

Vol. 57, No.2
Summer 2021



The Master, Mate & Pilot

Official Voice of the International
Organization of Masters, Mates & Pilots

**Unions Tell White House How To
Strengthen US-Flag Fleet**

**MM&P Members March for
Jobs and Labor Rights**

**Armed Police Attack
Panama Canal Workers**





The Master, Mate & Pilot

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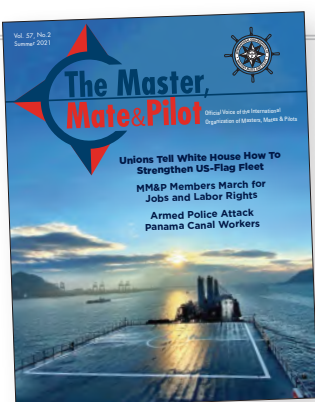
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About the Cover

USNS Watkins was forward-deployed in the Far East when a crewmember captured this photo. MM&P LDOs at the conn of the vessel were Captain Darin Huggins, Chief Mate James Mixon, Second Mate Conor Boyce, Third Mate Kevin Hughes and Third Mate Chris Paccione.

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FROM THE PRESIDENT

Back to the Future

Union Sisters & Brothers,

Spring is here and with it hope for emergence from the COVID-19 world that has poisoned life at sea and ashore. Restrictions are being gradually lifted and, absent a resurgence of the pandemic, perhaps life will resume its more customary course.

At sea this means some of the issues that have been smoldering will be re-ignited. For Masters, Mates & Pilots addressing these issues will move back to the forefront. If the COVID-19 pandemic did nothing else for the maritime community, it exposed the physical and mental health vulnerabilities that seafarers must cope with. For the rest of the world the pandemic displayed in bright lights the fraudulent nature of the Flag of Convenience (FOC) system and the fragility of the global supply chain.

Our Union, while spending the last many months protecting the health and safety of our members and upholding their human and contract rights, has much unfinished business. However, I am happy to say that more attention can now be given to the industry issues of safe crewing levels, workload, fatigue and contract enforcement.

These issues have been at the forefront of recent negotiations with our major employers and are the subject of a pending arbitration on the West Coast. Vice President Tom Larkin has been steadily beating the drum demanding safe crewing levels and the enforcement of work/rest hour requirements on the East Coast as have Lars Turner and Jeremy Hope on the Pacific and Gulf. Overcoming the competitive pressures of shipowners and attracting the consistent attention of regulatory authorities—absent the temporary interest generated by the odd marine disaster—is the major challenge. The international regulatory scheme looks adequate on paper, but the missing ingredients are mandatory enforcement provisions.

One of the world's foremost experts on maritime regulation, our Pilot Membership Group Vice President George Quick, has been involved in this effort for decades. He was a chief architect in the development and passage of the 2011 IMO Resolution on the Principles of Safe Manning. Although the form in which the resolution was ultimately enacted fell far from realizing Captain Quick's objective, it served as an essential first step. Noting the "glacial" progress of international maritime regulatory reform, it is important to support a new effort, now underway, to reform

the regulatory scheme regarding "minimum safe manning." Everyone familiar with the industry will admit that the current system has failed to adequately reduce fatigue at sea, with all its attendant risks to health and safety: ignoring the "human element," yet blaming mariners for some 80% of the accidents at sea, takes turning a blind eye to a whole new level.

This new effort, funded by the International Transport Workers' Federation's (ITF) Seafarers' Trust, will employ the expert services of the International Maritime Organization's (IMO) World Maritime University. The study will review the entire regulatory scheme and the effectiveness of its implementation related to minimum safe manning under the current IMO requirements. Most importantly it will provide the data and recommendations needed to spur regulatory change—particularly in enforcement. The study will take place over a three-year period.

Most interestingly a focus will be on the barriers to enhanced safe manning requirements, including commercial competition between flag state registries, shipowners and an issue that is well known to our membership: a "culture of adjustment." That is a normalized deviance from the permitted hours of work/rest caused by employment insecurities including everything from outright coercion to desire for career advancement to a natural desire to "get the job done." These and many other issues will be explored. We should all be proud of the fact that Captain Quick has been a leading light in seeking reform in this essential issue of seafarers' health and safety at the international level for well over twenty years.

The work being done on minimum safe manning, along with two other ITF campaigns that have arisen out of the COVID-19 pandemic, pinpoint the glaring deficiencies inherent in international shipping. The ITF, in conjunction with the International Trade Union Council and the Council of Global Unions, recently launched a "Human Rights Due Diligence" effort to follow up on the increased international scrutiny brought about by the pandemic on the issues of human rights protection and supply chain responsibility. After the appalling



[continued on page 2](#)

President's Message continued

neglect of the human rights of international mariners and the fragility of the global supply chain have been on display for the last fifteen months, there is reason to believe that not everything will go “back to normal.”

Another ITF campaign, intimately related to the Human Rights campaign, is the “Manning Agents Project,” which is designed to provide information to seafarers about fake manning agents, fraudulent employment contracts, non-compliant manning agents and a host of other pitfalls faced by seafarers who have been made desperate for work due to the pandemic and who have no recourse if they are defrauded. The IMO, the International Labour Organization, the United Nations, and many other organizations around the world are increasingly aware of the deficiencies of our industry. Finding solutions given the global nature of the system is the challenge. The ITF is at the forefront of this fight.

Organizationally, pandemic or not, this Spring has seen some important developments for MM&P. Negotiations have resumed with Pasha with the hope that our re-opener for that company's fleet will finally be resolved. A large number of our inland members who suffered lay-offs during the pandemic are being called back to work. An important organizing effort is being undertaken in LA/LB Harbor to secure employment for our Tankermen who lost their jobs when Foss Maritime sold off their barge operations. The expansion of the Grand River Navigation Fleet by five vessels has seen our Great Lakes membership grow. Particularly notable are the efforts of our organizing team in Los Angeles, Antonio Amalfitano and Sly Hunter, and our United Inland Group-Great Lakes & Gulf Region Vice President Tom Bell.

I am happy to say that all the ballot measures from our recent Convention passed overwhelmingly. They included more affirmative language in our International Constitution requiring all members to *actively* oppose bullying, harassment or discrimination of any kind within our membership and, on the international front, a huge margin of approval to our affiliation with the Mexican merchant marine officers' union, Orden de Capitanes y Pilotos Navales de la República Mexicana (OCPNRM). This fraternal

affiliation will dovetail with our existing relationship with the Unión de Capitanes y Oficiales de Cubierta (UCOC), which represents tug captains and deck officers in the Panama Canal.

Our sisters and brothers in Mexico are engaged in a major organizing drive with the international tug giant Boluda Maritime Corporation. We welcome OCPNRM and wish them success in their efforts, achieving the protections of a union contract being the priority. In the meantime, our sisters and brothers in Panama are continuing their battle to protect their health and safety while operating tugs in the expanded Panama Canal. Like many employers we are familiar with, the Panama Canal Authority (ACP) continues to refuse to open a dialogue on hours of work/rest. Recently, the ACP unilaterally increased the size of vessels allowed in the new Canal by fifteen feet. Unclear to the tug captains—and to everyone else—is how it could possibly be called “safe” to position a 1215-foot vessel in a 1400-foot lock chamber using one 90-foot tug on the bow and another on the stern! The math certainly doesn't work out well: a five-foot margin of error for the largest vessels. The example of the recent grounding of the *MV Ever Given* was apparently lost on the Panamanian authorities, who have no problem risking the lives of their over-worked and fatigued tugboat personnel and line-handlers. Also not of apparent concern to managers at the Canal Authority is the danger to the infrastructure of the Canal itself (and to world trade), given the vulnerable lock gates—all in pursuit of profit. Our able Representative in Puerto Rico, Eduardo Iglesias, will continue his valuable liaison work south of the border.

In the meantime, while the pandemic may appear to be easing, it is not over. Caution must remain the watchword. MM&P urges all of our members to get their vaccine: doing so is the best protection for oneself, one's family and one's shipmates.

For the latest information, please register and participate in our electronic membership meetings which will continue even as we resume physical meetings at our Halls.

With Fraternity and Best Wishes,

Don Marcus
MM&P President



In Washington Post Article, Members Tell of Challenges They Face

“Global trade depends on maritime workers, but the pandemic has thrust them into a humanitarian and economic crisis,” began the lead article in the business section of The Washington Post. The story, inspired by interviews with MM&P members, was titled, “Essential, invisible: COVID has 200,000 merchant sailors stuck at sea.”

The article began with a fact that mariners are well aware of: 90 percent of the world’s goods are transported by water, which makes their job essential. It is also “risky and demanding,” the reporters wrote. Besides “the pervasive dangers of life at sea” and the risk of burnout, the pandemic has added new and unprecedented pressures: the breakdown in the crew change process, the risk of serious illness.

Captain Jake O’Boyle described how border restrictions forced some members of his crew to remain at sea for six months—despite efforts by the employer to repatriate them—until the State Department stepped in to get them home. His career in maritime, he said, has taken him to more than 50 countries, but today, “the kind of life he has known on the water seems distant.”

Captain Brian Mossman detailed the measures he had to take early in the pandemic to keep his crew safe as the ship traveled between New York and India on a 77-day run—a story that has also been the subject of a Wall Street Journal podcast.

“He was faced with a simple fact,” the Washington Post reporters noted. “If one crewmember became infected, the virus would spread greedily and easily in the close confines of the ship.”

MM&P member Elizabeth Livi was interviewed about her

experiences last summer, when several of her shipmates became ill. People were anxious and overworked, she said, and the ship was delayed. “Every person’s job is important,” she told reporters Taylor Telford and Jacob Bogage. “It’s not like somebody can sit out and the ship will just operate normally.”

The challenges mariners face to get vaccinated against Covid-19 are another factor that has not been given the necessary attention by governments, including here in the US, said MM&P President Don Marcus.

“Most of our members work on board ships that are in continual motion,” he said. “They fly to join their ships. Access is a problem. They fall between the cracks of state distribution.”

Also interviewed for the article were Sara Gasper, port dispatcher in the MM&P Houston Hall, her husband, Captain Nick Gasper, and Jason Woronowicz, who described the toll a maritime career takes in terms of separation from family and how the hardships have been immeasurably exacerbated by the pandemic.

In view of all the pressures, Jake O’Boyle said he worries about the future of the industry. He wonders whether young people will want to embark on maritime careers. The ranks of American mariners are already thinning—if fewer young people are willing to enter the industry, what does that mean for our national security?

