

## SECTION 32 - A. OCCUPATIONAL DISEASES

For an occupational disease and the resulting disability or death to be compensable, all of the following conditions must be satisfied:

1. The seafarer's work must involve the risks described herein;
2. The disease was contracted as a result of the seafarer's exposure to the described risks;
3. The disease was contracted within a period of exposure and under such other factors necessary to contract it; and
4. There was no notorious negligence on the part of the seafarer.

The following diseases are considered as occupational when contracted under working conditions involving the risks described herein:

OCCUPATIONAL DISEASE	NATURE OF EMPLOYMENT
1. Cancer of the epithelial of the bladder (Papilloma of the bladder)	Work involving exposure to alphanapthylamine, beta-naphthylamin, or benzidine of any part of the salts; and auramine or magenta
2. Cancer, epithellomatous or ulceration of the skin or of the corneal surface of the eye due to tar, pitch, bitumen, mineral oil or paraffin, or compound product or residue of these substances	The use or handling of, exposure to tar, pitch, bitumen, mineral oil (including paraffin) soot or any compound product or residue of any of these substances
3. Deafness - severe profound hearing loss in an occupation where employee is exposed to prolonged, significant noise and vibration in his line of work	Any industrial operation having excessive noise particularly in the higher frequencies
4. Decompression sickness a. Caissons disease b. Aeroembolism	Any process carried on in compressed or rarefied air. Any process carried on in rarefied air
5. Dermatitis due to irritants and sensitizers	The use or handling of chemical agents which are skin irritants and sensitizers
6. Infections Pneumonia Bronchitis Sinusitis Pulmonary TB Anthrax Cellulitis Conjunctivitis (Bacterial and Viral) Norwalk Virus Salmonella Leptospirosis	Work in connection with animals infected with anthrax, handling of animal carcasses or parts of such carcasses, including hides, hoofs, and horns  Hepatitis A*, Norwalk, Salmonella



<p>p. Nitrous fumes</p> <p>q. Phosgene</p> <p>r. Phosphorous or its toxic compounds</p> <p>s. Sulfur dioxide</p>	<p>All work involving exposure to the risk concerned</p> <p>All work involving exposure to the risk concerned</p> <p>All work involving exposure to the risk concerned</p> <p>All work involving exposure to the risk concerned</p>
<p>9. Vascular disturbance in the upper extremities due to continuous vibration from pneumatic tools or power drills, riveting machines or hammers</p>	<p>Any occupation causing repeated motions, vibrations and pressure of upper extremities</p>
<p>10. Vascular disturbance in the lower extremities – varicocoele causing pain, varicose veins resulting in discoloration and ulceration.</p>	<p>This is due to heavy straining upon the lifting of heavy loads and prolonged standing</p> <p>Any occupation requiring prolonged standing and lifting of heavy loads</p>
<p>11. Cardio-vascular events – to include heart attack, chest pain (angina), heart failure or sudden death. Any of the following conditions must be met:</p> <p>a. If the heart disease was known to have been present during employment, there must be proof that an acute exacerbation was clearly precipitated by an unusual strain by reasons of the nature of his work</p> <p>b. the strain of work that brings about an acute attack must be sufficient severity and must be followed within 24 hours by the clinical signs of a cardiac insult to constitute causal relationship</p> <p>c. If a person who was apparently asymptomatic before being subjected to strain at work showed signs and symptoms of cardiac injury during the performance of his work and such symptoms and signs persisted, it is reasonable to claim a causal relationship</p> <p>d. if a person is a known hypertensive or diabetic, he should show compliance with prescribed maintenance medications and doctor-recommended lifestyle changes. The</p>	<p>a. if a person who was apparently asymptomatic before working showed signs and symptoms of cardiac injury during the performance of his/her work and such symptoms and signs persisted, it is reasonable to claim a causal relationship</p> <p>b. if a person is a known hypertensive or diabetic, he should show compliance with prescribed maintenance medications and doctor-recommended lifestyle changes. The employer shall provide a workplace conducive for such compliance in accordance with Section 1(A) paragraph 6.</p> <p>c. in a patient not known to have hypertension or diabetes as indicated on his last PEME</p>

