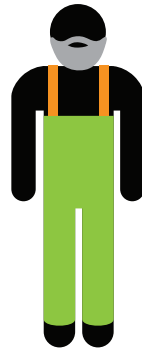




# Commercial Fishing Crew Agreements

## We asked 27 vessel owners why they have a crew agreement

Commercial fishermen think a good crew agreement can help reduce the risk of injuries. Its also a good way to establish positive relationships between owners and crew.

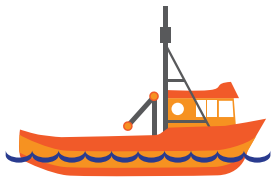


"Required by insurance."

"Protect myself, protect my crew."

"Makes everything clear."

"It's good management!"



## Top 10 items for an effective crew agreement

We interviewed captains along the west coast and reviewed sample crew agreements from various sources including, Alaska Sea Grant, Southeast Alaska Fishermen's Alliance, and the Fishermen's Marketing Association.

**1. Purpose of Agreement** Include the crew member name, vessel owner name, and name of vessel.

**2. Terms** Describe the terms of employment including the starting and ending dates.

**3. Payment** Detail how the crew will get paid; % of gross catch, % of net catch after expenses, retro pay, season preparation, bonuses.

**4. Cost Sharing** Assign responsibility for costs between crew and owner such as travel expenses, gear, groceries, ice, fuel, unloading catch.

**5. Employment / Medical History** Determine if the crew has the experience and health for the expected work.

**6. Work / Termination Conditions** Outline what work tasks you expect the crew member to perform and what conditions would result in termination of the agreement.

**7. Safety and Survival** Get your crew member thinking about safety. Ensure they know the vessel equipment, ancillary gear, life saving and survival gear, fire and safety systems and have inspected the vessel for safety and sea worthiness.

**8. Drugs** Outlines your vessel's policy of drug and/or alcohol use both on and off the vessel; provides details on drug testing if applicable.

**9. Signatures** Sign and date. If both parties do not sign and date, it is not an enforceable agreement.

**10. End of Voyage Statement** Fill out at either the end of the season or upon termination of the agreement. States the reason for termination, the date, and is signed by Captain and Crew.



For more information and sample crew agreements go to

**[flippresources.org](http://flippresources.org)**