



# Nemea and Neptune Collective Labor Agreements

News

15 December 2025

#Crewing

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**The employer associations Nemea and Neptune reached an agreement at the end of November 2025 with the union Nautilus and the international unions Amosup, APSU, and KPI on new 2-year collective labor agreements (CLA's).**

The CLAs apply to seafarers sailing under the Dutch flag and residing in the Philippines or Indonesia. The effective date of the CLA is January 1, 2026, and the CLAs are valid until December 31, 2027. It was agreed that wages in these CLA's will be increased in two steps. As of January 1, 2025, by 3.5% and as of January 1, 2026, by 1.5%. The stipend for trainees has been increased from \$200.00 to \$250.00.

Furthermore, it has been clarified in the CLAs that a trainee under Dutch law is not an employee but a pupil or student on board for study or training. This distinction is not always clear to authorities, leading in practice to questions or non-conformities regarding wages.

The CLAs can be downloaded via the [member portal](#).



## Contact...

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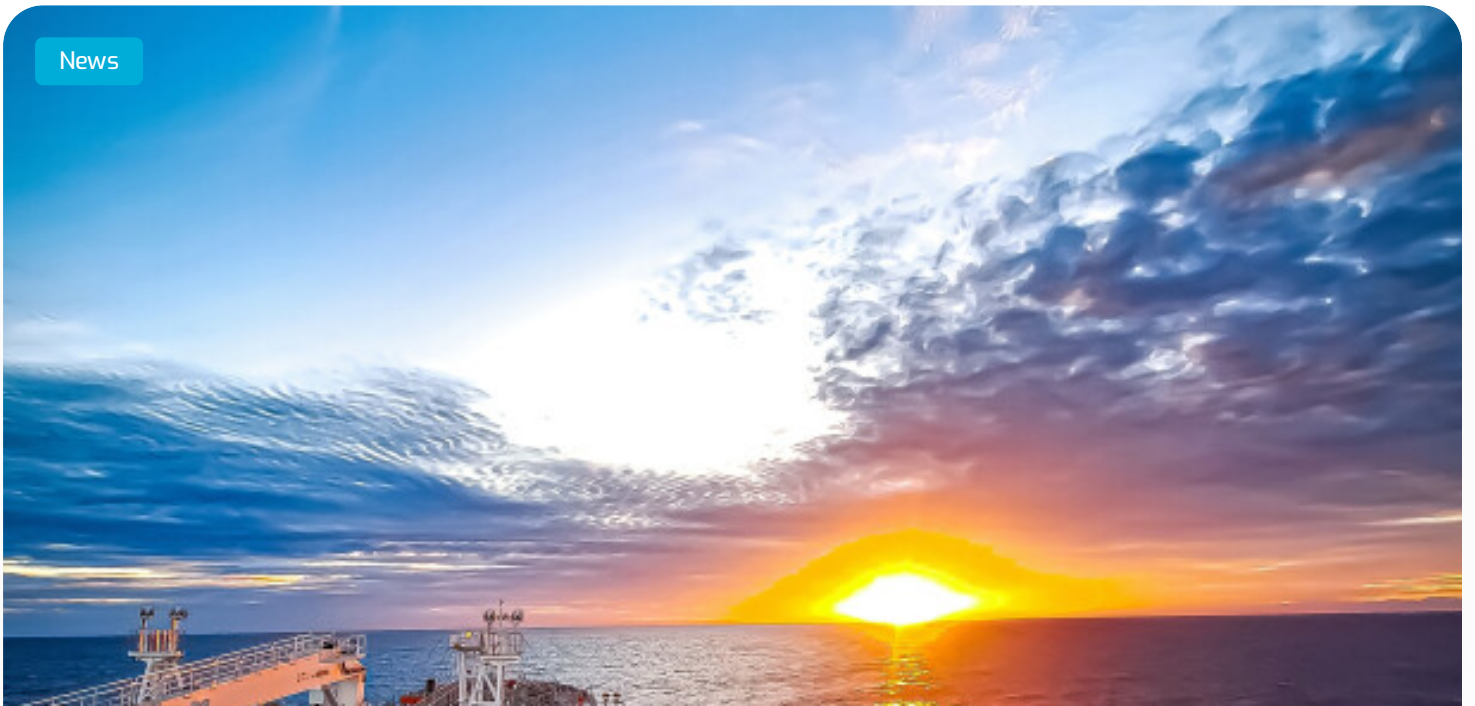
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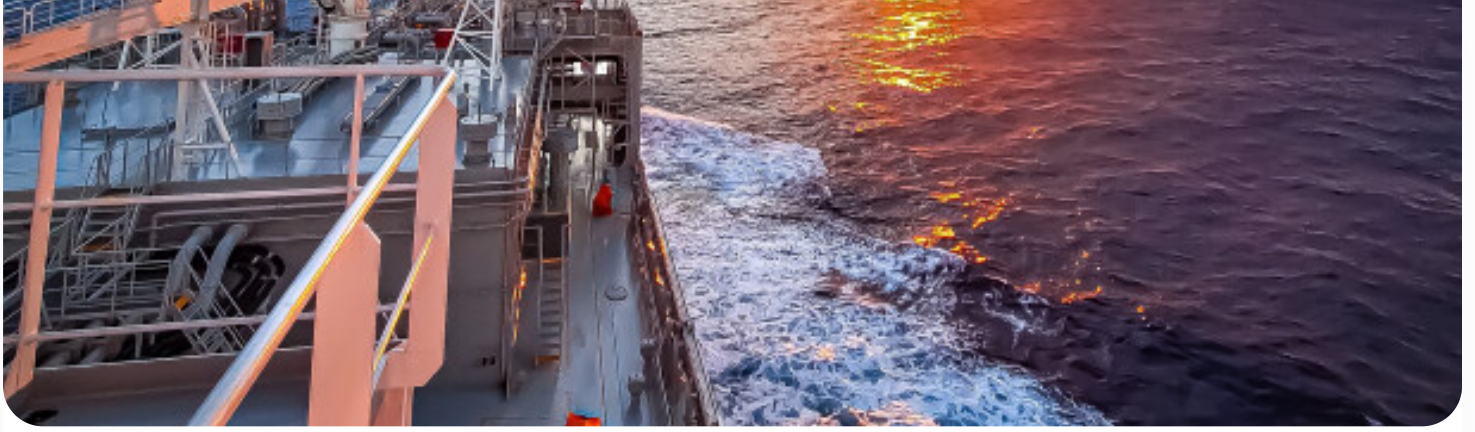
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