“It’s frightening to me that we are such a small presence in the maritime world,” O’Boyle says. “Once it’s dead, it’s dead. And we are on life support in the American Merchant Marine.”

Read the article: <https://tinyurl.com/MMPWaPoArticle>



Elizabeth Livi spoke of what it means for the rest of the crew if someone on board falls ill. “Every person’s job is important,” she says. “It’s not like somebody can sit out and the ship will just operate normally.”



Captain Brian Mossman detailed the measures he had to take early in the pandemic to keep his crew safe.



Sara Gasper, dispatcher in the MM&P Houston Hall, was interviewed along with her husband, Nick, who sails as captain with MM&P. They described the toll a maritime career takes in terms of long periods of separation from family.

Police Attack Peaceful Marchers in Panama Canal Protest

Panama Canal employees marching this spring to protest dangerous working conditions were attacked by hundreds of police in riot gear firing rubber bullets and tear gas.

Police threw canal workers to the ground and handcuffed them. Some demonstrators were seriously injured by rubber bullets fired at close range; others were hurt when they were knocked down and handcuffed. A number of people were arrested, including a member of MM&P's Panama affiliate Unión de Capitanes y Oficiales de Cubierta (UCOC), which represents tug captains and associated vessel personnel.

Five UCOC members participated in the march, along with three members of the MEBA affiliate Union de Ingenieros Marinos (UIM). The marchers included about 150 other Panama Canal workers who belong to unions that represent firemen, deckhands, drivers, seamen, divers and technicians.

"We are facing a crude repression from the state and canal management, unheard of since the canal became Panamanian," said a UCOC spokesperson. "This is the first time that they throw riot police complete with gas and rubber bullets at the workers."

Since the expanded Panama Canal opened in June 2016, the Canal Authority has forced employees to work long hours, often with faulty equipment, and imposed unpredictable, arbitrary schedules. There have been numerous, serious accidents, and several canal workers have been killed. Union members employed on the canal have been working without contracts for years.

Among the complaints of the tug captains represented by MM&P: inadequate crewing, faulty equipment and excessive hours. In February, working conditions became even more dangerous when the Canal Authority deployed Chinese Z-Tech 6000 tugs, which have long had serious reliability issues, to move LNG carriers in the close confines of the new locks.



Riot police threw demonstrators to the ground.

International unions are rallying in support of the canal workers. MM&P and MEBA have called on members of Congress to ask Panama's government to intervene.

"Panama Canal workers are required to work under increasingly hazardous conditions, their civil rights are being jeopardized and their rights to freedom of association and collective bargaining are being denied," MM&P President Don Marcus and MEBA President Adam Vokac wrote to the chairs of key Congressional committees on May 7. The two said deteriorating conditions are creating an extremely dangerous situation that threatens the safety of employees as well as that of mariners on the ships that transit the canal and the security of the global supply chain.

"Workers should be able to call for safety at work without fear of violence or repression," said Mark Dickinson, director of the Nautilus Federation. "It appears there are grounds for complaints to be made to the International Labor Organization about the violation of workers' rights, and we stand ready to support UCOC and the International Transport Workers' Federation in escalating the matter."



Some demonstrators were injured by rubber bullets fired at close range; others were hurt when they were knocked down and handcuffed.



Marchers included members of MM&P and MEBA affiliates and unions that represent firemen, deckhands, drivers, seamen, divers and technicians.





Maritime Unions Offer President Biden Input on How To Strengthen US-Flag Fleet

The leaders of six maritime unions have written to President Biden thanking him for his support for America’s mariners and suggesting actions the administration can take to strengthen the US-flag fleet.

“You have expressed strong support for the US-flag maritime industry and for the American merchant mariners who crew these vessels,” the union presidents wrote. “We greatly appreciate your comments and support, and in particular, the specific reference to the Jones Act in your Buy American Executive Order.”

MM&P President Don Marcus joined the leaders of five other maritime unions in encouraging the administration to create more jobs for mariners by supporting legislation to increase—to 100 percent from the current 50 percent—the percentage of non-defense US-government-generated cargoes reserved for US-flag vessels. An increase to 100 percent would match the current requirement for the carriage of defense cargoes.

The six union leaders also called on the administration and Congress to boost US carriers’ role in foreign trade by offering tax incentives to organizations that transport their cargoes on US-flag vessels. In addition, they asked the administration to:

- negotiate cargo-sharing agreements with trading partners;
- advocate for funding for a US tanker security fleet;
- include full funding for the Maritime Security Program for Fiscal Year 2022 in the White House budget submission to Congress.

The need for action is urgent, the union presidents warned, because the industry’s viability is at risk as a result of competition from state-owned merchant fleets, such as that of the People’s Republic of China; flag-of-convenience carriers; and foreign-flag fleets “that operate in tax-free, regulation-free environments in which they are not required to provide their crews with even the most basic labor standards.”

“The reality is that less than 2 percent of America’s foreign trade is carried on our ships,” they wrote, “resulting in a precipitous decline in the number of US-flag ships engaged in the international trades and a corresponding decline in the strategically important civilian mariner manpower pool.”

The unions said they stand ready to work with President Biden, Secretary of Transportation Pete Buttigieg and Acting Maritime Administrator Lucinda Lessley to develop policies and programs to increase the number of jobs available to American maritime workers.

The letter was signed by MM&P President Don Marcus, SUP President David Connolly, AMO President Paul Doell, MFOW President Anthony Poplawski, SIU President Michael Sacco and MEBA President Adam Vokac.

Greetings From MM&P Members at Erie Sand & Gravel!

Aboard the hopper dredge *MV St. John*: (Left to right) Captain Bob Petko, Chief Engineer Mike Sweeny and Chief Engineer Fred Stover met with MM&P Great Lakes & Gulf Region Vice President Tom Bell when he visited Erie Sand & Gravel during fit out in March. (Not pictured: Captain Bob Doerr.)



President's Budget Includes Funding for MSP, Ferries, New Tanker Fleet and Soo Lock

President Biden's FY 2022 budget request includes full funding for the Maritime Security Program and funding for a number of other maritime industry priorities.

"Biden's budget directs funds to maritime industry priorities."

MSP "supports and contributes to the expansion of the merchant mariner base," the White House noted, "providing employment for approximately 2,400 US merchant mariners who crew the

US government-owned surge sealift fleet, as well as up to 5,000 additional shore-side workers."

The President's budget also requests \$60 million for a new Tanker Security Program "to address the urgent and critical national security requirements for US-flag product tankers to support our deployed Armed Forces in contingency operations and provide a global network of distribution capabilities."

The new Tanker Security Program, the White House said, will create and sustain US mariner jobs, and support economic security and global competitiveness by reducing reliance on foreign-flag tankers.

The budget also includes \$80 million for ferry systems and \$315.6 million to allow MARAD to complete the National Security Multi-Mission Vessel school ship replacement program.

In addition, it awards \$480 million in funding for the construction of a second Poe-sized lock at Michigan's Soo Locks.

Family of Pilot Tim Murray Creates Hat in His Honor



Family and friends of Captain Tim Murray are reaching out to the MM&P community with this message.

"Tim Murray was a great pilot, incredible husband, devoted father, and awesome friend. He had a heart of gold, and his tragic death at sea has left an immense hole in many lives."

"Tim was very rarely seen without a hat, and it is our hope that his memory will be kept alive whenever someone wears this hat designed by his wife, Erin. Tim loved exchanging hats with different mariners throughout the industry, all over the world."

Think about grabbing one of these great hats as a gift for the next time you see a maritime brother or sister. Grab one to wear to a Yankee or Lax game as Tim would have done with his awesome five children."

"If you are a Pilot, grab one to gift to the Master of the ships you are boarding and talk about pilot ladder safety and maybe you can help to save someone's life, encourage them to leave a hat on the bridge of the ship as a reminder."

"Let's get these hats all over the world and tell the story of one of the best guys a lot of us had the pleasure of knowing. We hope his hat will

be well-loved and well-traveled."

All proceeds to benefit his children: Brennan, Rory, Grace, James and Ella.

The hat comes in black and white, and navy and white. To show your support, go to: <https://shops.stitchesandscreens.com/tim/shop/home>



MM&P Members Fight for Jobs and Labor Rights

MM&P members took to the streets this spring to fight for jobs and to urge Congress to pass the landmark labor rights legislation known as the PRO Act. Shoulder-to-shoulder with other union members, they marched, they spoke out and they held the MM&P banner high!



MM&P members marched with members of the Inland Boatmen's Union. The two unions are organizing workers at Centerline Logistics/Leo Marine, which bought the Foss contract, taking away the jobs of MM&P and IBU members who had worked at Foss for years.



MM&P member Coleman Rosenberg and AFL-CIO Executive Vice President Tefere Gebre marched with hundreds of other union members in San Francisco to call for passage of the PRO Act. The legislation would amend the country's decades old labor laws to give workers more power in work disputes and grant hundreds of thousands of people the right to organize for better wages and working conditions.



MM&P Los Angeles/Long Beach Representative Antonio Amalfitano and Sly Hunter with IBU President Jay Ubelhart and IBU Southern California Regional Director John Skow. MM&P and the IBU have turned up the heat in the organizing battle.



Coleman Rosenberg with Evan McLaughlin of the Service Employees International Union, Garrett Kelly, a founding member of the union at Anchor Brewing Company, and fourth-generation International Longshore and Warehouse Union member Christopher Christensen.



"MM&P and the IBU are united in this fight," says MM&P United Inland Group Regional Representative Ezra "Sly" Hunter Jr. MM&P is organizing the barge workers and the IBU is organizing the tug workers at Centerline Logistics/Leo Marine



MM&P member Jeremy Depaolo rallied in Houston with other union members in support of voting rights legislation. Depaolo also demonstrated this spring with MM&P members and officials to urge Congress to pass the PRO Act.

NEWS BRIEFS (CONTINUED)



United We Sail!

USNS Watkins was forward-deployed in the Far East when the MM&P LDOs took time out for a photo. (Left to right) Third Mate Kevin Hughes, Second Mate Conor Boyce, Captain Darin Huggins, Chief Mate James Mixon and Third Mate Chris Paccione. This spring, Military Sealift Command announced the renewal for five years of the eight-ship LMSR contract with Patriot Contract Services. The eight Watson-class LMSRs are *USNS Watkins*, *USNS Soderman*, *USNS Pomeroy*, *USNS Charlton*, *USNS Red Cloud*, *USNS Dahl*, *USNS Sisler* and *USNS Watson*.

