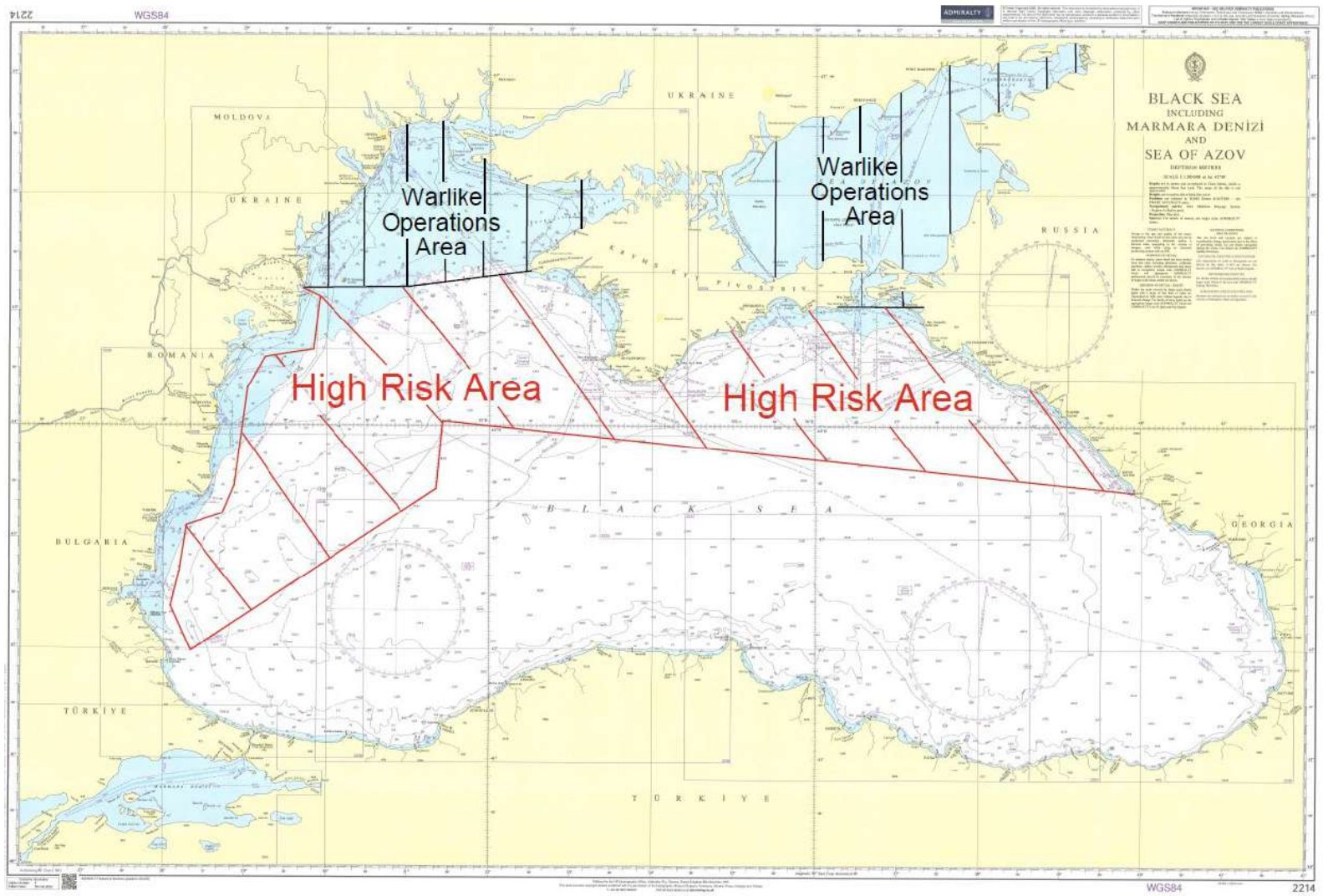
Oslo 25 November 2026

Norwegian Shipowners' Association

Norwegian Union of Marine Engineers

Norwegian Maritime Officers' Association

Norwegian Seafarers' Union


Warlike Operations Area
Warlike Operations Area
High Risk Area
High Risk Area
BLACK SEA
MARMARA DENİZİ
SEA OF AZOV
UKRAINE
MOLDOVA
ROMANIA
BULGARIA
TÜRKIYE
RUSSIA
GEORGIA
WGS84
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