<p>employer shall provide a workplace conducive for such compliance in accordance with Section 1(A) paragraph 5.</p> <p>e. in a patient not known to have hypertension or diabetes, as indicated on his last PEME</p>	
<p>12. Cerebro-vascular events</p> <p>All of the following conditions must be met:</p> <p>a. If the heart disease was known to have been present during employment, there must be proof that an acute exacerbation was clearly precipitated by an unusual strain by reasons of the nature of his work</p> <p>b. the strain of work that brings about an acute attack must be sufficient severity and must be followed within 24 hours by the clinical signs of a cardiac insult to constitute causal relationship</p> <p>c. If a person who was apparently asymptomatic before being subjected to strain at work showed signs and symptoms of cardiac injury during the performance of his work and such symptoms and signs persisted, it is reasonable to claim a causal relationship</p> <p>d. if a person is a known hypertensive or diabetic, he should show compliance with prescribed maintenance medications and doctor-recommended lifestyle changes. The employer shall provide a workplace conducive for such compliance in accordance with Section 1(A) paragraph 5.</p> <p>e. in a patient not known to have hypertension or diabetes, as indicated on his last PEME</p>	<p>a. if a person who was apparently asymptomatic before working showed signs and symptoms of cardiac injury during the performance of his/her work and such symptoms and signs persisted, it is reasonable to claim a causal relationship</p> <p>b. if a person is a known hypertensive or diabetic, he should show compliance with prescribed maintenance medications and doctor-recommended lifestyle changes. The employer shall provide a workplace conducive for such compliance in accordance with Section 1(A) paragraph 5.</p> <p>c. in a patient not known to have hypertension or diabetes as indicated on his last PEME</p>
<p>13. END ORGAN DAMAGE RESULTING FROM</p>	

<p>UNCONTROLLED HYPERTENSION</p> <p>Impairment of function of the organs such as kidneys, heart, eyes and brain under the following conditions considered compensable:</p> <p>a. if a person is a known hypertensive or diabetic, he should show compliance with prescribed maintenance medications and doctor-recommended lifestyle changes. The employer shall provide a workplace conducive for such compliance in accordance with Section 1(A) paragraph</p> <p>b. In a patient not known to have hypertension has the following on his last PEME: normal BP, normal CXR and ECG/treadmill</p>	<p>a. if a person who was apparently asymptomatic before working showed signs and symptoms of cardiac injury during the performance of his/her work and such symptoms and signs persisted, it is reasonable to claim a causal relationship</p> <p>b. if a person is a known hypertensive or diabetic, he should show compliance with prescribed maintenance medications and doctor-recommended lifestyle changes. The employer shall provide a workplace conducive for such compliance in accordance with Section 1(A) paragraph 6.</p>
<p>14. Cataract and pterygium</p>	<p>Caused by prolonged exposure to UV light or welding, wind abrasion and sea breeze</p>
<p>15. Poisoning by cadmium</p>	<p>Among workers in battery factories, who are exposed to cadmium fumes</p>
<p>16. Acute myeloid leukemia</p>	<p>Secondary to prolonged benzene exposure</p>
<p>17. Chronic lymphocytic leukemia</p>	<p>Secondary to prolonged benzene exposure</p>
<p>18. Vitreal hemorrhage and retinal detachment</p>	<p>Caused by the strain upon lifting of heavy loads</p>
<p>19. Hernia. All of the following conditions must be met:</p> <p>a. The hernia should be of recent origin;</p> <p>b. Its appearance was accompanied by pain, discoloration and evidence of a tearing of the tissues;</p> <p>c. The disease was immediately preceded by undue or severe strain arising out of and in the course of employment; a protrusion of mass should appear in the area immediately following the alleged strain.</p>	
<p>20. Bronchial Asthma — all of the following conditions must be met:</p>	

- a. there is no evidence or history of asthma before employment
- b. the allergen is present in the working conditions
- c. sensitivity test to allergens in the working environment should yield positive results
- d. a provocative test should show positive results

21. Osteoarthritis. Any occupation involving:

- a. Joint strain from carrying heavy loads, or unduly heavy physical labor, as among laborers and mechanics;
- b. Minor or major injuries to the joint;
- c. Excessive use or constant strenuous usage of a particular joint, as among sportsmen, particularly those who have engaged in the more active sports activities;
- d. Extreme temperature changes (humidity, heat and cold exposures) and;
- e. Faulty work posture or use of vibratory tools

22. Peptic Ulcer

Any occupation involving prolonged emotional or physical stress, as among professional people, transport workers and the like.