MM&P Members Set Sail Aboard *American Mariner*!

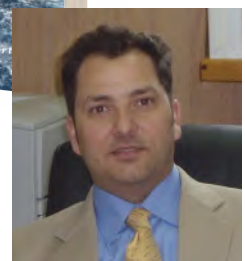
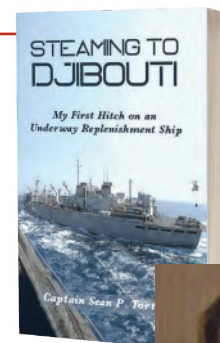
Members of the MM&P Great Lakes & Gulf Region crew the self-unloading bulk carrier *American Mariner*, a new addition to the Grand River Navigation fleet. In the photo (left to right) Anthony Broussard (CE), Derek Pomeroy (1AE), Scott Still (1M), Justin Smith (OS), Dave Tyson (AB), Dave Miller (Captain), Chris Gill (CE), Brett Clarke (2M), Jeffrey Layton (Captain), Tim Traynor (3M), Tracy Jackson (Assistant Conveyorman), Ken Springsteen (AB), Shawn Pavlovich (AB), Jacob Harkins (3AE), Collin Betten (Deck Cadet), Ed Ryan (AB), Christian Richie (Cook), Ryan Holmes (AB), Mike Flanagan (AB), Jason Nelson (Conveyorman) and Eddie Sands (2AE).



In New Book, MM&P Member Chronicles “First Hitch on a Steamship”

Long-time member Sean Tortora has written a book, “Steaming to Djibouti,” that recounts what happened when he shipped out for the first time on a navy auxiliary steamship. Publisher Red Penguin describes the book as “hilarious” at times, “unbelievable” at others. For more information, go to SteamingToDjibouti.com.

Tortora was an MM&P member for 30 years, most of them spent working aboard Military Sealift Command underway replenishment ships. He last sailed as master of the *USNS Laramie* and is now a professor in the Marine Transportation Department at the US Merchant Marine Academy.



White House Cites Importance of Jones Act and Cargo Preference in “Buy America” Guidance

The Biden administration has issued guidance to federal agencies to help streamline implementation of the president’s “Made in America” executive order.

The guidance, which outlines how the administration will seek to reduce waivers and increase transparency, specifically mentions the Jones Act and the 1904 and 1954 Cargo Preference Acts.

“Made in America Laws include laws requiring domestic preference for maritime transport, including the Merchant Marine Act of 1920, also known as the Jones Act, and the Cargo Preference Acts of 1904 and 1954,” the White House noted.

Under the Cargo Preference Acts, 100 percent of all supplies bought for the Department of Defense, and at least 50 percent of all equipment, materials, or commodities purchased or financed by non-DoD entities with federal funds, must be carried on privately owned, US-flag commercial vessels when transported to and from international destinations.

President Biden issued the “Buy American” executive order on Jan. 25 to push federal agencies to buy more products made in the United States.

Tug and Towage Workers Say Cost-Cutting Is Increasing Risks of Another Suez-Canal-Type Shutdown

The six-day blockage of the Suez Canal has highlighted the role tug and towboat operators play in keeping supply lines open. Two experts on tugboats and towage—Jacques Kerkhof and Ivan De La Guardia—warn that unless safety concerns are addressed, the world could soon be in store for another *Ever Given*-type crisis.

Kerkhof is the chair of the European Transport Workers’ Federation Tug & Towage Committee. De La Guardia is a long-time Panama Canal tug master and an official of the MM&P affiliate Union de Capitanes y Oficiales de Cubierta de Panama (UCOC).

“A global race to the bottom has been ongoing in the industry, and in 2021 it is continuing with highly profitable corporations exerting downward pressure on pricing for critical tug and towage contracts in every corner of the globe,” they write.

Major shipping companies are grouping their contracts with towage providers and demanding discounts that smaller companies cannot sustain. As a consequence, it has become extremely difficult for tug and towage operators to achieve fair returns if they use the number of crewmembers needed to operate safely. Contract squeezing is now so pervasive that personnel is frequently cut to unsustainable levels.

“It is time to return to safe manning levels and proper periods of rest and safe levels of work,” the two write. “We urge leaders of the shipping, logistics and freighting industries to recognize the unsustainability of the current trajectory.”

“Contract squeezing in the towage and tugboat industry is so pervasive that personnel is frequently cut to unsustainable levels.”

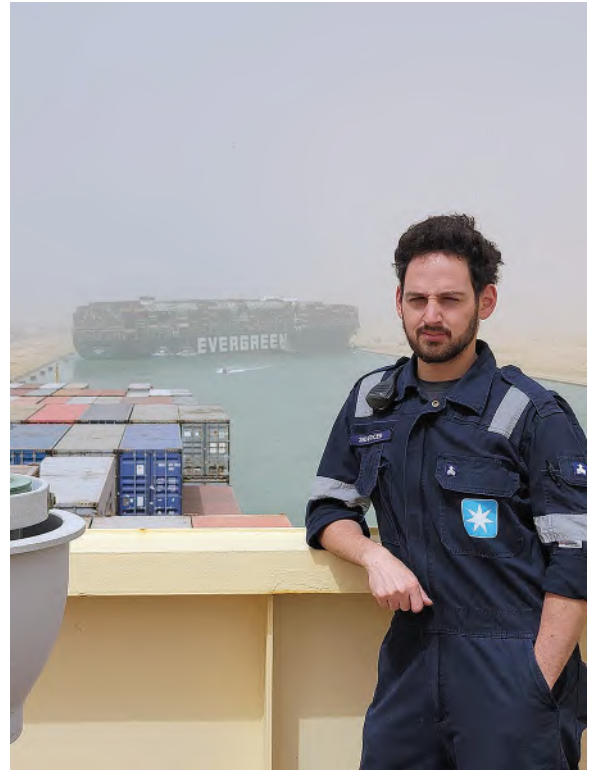
The International Transport Workers’ Federation commissioned a study in 2018 of fatigue among Panama Canal tugboat captains. Nearly one in three said they had worked up to 20 hours in a single shift, and six reported falling asleep on the job. They say their workloads have doubled since the opening of the new Panamax locks.

Crisis in the Suez

On the evening of March 22, nearing the end of another successful voyage, the US-flagged *Maersk Denver*—with a length of 300 meters, displacing 109,800 tons and a crew of 26—arrived at the southern anchorage of Egypt’s Suez Canal. For the crew, the canal symbolizes one of the last major hurdles to overcome before returning home to the US. The evening began, like countless others of voyages past, with the crew securing the anchor in favorable weather just before 2000 local time. Next came the arrival of various canal officials and staff in preparation for the morning transit. Afterwards the *Denver* and the surrounding vessels would wait until the pilots arrived to navigate them into the canal.

In the early morning hours of March 23, the weather was mostly calm, much as it had been the evening before. Around 0300 local time, as the officer-on-watch, I observed that the winds from the South had picked up and were gusting in the vicinity of 20-25 knots. This was noted by other vessels in the area: VHF radio traffic began to rapidly increase. By 0530 local time, with the winds blowing from the South at around 30 knots with occasional stronger gusts, the Suez Canal Authority began deploying their pilots to the first vessels that would transit the canal.

Ernest J. Caponegro



Ernest Caponegro with the *Ever Given* in the background. The other LDOs aboard *Maersk Denver* were Captain Craig Rumrill, Chief Mate Christopher Kalinowski and Third Mate Benjamin Engel. “The *Maersk Denver* crew kept their composure under extreme circumstances,” Caponegro says.

Without hesitation, the master executed evasive actions and “All Hands” were ordered to go fore and aft for what would be an emergency tie-up along the bank of the canal.

Around 0600 local time, the *Denver* received her pilot and began moving towards the entrance to the canal with the *MV Ever Given* ahead of her and two vessels—the *MV Asia Ruby III* and the *MV YM Fountain*—following behind. Despite the challenging conditions, she entered the canal firmly in the hands of the master, the harbor pilot and the helmsmen to begin the 120-mile trek north towards the Mediterranean Sea. As the transit proceeded, the *Maersk Denver* began to lose sight of the *Ever Given* against the sandy horizon. Shortly before 0800 local time, the *Ever Given* came back into *Denver’s* sight, her bridge team quickly having to comprehend the scene before them: the distinct green hull with massive white letters reading “Evergreen” appeared, the ship now cocked at an almost 45-degree angle and blocking the entire channel ahead.

Without hesitation, the master executed evasive actions and “All Hands” were ordered to go fore and aft for what would be an emergency tie-up along the bank of the canal. This maneuver, while not completely uncommon for the canal staff, would prove to be extra challenging on this particular morning. The winds were now raging from the South—with gusts that clocked in at approximately 40+ knots—and shifting from south-southeast to south-southwest. To make things more challenging, the vessel was fighting a 2-knot following current that was pushing the *Denver* in the direction of the grounded *Ever Given*. Shortly after 0800 local time, the *Denver’s* canal crew in their mooring boat was deployed in the water with the initial intent to make the vessel fast on the east bank without the assistance of any tugs. At the time, the immediate threat to the *Denver* was the grounded *Ever Given*



Maersk Ohio was also blocked on the south side of the canal. In the photo are Second Mate Lindsay Baily, Third Mate Sam Osgood and Chief Mate Jen Phurchpean. (Not pictured: Captain Chris Kavanagh.)

ahead. The *Asia Ruby III* was trailing at over a mile and was also aware of the situation and beginning to take her own precautions.

As the crew sent lines over the side to the mooring boat on the stern, it became rapidly apparent that we were not going to be able to make the east bank due to the winds. The master notified us that the vessel was now shifting to the west bank of the canal and we were tasked with the feat of simultaneously hauling in 200 meters of line on the starboard side while keeping it clear of the propeller and paying out the port side mooring line, again taking care to keep it clear of the propeller.

While the stern crew was engaged in these tasks, the bow team had its own set of challenges: the master ordered to let go the starboard anchor and pay out one of the mooring lines to secure the forward end of the vessel. Canal crews had dispatched a second mooring boat to assist the *Denver's* bow team in getting its line ashore. In the tension of the moment, the crew of the *Asia Ruby III*, the vessel astern of the *Denver*, was also moving rapidly. As the *Denver* began its shift to the west bank, I reported to the master that the *Asia Ruby III* was in the distance along the east bank of the canal well clear of us, but that situation would prove to be short lived.

As the crew on the stern maneuvered lines on the port side, we were finally met with a small bit of relief. At approximately 0830 local time, we had successfully passed the first line ashore to begin the securing process along the west bank of the canal. But within seconds of landing the first line, our focus had to quickly shift: the

Asia Ruby III, which moments earlier had been a safe distance away, had ricocheted off the east bank and was now barreling towards our stern.

I immediately notified the master of the *Asia Ruby III's* position and was ordered to get all crew off the stern mooring deck. The task now was to pay out as much line as possible while the master rang ahead bells in a bid to avoid a collision. The maneuver was a success. Combined with the arresting force of the *Asia Ruby III's* starboard anchor, the master was able to thrust us far enough ahead to allow for the aforementioned vessel's bow to swing to port and land on the bank. I observed the distance between our two vessels at this critical point to be somewhat less than 10 feet, well beyond any mariner's level of comfort. A slight dampening of the winds and current now gave our crew the necessary time to make the *Maersk Denver* fast to the canal bank. Just after 0930 local time, the *Denver* was all fast, our position being just under seven-tenths of a mile from the *Ever Given* and 64 meters from the *Asia Ruby III*, thus ending this chapter in what would evolve into a global event.

For all the things that went wrong in those early morning hours of March 23, there were several that surely went right. Under extreme circumstances, the crew of *Maersk Denver* kept their composure in the face of adversity, from the master's calm handling of the engines and thrusters to the helmsmen's execution of rudder commands with precision and without hesitation; from the crew on deck moving quickly and smartly to haul the mooring lines into position to the engineers behind the scenes keeping vital equipment available at a second's notice.

I reported to the master that the Asia Ruby III was in the distance along the east bank of the canal well clear of us, but that situation would prove to be short-lived.

This arranged marriage of mariners from all walks of life across the vast United States was the X-factor in what could have otherwise been a much larger disaster. Despite having been assembled just two months prior, all had been tasked with one mission... Keep America's proud seafaring tradition alive and well.

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

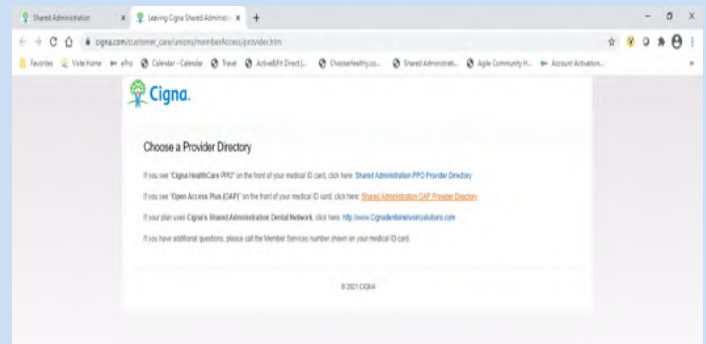
To all M.M.&P. Health & Benefit Plan Covered Participants and Covered Dependents New Cigna Network Effective July 1, 2021

The Trustees have agreed to transition from Cigna's PPO Network to Cigna's Open Access Plus (OAP) network.

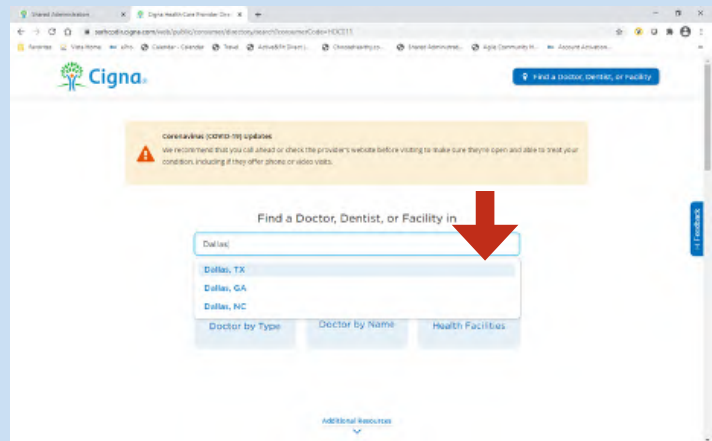
- **Your benefits are not changing**
Same Choice and Convenience – Providers you have utilized under the PPO are also the providers you will access under the OAP. A side-by-side comparison of providers used by MM&P members from PPO to OAP returned a match of 99.9%
- **New – Cigna's OAP Network**
Cigna's OAP is a national, seamless network and offers quality doctors, specialists, hospitals, laboratories and other health care providers with competitive discounts. You will pay less for in-network care than out-of-network care and the same doctors and facilities you currently use are in the Cigna OAP network.
- **Searching for a Provider**
Please use the following address **prior to July 1:** www.cignasharedadministration.com This will take you to the Cigna system that allows you to look up providers in many different ways. Click on Find a doctor.



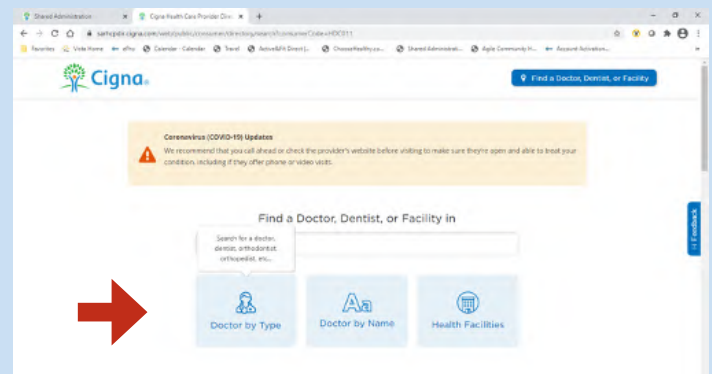
Select Shared Administration OAP Provider Directory to take you to your provider search page.



Enter your exact address, a city or zip code to start your search.



Your next step is to select one of the 3 provider search categories to find your provider or to find any provider you may need.



At this point you will see a drop-down that will further allow you to select by provider type and continue to drill-down in your search.

- **Please Note:** You will have the same freedom of provider choice as you do with the current PPO program, which means you will not need a referral to see a specialist and you will not need to select a primary care physician (PCP).
- **What Is Not Changing**
MM&P will continue paying claims on your behalf, handle benefits eligibility administration, and qualified status changes (e.g., marriage, divorce, newborn/newly adopted children). Your ID card will have a Multiplan logo, but you should attempt to utilize a Cigna network provider for all your medical needs.

New: Medical ID Cards Effective July 1, 2021

Due to COVID, the printing plant is backlogged and our new ID cards are scheduled to arrive in our office in early July.

- Your new ID cards are delayed, and a copy of a temporary ID card memo is attached for you to use.
- Please feel free to print the ID Card Memo and present it to your providers at your appointments.
(Note: It is important for the member to take this letter to the provider so that the provider will know to expect the OAP reimbursement and not balance bill the member)
- Members who need to see a provider between July 1 and the time their new ID cards arrive should confirm the provider is in-network by calling Cigna at 800-768-4695, or by checking online at cignasharedadministration.com and selecting the OAP network (accessible any time) or mycigna.com (OAP accessible on/after 7/1).
- If provider calls MM&P for eligibility, claim or benefit information, the Plan Office phone advisor will advise the provider of the change to OAP effective 7/1/21.



IMPORTANT MEMO

(Temporary ID Card)

Re: Masters, Mates & Pilots Health & Benefit Plan

The purpose of this memo is to provide information regarding how to access your healthcare plan in the event that your permanent ID cards have not yet been received, or have been lost. You may use this memo when accessing care for medical services. If you or your service providers have additional questions, please call the appropriate telephone number listed below.

Medical Group #: 3333590

Effective July 1, 2021, your plan is changing from the Cigna PPO to the Cigna OAP. For members who were enrolled previously under the Cigna PPO, your identification number will not change and should be used to file claims. If you are new to the plan and have not yet received your member identification number, please use the primary insured's social security number to file the claim.

Medical Benefit Plan:

Shared Administration Open Access Plus (OAP)

For Benefit, Eligibility and Claims Questions call the Benefit Office at 1-410-850-8500.

All inpatient services and selected outpatient procedures require precertification. Please call Cigna at 1-800-768-4695 for precertification.

To access the online provider directory on or after July 1, go to www.mycigna.com. Otherwise, please visit www.cignasharedadministration.com and select the OAP Provider Directory.

If you need assistance with locating an in-network provider, please call: 1-800-768-4695

Medical Claims Address: Cigna
P. O. Box 188004
Chattanooga, TN 37422-8004

Electronic Medical Claims: Cigna Payor 62308

If your permanent ID Cards are not received within 30 days, please contact the Benefit Office at 1-410-850-8500 to request cards.



Masters, Mates & Pilots Plans

Pensioners' Continuation of Coverage

The Trustees agreed to extend the Continuation of Coverage Program until the earlier of termination of a participant's coverage or June 30, 2022. The Trustees have had this program in place since 1987.

Earnings Limitations for Pensioners and Spouses Under 65 for the 2021 Calendar Year

I would like to remind pensioners and spouses under age 65 about the MM&P Health Plan Earnings Limitations for calendar year 2021. In early December 2020, the Plan mailed an earnings letter to all affected participants and dependents with an affidavit that must be returned to the Plan Office. If you have not yet returned the affidavit, it is advised that you complete and return it as soon as possible.

Pension Plan – Adjustable Pension Plan Annual Verification of Pensioner Benefits

To safeguard pension benefits for all participants and their qualified spouses, as they have over the past few years, the Trustees require all pensioners to verify, on an annual basis, that they have received their pension benefits for the previous year.

Please be advised that the Plan needs to receive this form, properly completed, by the time you are scheduled to receive your next pension benefit payment. We will have to withhold that benefit payment, and all future payments, until the properly completed form is received. If you have any questions, please contact the Plan Office benefit advisor at 410-850-8625 or 410-850-8636.

Plan Amendments

AMENDMENT NO. 152 TO THE M.M.&P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

Effective January 18, 2021, the following provisions of the Rules and Regulations are amended as follows:

Article IV (Benefit Provisions), Part B (Prescription Drug Benefit) is amended to add a new Section 6 (Coronavirus Vaccine Coverage) as follows:

Section 6. Coronavirus Vaccine Coverage

Effective January 18, 2021, the Plan will cover the costs of an immunization intended to prevent or mitigate the coronavirus (COVID-19) disease ("Coronavirus Vaccine") and the cost of its administration, provided the immunization has received either (i) a recommendation from the U.S. Preventive Services Task

Force or (ii) a recommendation from the Advisory Committee on Immunization Practice, which has been approved by the CDC. The costs of a Coronavirus Vaccine and its administration will be covered at 100% of the Allowable Charge and shall not be subject to the Deductible Amount, Co-payment provisions of this Part, or the above minimum out-of-pocket accumulation per Covered Individual requirement. The Plan will determine the Allowable Charge for a non-participating pharmacy for the Coronavirus Vaccine and its administration based on the amount the Plan determines is reasonable. In no event will the Allowable Charge exceed the amount that would be paid under Medicare for the Coronavirus Vaccine and its administration. This provision will remain in effect for as long as the ingredient costs of the Coronavirus Vaccine continue to be fully subsidized by the Federal Government.