23. Viral hepatitis

In addition to working conditions already listed under Philippine Decree No. 626, as amended, any occupation involving exposure to a source of infection through ingestion of water, milk or other foods contaminated with hepatitis virus; provided that the physician determining the causal relationship between the employment and the illness should be able to indicate whether the disease of the afflicted worker manifested itself while he was so employed, knowing the incubation period thereof.

24. Asbestosis. All of the following conditions must be met:

- a. The seafarer must have been exposed to Asbestos dust in the work place, as duly certified to by the employer, or by a medical institution, or competent medical practitioner acceptable to or accredited by the System;
- b. The chest X-ray report of the employee must show findings of asbestos or asbestos-related disease, e.g. pleural plaques, pleural thickening, effusion, neoplasm and interstitial fibrosis; and
- c. In case of ailment is discovered after the seafarer's retirement/separation from the company, the claim must be filed with the System within three (3) years from discovery.

NOTE: Death or disability which is directly caused by sexually transmitted disease or arose from complications thereof shall not be compensable nor shall be entitled to the benefits provided in this Contract.

**SECTION 33. TABLE OF OFFENSES AND CORRESPONDING ADMINISTRATIVE PENALTIES**

- A. Pursuant to Section 17 and 18 of the Contract, the disciplinary grounds listed in the Table of Offenses and Administrative Penalties hereunder or analogous acts thereto shall be penalized according to its gravity and frequency of commission, imposed by the Master of the ship. Such offenses shall be penalized as indicated.
- B. Commission of a seafarer of any of the offenses enumerated in the Table of Offenses and Administrative Penalties hereunder or of similar offenses shall be ground for disciplinary administrative action at the POEA where the following corresponding penalty shall be imposed.
- C. The penalties for administrative actions by the Master and/or the POEA provided herein shall be separate and distinct from whatever appropriate criminal action that may be filed against the seafarer.

OFFENSES	AGREED ADMINISTRATIVE PENALTIES (IMPOSED BY THE MASTER)	AGREED ADMINISTRATIVE PENALTIES (IMPOSED BY POEA AFTER DUE INVESTIGATION)
1. Smuggling or violation of any custom rules and regulations of the Philippines and of foreign ports  a. smuggling any taxable item  b. possession or use of prohibited drugs, narcotics and other contraband  c. gun-running or possession of explosives and the like  d. abetting or conniving with others to commit smuggling	Dismissal and to pay cost of repatriation and cost of his replacement  Dismissal and to pay cost of repatriation and cost of his replacement  Dismissal and to pay cost of repatriation and cost of his replacement  Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense One (1) year to two (2) years suspension 2nd Offense Two (2) years and one (1) day suspension to delisting  1st Offense: Delisting  1st Offense: Delisting  1st Offense: Two (2) years to three (3) years suspension 2nd Offense: Three (3) years and