Article IV (Benefit Provisions), Part C (Comprehensive Annual Physical Examination, Immunization, and MSC Pre-Employment Physical Examination) is amended to add the following paragraph at the end thereof:

Effective January 18, 2021, the Plan will cover the costs of an immunization intended to prevent or mitigate the coronavirus (COVID-19) disease ("Coronavirus Vaccine") and the cost of its administration, provided the immunization has received either (i) a recommendation from the U.S. Preventive Services Task Force or (ii) a recommendation from the Advisory Committee on Immunization Practice, which has been approved by the CDC. Notwithstanding the above, such Coronavirus Vaccine and its administration will be covered regardless of whether a Covered Individual received the immunization in connection with an Annual Physical Examination or whether a Covered Individual received the immunization upon a recommendation or order from a Physician. The costs of a Coronavirus Vaccine and its administration will be covered at 100% of the Allowable Charge and shall not be subject to the Deductible Amount, Co-payment provisions of Part A of this Article, or the above limit of \$1,250 per family per year. The Plan will determine the Allowable Charge for an out-of-network provider for the Coronavirus Vaccine and its administration based on the amount the Plan determines is reasonable. In no event will the Allowable Charge exceed the amount that would be paid under Medicare for the Coronavirus Vaccine and its administration. This provision will remain in effect for as long as the ingredient costs of the Coronavirus Vaccine continue to be fully subsidized by the Federal Government.

AMENDMENT NO. 9 TO THE
M.M.&P. PENSION PLAN
FOURTH RESTATED REGULATIONS

The M.M.&P. Pension Plan is hereby amended, effective December 31, 2020, as follows:

- 1) A new Appendix E (as attached hereto) is added at the end of the Plan document.

The Northwest Marine Retirement Trust Pension Plan (“Northwest Fund”) was merged with the Plan on December 31, 2020. This Appendix E shall apply to former participants in the Northwest Fund (“Northwest Participant”) with respect to accrued benefits earned under the Northwest Fund as of December 31, 2020. Since Credited Future Service earned under the Northwest Fund’s plan of benefits (“Northwest Plan”) was terminated by amendment effective July 1, 1981, Northwest Participants will not earn benefits under this Plan after December 31, 2020, but will continue to earn Service Credit for vesting and to determine their eligibility for pension benefits under the terms of the Northwest Plan. In addition, any benefit, right or feature under the Northwest Plan in effect as of December 31, 2020 that is considered a protected benefit under Section 411(d)(6) of the Code and the Treasury Regulations thereunder is incorporated into this Plan and shall be considered a part of this Appendix E. To the extent a provision in Appendix E applies to Northwest Participants, any parallel provision in the Plan shall not apply. In no event is a Northwest Participant entitled to duplicate vesting, eligibility or credits for the same years of service. To the extent not otherwise provided in this Appendix E, the general provisions of the Plan shall govern. Any capitalized term utilized, but not defined, in this Appendix E shall have the same meaning as set forth under the Plan.

1. Normal Retirement Pension

- (a) **Eligibility** - A Northwest Participant shall be eligible to retire at his Normal Retirement Age and receive a Normal Retirement Pension beginning on his Normal Retirement Date.
- (b) **Amount** - The monthly amount of the Normal Retirement Pension shall equal the amount of the Northwest Participant’s monthly Normal Retirement Pension under the Northwest Fund as of December 31, 2020.
- (c) **Definitions** - A Northwest Participant’s Normal Retirement Age shall mean (1) age 65, and (2) the 5th anniversary of his date of participation in the Northwest Fund or at least 0.25 of a year of Service Credit in each

of 5 Computation Periods (as defined in Section 5(c) of this Appendix E). A Northwest Participant’s years of participation and Service Credit in the Northwest Fund before January 1, 2021 and this Plan after December 31, 2020 shall be taken into account for purposes of determining when the Northwest Participant reaches his Normal Retirement Age. A Northwest Participant’s Normal Retirement Date shall mean the first day of the month coincident with or next following the Northwest Participant’s Normal Retirement Age.

- (d) **Special rule** - A Northwest Participant who retires on a Normal Retirement Pension but does not timely apply for payment of benefits to begin on his Normal Retirement Date, may elect a retroactive annuity starting date as of his Normal Retirement Date. A Northwest Participant who makes such an election shall receive a make-up payment to reflect any missed monthly payments for the period from the retroactive annuity starting date to the date of the actual payment (with an adjustment for interest at 5% per annum).

2. Early Retirement Pension

- (a) **Eligibility** - A Northwest Participant shall be eligible to retire at his Early Retirement Age and receive an Early Retirement Pension beginning on or after his Early Retirement Date and before his Normal Retirement Date.
- (b) **Amount** - The monthly amount of the Early Retirement Pension shall equal the amount of the Northwest Participant’s monthly Normal Retirement Pension earned under the Northwest Fund as of December 31, 2020, reduced by $\frac{1}{4}$ of 1% for each month by which his Early Retirement Date precedes his Normal Retirement Date, based on the Northwest Participant’s exact attained age at his Early Retirement Date; provided, however, that a Northwest Participant who does not apply to commence his Early Retirement Pension within 90 days after he terminates his active status with a participating employer shall have his Early Retirement Pension reduced by applying the reduction factors for a Deferred Vested Pension described in Section 5(a) of this Appendix E. Active status is determined based on covered hours of employment in the 90-day period prior to the Northwest Participant’s retirement date. For this purpose, covered hours of employment includes hours worked or for which the Northwest Participant is entitled to compensation under a collective bargaining agreement, hours for which a Northwest Participant is entitled to credit under a reciprocity agreement, “contiguous non-covered service” for a participating employer under the Northwest Fund, and qualifying military service under the Uniformed Service Employment and Reemployment Rights Act (“USERRA”).

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- (c) **Definitions** - A Northwest Participant's "Early Retirement Age" shall mean (1) age 55 or older but not yet age 65, and (2) at least 0.25 of a year of Service Credit (including Service Credit under both the Northwest Fund before January 1, 2021 and this Plan after December 31, 2020) in each of 10 Computation Periods (as defined in Section 5(c) of this Appendix E). A Northwest Participant's Early Retirement Date shall mean the first day of the month coincident with or next following the Northwest Participant's Early Retirement Age.

3. Disability Pension

- (a) **Eligibility** - A Northwest Participant shall be eligible to retire on a Disability Pension if he becomes Totally and Permanently Disabled, provided he (1) is not yet age 65, (2) has earned at least 0.25 of a year of Service Credit in each of 10 Computation Periods (as defined in Section 5(c) of this Appendix E), and (3) has earned at least 0.25 of a year of Service Credit in the 12-month period immediately preceding the date his disability commenced. For this purpose, a Northwest Participant's Service Credit under both the Northwest Fund before January 1, 2021 and this Plan after December 31, 2020 shall be counted.
- (b) **Amount** - The monthly amount of the Disability Pension shall equal the amount of the Northwest Participant's monthly Normal Retirement Pension under the Northwest Fund as of December 31, 2020, without any reduction for early commencement.
- (c) **Start Date** - A Disability Pension shall commence on the first day of the month coincident with or next following six consecutive months after the date on which the disability occurred. The Northwest Participant shall elect a method of payment and commence receiving a Normal Retirement Pension upon attainment of his Normal Retirement Date.
- (d) **Definition** - A Northwest Participant shall be deemed to be Totally and Permanently Disabled only if he is totally and permanently disabled by bodily injury or disease and permanently incapacitated from regularly performing any work at a gainful and suitable occupation.
- (e) **Recovery from Disability** - If the Northwest Participant dies or recovers from being Totally and Permanently Disabled before his Normal Retirement Date, as determined by the Trustees, the Northwest Participant's Disability Pension shall cease after the payment due immediately preceding the decision of the Trustees that the Northwest Participant is no longer Totally and Permanently Disabled.

4. Late Retirement Pension

- (a) **Eligibility Start Date** - A Northwest Participant who continues to work in covered employment after his Normal Retirement Date shall receive a Late Retirement Pension commencing on the first day of the month coincident with or next following his actual retirement date. Notwithstanding the preceding sentence, benefit payments shall commence no later than April 1 of the calendar year following the calendar year in which the Northwest Participant attains age 70.5.
- (b) **Amount** - The monthly amount of the Late Retirement Pension shall equal the amount of the Northwest Participant's monthly Normal Retirement Pension under the Northwest Fund as of December 31, 2020, multiplied by a late retirement adjustment factor calculated based on the definition of "Actuarial Equivalent" in the Northwest Fund as of December 31, 2020, as described in Section 8 of this Appendix E.

5. Deferred Vested Pension

- (a) **Eligibility** - A Northwest Participant shall be eligible to receive a Deferred Vested Pension if he is credited with at least 0.25 of a year of Service Credit in each of five Compensation Periods without a Break in Service and is not eligible for any other pension benefit under this Appendix E. For purposes of this provision, a Northwest Participant's Service Credit shall include his Service Credit under both the Northwest Fund before January 1, 2021 and this Plan after December 31, 2020.
- (b) **Amount** - The monthly amount of the Deferred Vested Pension shall equal the amount of the Northwest Participant's monthly Normal Retirement Pension under the Northwest Fund as of December 31, 2020, and shall commence at his Normal Retirement Date. However, the Northwest Participant may elect to begin receiving his Deferred Vested Pension as early as age 55, if the Northwest Participant has at least 0.25 of a year of Service Credit in each of 10 Computation Periods without a Break in Service, including his Service Credit under both the Northwest Fund before January 1, 2021 and this Plan after December 31, 2020. The monthly amount of a Northwest Participant's Deferred Vested Pension commencing before his Normal Retirement Date shall equal the amount of the Northwest Participant's monthly Normal Retirement Pension under the Northwest Fund as of December 31, 2020, multiplied by the appropriate factor from the table below, interpolated to the nearest month.

Retirement Age	Retiring as a Vested Terminated Participant
65	100%
64	90%
63	81%
62	72%
61	65%
60	59%
59	53%
58	48%
57	44%
56	40%
55	36%

- (c) **Service Credit definition** - For purposes of this Appendix E, Service Credit as of December 31, 2020 shall be determined for vesting and eligibility for pension benefits in accordance with the terms of the Northwest Fund in effect on December 31, 2020. Service Credit after December 31, 2020 shall be determined based on a Northwest Participant's Hours of Service credited for the 12-consecutive month period beginning on each July 1 on and after July 1, 2020 and ending on the following June 30, including from July 1, 2020 through June 30, 2021 (the "Computation Period") in accordance with the following schedule:

Hours of Service	Service Credit (as a percentage of a year)
1,000 or more	1.00
720 but fewer than 1, 000	0.50
360 but fewer than 720	0.25
Fewer than 360	0.00

- (d) **Break in Service rules** – If a Northwest Participant incurs a Break in Service before he is eligible for a Deferred Vested Pension, he shall forfeit his Service Credit earned before the Break in Service for all purposes (including for determining benefits). If, after incurring a Break in Service, a Northwest Participant earns at least 0.25 of a year of Service Credit in a subsequent Computation Period, his forfeited Service Credit shall be reinstated unless he had incurred a Permanent Break in Service. For purposes of this Appendix E, a Break in Service shall occur if a Northwest Participant does not earn at least 0.25 of a year of Service Credit during a Computation

Period. A Permanent Break in Service occurs when a Northwest Participant has incurred five consecutive Breaks in Service.

6. Optional Forms of Payment

A Northwest Participant may elect to receive one of the optional forms of payment listed below instead of the "normal form of payment" (as defined in (a) and (b) below). The optional forms of payment shall be the Actuarial Equivalent (as determined under Section 8 of this Appendix E) of his monthly Normal Retirement Pension under the Northwest Fund as of December 31, 2020, payable for his lifetime, subject to the spousal consent requirements in the Plan:

- (a) **A Lifetime Benefit Option** - The Northwest Participant shall receive a monthly benefit payment for the Northwest Participant's lifetime. This is the "normal form of payment" for a Northwest Participant without a Qualified Spouse (as defined in Section 7(c) of this Appendix E).
- (b) **A 50%, 66 2/3% or 100% Joint and Survivor Benefit Option** - The Northwest Participant shall receive a reduced monthly benefit payment for his lifetime, with 50%, 66 2/3% or 100% of the amount of the Northwest Participant's monthly benefit payment continuing thereafter to the Northwest Participant's Qualified Spouse for the remainder of the Qualified Spouse's lifetime. The 50% Joint and Survivor Benefit Option is the "normal form of payment" for a Northwest Participant with a Qualified Spouse.
- (c) **A Qualified Optional Survivor Annuity Option** - The Northwest Participant shall receive a reduced monthly benefit payment for his lifetime, with 75% of the amount of the Northwest Participant's monthly benefit payment continuing thereafter to the Northwest Participant's Qualified Spouse for the remainder of the Qualified Spouse's lifetime.
- (d) **A Social Security Adjustment Option** – The Northwest Participant shall receive a reduced monthly benefit payment that is increased during the period between the Northwest Participant's retirement date under this Appendix E and the date he commences receipt of Social Security benefits, and decreased after the date that his Social Security benefits begin. The amount of benefits paid by the Plan shall be the Actuarial Equivalent (as determined under Section 8 of this Appendix E) of the benefits that would have been paid by the Plan if there had been no Social Security adjustment.

Notwithstanding the above, upon application for a benefit, if the Actuarial Equivalent (as determined under

Masters, Mates & Pilots Plans

Section 8 of the Appendix) is \$5,000 or less, the benefit shall be paid in a lump-sum payment in lieu of monthly payments.

7. **Pre-Retirement Death Benefits** – A monthly preretirement survivor annuity shall be paid to the Qualified Spouse of a Northwest Participant who was a former participant in the Northwest Fund as of December 31, 2020, was entitled to a Deferred Vested Pension under Section 5(a) of this Appendix E, and dies on or after December 31, 2020 but before his actual retirement date. The preretirement survivor annuity shall commence on the first day of the month coincident with or next following the Northwest Participant's death and continue for the Qualified Spouse's lifetime. The amount of the monthly preretirement survivor annuity shall be determined as follows:

- (a) **Death on or before Normal Retirement Date** –
- (1) If a Northwest Participant who is an Active Northwest Participant (as defined in (a)(3) below) dies on or before his Normal Retirement Date, the amount of the monthly preretirement survivor annuity shall equal $\frac{1}{2}$ of the monthly benefit the Northwest Participant would have received with respect to his benefit earned under the Northwest Fund as of December 31, 2020, if he had survived to, and retired on, his Normal Retirement Date, elected at that time to receive his retirement benefit in the form of the Qualified Joint and Survivor Annuity, and died on the following day.
 - (2) If an Inactive Northwest Participant (as defined in (a)(3) below) dies on or before his Normal Retirement Date, the amount of the monthly preretirement survivor annuity shall equal the amount determined under (a)(1) above, except that amount shall be reduced by $\frac{1}{4}$ of 1% for each month by which his date of death precedes his Normal Retirement Date.
 - (3) For purposes of this Section 7, the term "Active Northwest Participant" means a Northwest Participant who had earned at least 0.25 of Service Credit in each of three of the five most recent 12-month periods immediately prior to his death, or was actively engaged in covered employment at the time of his death. The term "Inactive Northwest Participant" means a Northwest Participant who was not an "Active Employee" at the time of his death.

- (b) **Death After Normal Retirement Date** - If a Northwest Participant dies after his Normal Retirement Date the amount of the monthly preretirement survivor annuity shall be equal to $\frac{1}{2}$ of the monthly benefit the Northwest Participant would have received had he retired the day before his death and elected the Qualified Joint and Survivor Annuity.
- (c) **Qualified Spouse** - For purposes of Appendix E, the term "Qualified Spouse" shall mean the Spouse of the Northwest Participant to whom he has been married for the one-year period ending on the earlier of the date the Northwest Participant's benefit payments commence or the Northwest Participant's date of death.

8. Actuarial Equivalent

Notwithstanding any provision in this Plan to the contrary, the "Actuarial Equivalent" of a Northwest Participant's accrued benefit under the Northwest Fund as of December 31, 2020 is equal to what it would have been under the Northwest Fund on December 31, 2020 when payable under the terms of the Northwest Fund in effect as of December 31, 2020. For purposes of calculating a Disability Pension, the Actuarial Equivalent is based on (a) an interest rate of 7.5% per year, and (b) a blend of 50% of the 1965 Disabled Railway Employees Ultimate Mortality Table and 50% of the 1983 Group Annuity Mortality Table. For all other purposes: (1) mortality shall be based on the 1983 Group Annuity Mortality Table and (2) interest shall be 7.5% per year.

For purposes of any distribution paid in a form subject to Section 417(e) of the Code, Actuarial Equivalent amounts shall not be less than the amount determined using the following mortality table and interest rate:

- (i) Mortality shall be based on the applicable mortality table prescribed under Section 417(e)(3)(B) of the Code, and
- (ii) Interest shall be based on the applicable interest rate prescribed under Section 417(e)(3) of the Code, for the first calendar month preceding the first day of the Computation Period in which the distribution occurs.

DRAFT AMENDMENT NO. 153 TO THE M.M.&P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

- (1) Article III (Eligibility), Section 8 (Continuation of Coverage for Pensioners) is amended by substituting the references to "June 30, 2021" with "June 30, 2022" therein.

AMENDMENT NO. 10 TO THE
M.M.&P. PENSION PLAN
FOURTH RESTATED REGULATIONS

The M.M.&P. Pension Plan is hereby amended, effective June 1, 2021, as follows:

- 1) Article V (Participant and Spouse Pension and Benefits to Survivors), Section 5.04 (Pre-retirement Surviving Spouse Pension - Before Age 55), subsection (d) shall be amended by replacing the words “age 70 ½” with the phrase “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).”
- 2) Article V (Participant and Spouse Pension and Benefits to Survivors), Section 5.04 (Pre-retirement Surviving Spouse Pension - Before Age 55), subsection (g)(ii) shall be amended by replacing the words “age 70 ½” with the phrase “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).”
- 3) Article V (Participant and Spouse Pension and Benefits to Survivors), Section 5.05 (Pre-retirement Surviving Spouse Pension - After Age 55), subsection (c) shall be amended by replacing the words “age 70 ½” with the phrase “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).”
- 4) Article VI (Applications, Benefit Payments, and Retirement), Section 6.07 (Commencement of Benefits), subsection (c)(ii) is replaced with the following:
 - (ii) A Participant’s “Required Beginning Date” is April 1 of the Calendar Year following the year the Participant reaches age 70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020) provided that, for a Participant who reaches age 70 ½ before 1988 other than a 5% owner, the Required Beginning Date is April 1 of the calendar year in which the Participant ceases work in Covered Employment if that is later. Any additional benefits earned by a Participant in Covered Employment after age 70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020) will be determined at the end of each Plan Year and will be payable as of February 1 following the end of the Plan Year in which it accrued.

Effective January 1, 1999, a Participant’s “Required Beginning Date” is the later of April 1 of the Calendar Year following the year the Participant reaches age 70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020) or date of

retirement. Notwithstanding the foregoing, the “Required Beginning Date” of a Participant who is a 5% owner is April 1 of the Calendar Year following the year in which the Participant reaches age 70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).

AMENDMENT NO. 6 TO THE
M.M.&P. ADJUSTABLE PENSION PLAN
FIRST RESTATED REGULATIONS

The M.M.&P. Adjustable Pension Plan is hereby amended, effective June 1, 2021, as follows:

1. Article I (Definitions), Section 1.30 (Required Beginning Date) of the Masters, Mates & Pilots Adjustable Pension Plan shall be replaced with the following:

For Participants who attain age 70 ½ between January 1, 1999 and December 31, 2019, the “Required Beginning Date” means April 1 of the calendar year following the year such Participant reaches age 70 ½ or the Participant’s Retirement. For Participants who attain age 70 ½ on or after January 1, 2020, the “Required Beginning Date” is April 1 of the calendar year following the year such Participant reaches age 72 or the Participant’s Retirement. Notwithstanding the foregoing, the Required Beginning Date of a Participant who is a 5% owner is April 1 of the calendar year next following the calendar year in which the Participant reaches age 70½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).
2. Article V (Pension Benefits), Section 5.09.A (Mandatory Distributions) of the Masters, Mates & Pilots Adjustable Pension Plan shall be amended by replacing the words “age 70 ½” with the phrase “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).”
3. Article VII (Death Benefits), Section 7.01.A.4 (Qualified Pre-Retirement Survivor Annuity), of the Masters, Mates & Pilots Adjustable Pension Plan shall be amended by replacing the words “age 70 ½” with the phrase “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).”
4. Article VII (Death Benefits), Section 7.01.B.3 (Qualified Pre-Retirement Survivor Annuity), of the Masters, Mates & Pilots Adjustable Pension Plan shall be amended by replacing the words “age 70 ½” with the phrase “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020).”