<p>e. misdeclaration of or failing to declare articles leading to their seizure and fine to ship</p> <p>f. misdeclaration of or failing to declare articles leading to their seizure but ship not implicated</p> <p>g. possession of pornographic materials leading to its seizure and fine to ship</p> <p>h. possession of child pornography materials leading to its seizure and fine to ship</p> <p>i. Any other violation which will not implicate ship</p> <p>j. Any other violation which will implicate the ship</p>	<p>Dismissal and to pay cost of repatriation and cost of his replacement</p> <p>1st Offense: Reprimand and warning 2nd Offense: Dismissal and to pay cost of repatriation and cost of his replacement</p> <p>Dismissal and to pay cost of repatriation and cost of his replacement</p> <p>Dismissal and to pay cost of repatriation and cost of his replacement</p> <p>1st Offense: Reprimand and warning 2nd Offense: Dismissal and to pay cost of repatriation and cost of his replacement</p> <p>Dismissal and to pay cost of repatriation and cost of his replacement</p>	<p>one (1) day suspension to delisting</p> <p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting</p> <p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day to three (3) years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting</p> <p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting</p> <p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting</p> <p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting</p> <p>1st Offense: (3) Three years suspension to delisting</p>
<p>2. Desertion</p> <p>a. deserting or attempting to desert</p> <p>b. advising, assisting or persuading another to</p>	<p>Dismissal and to pay cost of repatriation and cost of his replacement</p> <p>Dismissal and to pay cost of repatriation and cost of his</p>	<p>1st Offense: Delisting</p> <p>1st Offense: Five (5) years suspension to delisting</p>



desert	replacement	
3. Absence without leave		
a. abandoning post or duty without being properly relieved	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two years (2) and one (1) day suspension to delisting
b. leaving the ship without permission from responsible officers during working hours	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two years (2) and one (1) day suspension to delisting
c. Entrusting to others assigned duties without authority of department head	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: Six (6) months to one (1) year suspension from participation in the overseas employment program 2nd Offense: One (1) year and one (1) day to two (2) years suspension 3rd Offense: Two (2) years and one (1) day suspension to delisting
d. Leaving the ship without permission	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: Six (6) months to one (1) year suspension from participation in the overseas employment program 2nd Offense: One (1) year and one (1) day to two (2) years suspension 3rd Offense: Two (2) years and one (1) day suspension to delisting
4. Sleeping on post while on duty	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one day suspension to delisting
5. Insubordination		
a. any act of disobedience to lawful orders of a superior officer	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one day suspension to delisting

b. attempting to assault a superior officer	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Six (6) months to one (1) year suspension from participation in the overseas employment program 2nd Offense: One (1) year and one (1) day to two (2) years suspension 3rd Offense: Two (2) years and one (1) day suspension to delisting from the POEA Registry
c. assaulting a superior officer/ other persons on business with the ship without the use of deadly weapon	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
d. assaulting a superior officer/ other persons on business with the ship with the use of deadly weapon	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Delisting
e. behaving with disrespect towards a superior officer	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Six (6) months to one (1) year suspension 2nd Offense: One (1) year and one (1) day to three (3) years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting
f. insulting a superior officer by words or deed	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Six (6) months to one (1) year suspension 2nd Offense: One (1) year and one (1) day to three (3) years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting
g. inciting another to commit insubordination	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Six (6) months to one (1) year suspension 2nd Offense: One (1) year and one (1) day to three (3) years suspension

		3rd Offense: Three (3) years and one (1) day suspension to delisting
6. Drunkenness		
a. drunk while on duty	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Two (2) years to three (3) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
b. creating trouble on board due to intoxication	1st Offense: Reprimand and warning 2nd Offense: Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Six (6) months to one (1) year suspension 2nd Offense: One (1) year and one (1) day to three years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting
c. failure to perform assigned jobs due to intoxication	1st Offense: Reprimand and warning 2nd Offense: Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Six (6) months to one (1) year suspension 2nd Offense: One (1) year and one (1) day to three years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting
7. Creating trouble outside the ship's premises	1st Offense: Reprimand and warning 2nd Offense: Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Six (6) months to one (1) year suspension 2nd Offense: One (1) year and one (1) day to three years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting
8. Gambling		
a. which results in fighting or any incident as to upset the harmonious relationship on board the ship	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
b. any other form of gambling which is not purely recreational	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: Six (6) months to one (1) year suspension 2nd Offense: One (1) year and one (1) day to three years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting
9. Violation of company policies		

and regulations for:		
a. pilferage or theft of ship's store or cargo	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
b. pilferage or theft of ships property, of crews or passengers or other persons with business at the ship.	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
c. embezzlement of company funds	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
d. unauthorized disposal of company ship's properties for personal gain	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
e. any act of dishonesty with intention to defraud the company	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
f. gross negligence and failure to observe proper storage and cargo handling procedures resulting in delay of ships and/or damage to cargoes	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
g. failure to observe and comply with regulation and non-baggage shipment and acceptance of parcels on board	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: Six (6) months to one (1) year suspension from participation in the overseas employment program 2nd Offense: One (1) year and one (1) day to two (2) years suspension 3rd Offense: Two (2) years and one (1) day suspension to delisting