Masters, Mates & Pilots Plans

AMENDMENT NO. 12 TO THE M.M.&P. INDIVIDUAL RETIREMENT ACCOUNT PLAN FOURTH RESTATED REGULATIONS

The M.M.&P. Individual Retirement Account Plan is hereby amended, effective June 1, 2021, as follows:

1. Article VI (Payment of Benefits and Eligibility), Section 6.8 (Benefit Payments Generally) of the Masters, Mates & Pilots Individual Retirement Account Plan shall be amended by replacing subsection (a) in its entirety with the following:

Except as otherwise provided in this Section or in Article VII, benefits shall be payable as soon as practicable after the claimant has fulfilled all the conditions for entitlement, including the requirement for filing an application with the Trustees. The filing of an application for benefits shall constitute consent by the Participant to the payment of benefits and, if the Participant is married, the filing of the Spouse's written consent to waive the 50% Participant and Spouse Annuity shall constitute the Spouse's consent to the payment. Commencement of payments from a Participant's Accumulated Share will not begin earlier than the month following the date that the Participant retires and submits an appropriate application, as described in Section 8.01.

Notwithstanding the above, Participants must begin to receive their benefits no later than their Required Beginning Date, as defined in Section 6.09(b), or as soon as practicable after the Required Beginning Date as the Trustees are able to locate the Participant, his heirs or his legal representative.
2. Article VI (Payment of Benefits and Eligibility), Section 6.9 (Mandatory Commencement of Benefits) of the Masters, Mates & Pilots Individual Retirement Account Plan shall be amended by replacing subsection (b) in its entirety with the following:
 - (i) For Participants who attain age 70 ½ before January 1, 1999, the "Required Beginning Date" is April 1 of the calendar year following the year such Participant reaches age 70 ½. For Participants who attain age 70 ½ between January 1, 1999 and December 31, 2019, the "Required Beginning Date" is April 1 of the calendar year following the year such Participant reaches age 70 ½ or the date the Participant retires. For Participants who attain age 70 ½ on or after

January 1, 2020, the "Required Beginning Date" is April 1 of the calendar year following the year such Participant reaches age 72 or the date the Participant retires.

3. Article VI (Payment of Benefits and Eligibility) of the Masters, Mates & Pilots Individual Retirement Account Plan shall be amended by adding new Section 6.14 (Qualified Birth and Adoption Distributions) as follows:
 - a) Distribution: Effective June 1, 2021 and as permitted under Code Section 72(t)(2)(H) and regulations thereunder, a Participant may receive one (1) or more Qualified Birth or Adoption Distributions in accordance with procedures established by the Board of Trustees. The aggregate amount of such distributions to the Participant from their vested Accumulated Share shall not exceed five thousand dollars (\$5,000) (or, if the Participant's Accumulated Share is less than \$5,000, then the full amount of the Accumulated Share) from the Plan combined with all other eligible retirement plans in which the Participant is a participant. A Qualified Birth or Adoption Distribution must occur within the one (1) year period beginning on the date the Participant's child is born or on the date that the legal adoption by the Participant of an Eligible Adoptee is finalized. An "Eligible Adoptee" means any individual (other than a child of the Participant's spouse) who has not attained age eighteen (18) or who is physically or mentally incapable of taking care of himself or herself as defined in Code Section 72(m)(7).

Qualified Birth or Adoption Distributions are not limited to the amount necessary to pay for actual expenses related to the birth or legal adoption. A Qualified Birth or Adoption Distribution shall not be treated as an eligible rollover distribution from the Plan.
 - b) Recontribution: A Participant who receives a Qualified Birth or Adoption Distribution from the Plan may recontribute any portion of it back to the Plan (up to the entire amount of the distribution) if the Participant is eligible to make a rollover contribution to the Plan at the time the Participant wishes to make a recontribution to the Plan. Such recontribution shall be treated as a 60-day rollover in a direct trustee-to-trustee transfer.
 - c) Certification: The Trustees may rely on a Participant's reasonable representations that he is eligible for a

Qualified Birth or Adoption Distribution unless the Trustees have actual knowledge to the contrary but in no event do the Trustees have an obligation to investigate whether the Participant's certification is accurate. Notwithstanding the foregoing, the Trustees retain discretion to require such documentation as they deem appropriate under the circumstances.

AMENDMENT NO. 13 TO THE
M.M.&P. INDIVIDUAL RETIREMENT ACCOUNT
PLAN/401(k) ARRANGEMENT
FOURTH RESTATED REGULATIONS

The M.M.&P. Individual Retirement Account Plan/401(k) Arrangement is hereby amended, effective June 1, 2021, as follows:

1. Article IV (Benefit Payments), Section 4.7 (Benefit Payments) of the Masters, Mates & Pilots 401(k) Arrangement shall be amended, by adding the following new subsection (c) (Required Minimum Distributions):

- (i) In general, commencement of payments from a Participant's Pre-Tax Contribution Account, Roth Account, or Matching Contribution Account shall begin the month following when the Participant retires and submits an appropriate application.

Notwithstanding the above, Participants must begin their benefits by their Required Beginning Date or as soon as practicable after the Required Beginning Date as the Trustees are able to locate the Participant, his heirs or his legal representative.

For Participants who attain age 70 ½ before January 1, 1999, the "Required Beginning Date" is April 1 of the calendar year following the year such Participant reaches age 70 ½. For Participants who attain age 70 ½ between January 1, 1999 and January 1, 2020, the "Required Beginning Date" is April 1 of the calendar year following the year such Participant reaches age 70 ½ or the date the Participant retires. For Participants who attain age 70 ½ on or after January 1, 2020, the "Required Beginning Date" is April 1 of the calendar year following the year such Participant reaches age 72 or the date the Participant retires.

2. Article IV (Benefit Payments) of the Masters, Mates & Pilots 401(k) Arrangement shall be amended by adding new Section 4.10 (Qualified Birth and Adoption Distributions) as follows:

- a) Distribution: Effective June 1, 2021 and as permitted under Code Section 72(t)(2)(H) and regulations thereunder, a Participant may receive one (1) or more Qualified Birth or Adoption Distributions in accordance with procedures established by the Board of Trustees. The aggregate amount of such distributions to the Participant from their Pre-Tax Contribution Account, Roth Account, or Matching Contribution Account (both elected deferrals and Employer Contributions) shall not exceed five thousand dollars (\$5,000) from the Plan combined with all other eligible retirement plans in which the Participant is a participant and must occur within the one (1) year period beginning on the date the Participant's child is born or on which the legal adoption by the Participant of an Eligible Adoptee is finalized. An "Eligible Adoptee" means any individual (other than a child of the Participant's spouse) who has not attained age eighteen (18) or who is physically or mentally incapable of taking care of himself or herself as defined in Code Section 72(m) (7).

Qualified Birth or Adoption Distributions are not limited to the amount necessary to pay for actual expenses related to the birth or legal adoption. A Qualified Birth or Adoption Distribution shall not be treated as an eligible rollover distribution from the Plan.

- b) Recontribution: A Participant who receives a Qualified Birth or Adoption Distribution from the Plan may recontribute any portion of it to the Plan (up to the entire amount of the distribution) if the Participant is eligible to make a rollover contribution to the Plan at the time the Participant wishes to make a recontribution to the Plan, and such repayment shall be treated as a 60-day rollover in a direct trustee-to-trustee transfer.
 - c) Certification: The Trustees may rely on a Participant's reasonable representations that he or she is eligible for a Qualified Birth or Adoption Distribution unless the Trustees have actual knowledge to the contrary but in no event do the Trustees have an obligation to investigate whether the Participant's certification is accurate. Notwithstanding the foregoing, the Trustees retain discretion to require such documentation as they deem appropriate to the circumstances.



Captain James Staples developed the new PCTC course, which includes three-days of classroom work and two days of navigation training in the MITAGS simulators.

MITAGS To Offer New Pure Car Truck Carrier Course

MITAGS will soon offer a new course focused on the development of the professional and technical skills needed to work as a licensed deck officer aboard pure car and truck carriers.

The week-long course covers a wide variety of topics, with an in-depth look at the safety management systems used at MM&P-contracted SEABULK and at NYK, which operates just over 17 percent of the world's PCTC fleet and has an overall capacity of 660,000 cars.

"The course is directed to new chief mates or to second mates looking to become chief mates," says Captain Jim Staples, who developed the course.

The modules range from safe operation of equipment such as the stern and side ramps and the deck-lifter trucks, to ballasting, confined space entry and bridge resource management. The course will launch as company-specific and will probably open up in late summer or early fall to all MM&P members.

Rebecca Evans of MITAGS Is a Mixed Martial Arts Pro!

"I wear a few different hats," says Rebecca Evans, who has just celebrated four years at MITAGS as an instructional design coordinator, a job in which she works with instructors, analyzing course content in conjunction with the requirements set forth in NVICS and CFRs to ensure the curriculum receives Coast Guard approval.

She finds the work at MITAGS extremely gratifying. "I'm 100 percent content," she says. "The great thing about working with mariners is if you ask a question, they'll make sure you get a complete answer. It's like drinking from a fire hose."

Evans is also an educator in her spare time—not on campus, but at the gym, where she shares her passion for mixed martial arts, a discipline that includes wrestling, strikes, kicks and clinching.

She teaches classes at all levels, for people of all ages, from four-year-old children to adults aged 60 and over. "There's been a big growth in mixed martial arts, not just people wanting to learn how to fight but a boom in interest in MMA as recreation," she says. More women and girls are signing up, and that makes her particularly happy. "I take pride in being a role model," she says. "I love the kids. That's one reason I fight as hard as I do."



Rebecca "The Giraffe" Evans (*black shorts*) softens up her opponent with heavy ground and pound. The fight, her first as an MMA professional, took place this spring in Tampa Bay.