<p>h. failure to observe regulations on expiration of shore liberty</p>	<p>1st Offense: Reprimand and warning 2nd Offense: Dismissal and to pay cost of repatriation and cost of his replacement</p>	<p>1st Offense: Six (6) months to one (1) year suspension from participation in the overseas employment program 2nd Offense: One (1) year and one (1) day to two (2) years suspension 3rd Offense: Two(2) years and one (1) day suspension to delisting</p>
<p>i. being left behind by ship in foreign port without justifiable reason</p>	<p>Dismissal and to pay cost of repatriation and cost of replacement</p>	<p>1st Offense: Six (6) months to one (1) year suspension from participation in the overseas employment program 2nd Offense: One (1) year and one (1) day to two (2) years suspension 3rd Offense: Two(2) years and one (1) day suspension to delisting</p>
<p>j. disorderly conduct and/or disrespect towards passengers or other persons</p>	<p>Dismissal and to pay cost of repatriation and cost of replacement</p>	<p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting</p>
<p>k. for immorality so as to cast aspersion on the good name of the ship and company</p>	<p>Dismissal and to pay cost of repatriation and cost of replacement</p>	<p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting</p>
<p>l. inflicting harm or injury to others</p>	<p>Dismissal and to pay cost of repatriation and cost of replacement</p>	<p>1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting</p>
<p>10. Incompetence and inefficiency</p>	<p>Dismissal and to pay cost of repatriation and cost of his replacement</p>	<p>1st Offense: Two (2) years to three (3) years suspension 2nd Offense: Three (3) years and one (2) day suspension to delisting</p>
<p>11. Inciting mutiny, malicious destruction of ship's property at any activity which will hamper the efficient operation of the</p>	<p>Dismissal and to pay cost of repatriation and cost of his replacement</p>	<p>1st Offense: Two (2) years to three (3) years suspension 2nd Offense: Three (3) years and one (2) day suspension to delisting</p>

ship		
12. Concerted action to breach approved contracts	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Two (2) years to three (3) years suspension 2nd Offense: Three (3) years and one (2) day suspension to delisting
13. Any activity which tends to destroy harmonious relationship of the company	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
14. Grave abuse of authority		
a. grave abuse of authority (with the use of deadly weapon) resulting in harm or injury to subordinate	Dismissal and to pay cost of repatriation and cost of his replacement	Delisting from POEA registry
b. grave abuse of authority (without the use of deadly weapon) resulting in harm or injury to subordinate	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: Two (2) years to three (3) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
c. any other case of abuse of authority	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day to three (3) years suspension 3rd Offense: Three (3) years and one (1) day suspension to delisting
15. For gross misbehavior prejudicial to good order and discipline	1st offense: Reprimand and warning 2nd offense: Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
16. Causing through neglect, damage loss, spoilage or deterioration of ship's stocks and property	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
17. Connivance with or cuddling of stowaway	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
18. Willfully making false	Dismissal and to pay cost of	1st Offense: One (1) year to two (2)

	statement, reports, certification or documents for personal gain or with intent to mislead or defraud the company or authorities	repatriation and cost of his replacement	years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
19.	Any other case as to cast aspersion on the good name of the company and ship	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
20.	Violation to observe safety and environmental rules/regulations	Master's discretion (grave or less grave, depending on circumstances)	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting
21.	Failure to observe the drug and alcohol policy of the company	Dismissal and to pay cost of repatriation and cost of his replacement	1st Offense: One (1) year to two (2) years suspension 2nd Offense: Two (2) years and one (1) day suspension to delisting

This contract is pursuant to Governing Board Resolution No. 09 and POEA Memorandum Circular No. 10, both series of 2010.