Evans gets her hand raised during the official announcement of her second-round submission win by rear naked choke (RNC). Her mother and friends flew down to Tampa Bay to watch the fight. Some of the children in her MMA classes watched online.

PENSIONERS



Hans W. Amador, shipping out of West Coast ports. He last sailed for Patriot Contract Services as master of the *Admiral William Callaghan*.

Christopher D. Baker, shipping out of East Coast ports. He last sailed with Chesapeake Crewing as chief engineer on the *SLNC Goodwill*.

Harold E. Blaney worked as an instructor at the Maritime Institute of Technology and Graduate Studies.

Joseph D. Carter, shipping out of West Coast ports. He last sailed for American President Lines as second mate aboard the *APL President Buchanan*.

Oscar Dukes, shipping out of West Coast ports. He last sailed for Matson Navigation as third mate aboard the *Matson Manulani*.



Eric D. Erving, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as chief mate aboard the *Maersk Detroit*.

Joseph F. Gordian, shipping out of West Coast ports. He last sailed for Sealand Services as chief mate aboard the *Sealand Express*.

Donald Koslow, shipping out of West Coast ports. He last sailed for Central Gulf Lines as chief mate aboard the *Green Bay*.

John P. Markuske, shipping out of East Coast ports. He last sailed for Patriot Contract Services as master of the *Patriot Pax*.

Christopher F. Murray, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as master of the *Maersk Kinloss*.



Daniel S. Shelton, shipping out of West Coast ports. He last sailed for Matson Navigation as third mate aboard the *Matson RJ Pfeiffer*.

Katharine H. Sweeney, shipping out of West Coast ports. She was the delivery master for the *MV Manukai*, KPSI Hull 001 and last sailed for Matson Navigation as master of the *SS Kauai*.



Katharine Sweeney with Norwegian shipyard owner Kjell Inge Rokke.

SCHOLARSHIPS

Congratulations Scholarship Winners!

Each year, the MM&P Health & Benefit Plan awards scholarships to six dependents of eligible members of the Offshore Group who have distinguished themselves in academics and extracurricular activities, including community service. As long as the students continue to meet the eligibility requirements, the scholarships are renewable for four years of college study. For more information, contact the Health & Benefit Plan at 410-850-8500. Congratulations and best wishes to the winners.



Danielle DeCastro, daughter of David DeCastro, attends the BFA Musical Theater program at Long Island University-Post. Accomplished in voice, piano and clarinet, she maintained a 4.1 GPA in high school and was a member of the National Honor Society and the Tri-M Music Honor Society. She participated in Honors Wind Ensemble and Chamber Singers, and Thespian Troupe 7127. She was a soloist and director of the a capella group Dynamic Divas. In her senior year, she was the marching band drum major. She has worked with Broadway actors in Break a Leg Theater Works, taken master classes and acted in productions and cabarets. She is a soloist and member of her church choir. The family is proud that Danielle has received this scholarship.



Heidi El-mobdy, daughter of Mohamed El-mobdy, is attending University of Washington-Tacoma where she is majoring in law and criminal justice. "First off, I would like to thank you for awarding me this scholarship," she says. "It truly means a lot to me and my family. My goal is to help people and have the chance to help make the world a better place."



Sophia El-mobdy, daughter of Mohamed El-mobdy, will pursue a career in engineering. "This scholarship means so much to me and my family," she says. "Building and designing is a true passion for me. I know for my sister and me to attend a university at the same time is pricey and will lead my dad to work longer. I truly appreciate all the help I can get so my father can be home with us more often!"



Susan Mago, daughter of William Mago, attends the University of South Florida and majors in finance. In high school she was junior and senior class treasurer for Student Council, and captain of the varsity track and cross-country teams. She received an International Baccalaureate Diploma and an AP Scholar with Distinction Award. Her club involvement included National Honor Society, National Hispanic Honor Society, Model United Nations, Link Crew and Blessings in a Backpack. She is active in her church through volunteering and alter service and as a youth group leader. By the time she was five years old, she had learned all the whistle signals from the ships sailing past her home. Her favorite memory is when she finally got to blow the whistle herself. "I am thankful and honored to have received this scholarship! The support my family continues to receive from MM&P is incredible," she says. "Words cannot express my gratitude to MM&P for their generosity."



Kai McCormick, son of Michael McCormick, will attend Emory University's Goizueta Business School. He attended Bronx High School of Science where he participated in Model United Nations and played for the varsity soccer team. "My father's career at sea was something that instilled the important values of commitment and dedication in me," he says. "I am very thankful for the opportunities that MM&P has offered me. I have many good memories of visiting my dad on his ship between voyages on the West Coast."



Stephanie Moneymaker, daughter of Steven R. Moneymaker, plans to attend the University of South Carolina to pursue a future in healthcare. In high school she was vice president of the National Honor Society. She was also a member of the Key Club, the Foreign Language International Club, the Science National Honor Society and the Emerging Health Professionals program. She participated in dance for 15 years. "My father's career and attitude towards life has inspired me to work hard and chase my dreams," she says. "He always comes home with unique stories about his travels, or with a new food for us to try. He is an incredible father and captain. I am honored and very grateful to MM&P for this award and support for my future."

Directory of MM&P Offices

International Headquarters

700 Maritime Blvd., Suite B
Linthicum Heights, MD 21090-1953
Phone: 410-850-8700
Fax: 410-850-0973
www.bridgedeck.org

International Officers

Donald J. Marcus
President
410-850-8700 ext. 122
president@bridgedeck.org

Don F. Josberger
Secretary-Treasurer
410-850-8700 ext. 116
sec-treas@bridgedeck.org

Executive Offices

George Quick
VP-Pilot Membership Group
410-691-8144
gquick@bridgedeck.org

Roger Lash
International Representative
410-691-8142
rlash@bridgedeck.org

Steven M. Miceli Jr.
International Representative
410-691-8149
smicelijr@bridgedeck.org

Margaret Schanne
International Comptroller
410-691-8134
mschanne@bridgedeck.org

Communications

Lisa Rosenthal
Communications Director
410-691-8146
communications@bridgedeck.org

Legal Department

Gabriel Terrasa
International Counsel
410-691-8148
gterrasa@bridgedeck.org

Membership Department

Stephanie Dixon/Teresa Pettus
410-691-8133
membership@bridgedeck.org

MM&P Health & Benefit, Vacation, Pension, JEC and IRAP Plans

Patrick McCullough
Administrator
MM&P Plans
700 Maritime Blvd., Suite A
Linthicum Heights, MD
21090-1996
Phone: 410-850-8500
Fax: 410-850-8655
Toll-Free: 1-877-667-5522
PMcCullough@mmppplans.com

Hours: Monday – Friday
8:30 AM – 4:30 PM ET

Atlantic Maritime Group

Michael Riordan
Vice President
570 Broad Street, Suite 701
Newark, NJ 07102
Direct: 201-830-3407
Cell: 917-324-1462
Fax: 201-963-5403
mriordan@bridgedeck.org

Paulina Czernek
Representative
Phone: 201-830-3406
pczernek@bridgedeck.org

Keith Poissant
Representative
Phone: 973-420-0492
kpoissant@bridgedeck.org

Rich Russo
City Representative
Phone: 201-830-3408
rrusso@bridgedeck.org

Federal Employees Membership Group

Randall H. Rockwood
Vice President
Executive Office
MM&P Headquarters
700 Maritime Blvd., Suite B
Linthicum, MD 21090-1953
rrockwood@bridgedeck.org
410-691-8131

Randi Ciszewski
Government Fleet Representative
& CNO Pilot Representative
MM&P Headquarters
700 Maritime Blvd., Suite B
Linthicum, MD 21090-1953
Cell: 202-679-7594
Fax: 732-527-0829

Offshore Membership Group

Thomas Larkin
Vice President - Atlantic Ports

Jeremy Hope
Vice President - Gulf Ports &
Government Contracts

J. Lars Turner
Vice President - Pacific Ports

Boston

Ron Colpus
Thomas Sullivan
Representatives
Marine Industrial Park
12 Channel St., Suite 606-A
Boston, MA 02210-2333
Phone: 617-671-0769
Fax: 617-261-2334
boston@bridgedeck.org

Charleston

John Livingston
Representative
1481 Tobias Gadson Blvd., Suite 2C
Charleston, SC 29407-4794
Phone: 843-766-3565
Fax: 843-766-6352
Charleston@bridgedeck.org

Honolulu

Randy Swindell
Representative
521 Ala Moana Blvd., Ste 254
Honolulu, HI 96813
Phone: 808-523-8183
Fax: 808-538-3672
rswindell@bridgedeck.org

Houston

Jeremy Hope
Vice President - Gulf Ports &
Government Contracts

Sara Gasper
Representative
13850 Gulf Freeway, Ste 250
Houston, TX 77034
Phone: 281-464-9650
jhope@bridgedeck.org
Houston@bridgedeck.org

Los Angeles/Long Beach

Wendy Karnes
Representative
533 N. Marine Ave., Ste A
Wilmington, CA 90744-5527
Phone: 310-834-7201
wkarnes@bridgedeck.org

Miami/Port Everglades

Andrea Fortin / Jennipher Miller
Representatives
Broward Outpatient Medical Center
150 SW 12th Ave Suite 205
Pompano FL 33069-3237
Phone: 954-946-7883
pompano@bridgedeck.org

New York/New Jersey

Thomas Larkin
Vice President-Atlantic Ports

Jay Tripaldi
Atlantic Regional Representative
570 Broad Street, Ste 701
Newark, NJ 07102
Phone: 201-963-1900
Fax: 201-963-5403
tlarkin@bridgedeck.org
nynj@bridgedeck.org

Norfolk, Va.

Mark Nemergut
Representative
Interstate Corporate Center
6325 North Center Dr., Ste 100
Norfolk, VA 23502
Phone: 757-489-7406
norfolk@bridgedeck.org

Oakland

Veronica Schaible
Representative
548 Thomas L. Berkley Way
Oakland, CA 94612
Phone: 510-808-7068
Fax: 510-808-7067
vschaible@bridgedeck.org

Seattle

J. Lars Turner
Vice President-Pacific Ports

Kirsten Wilhelm
Representative
15208 52nd Ave. South, Suite 100
Seattle, WA 98188
Phone: 206-441-8700
Fax: 206-448-8829
lturmer@bridgedeck.org
kwilhelm@bridgedeck.org

Tampa

Laura Cenkovich / Ted Dohrman
Representatives
4333 S 50th St.
Tampa, FL 33619
Phone: 813-247-2164
Hours: 9:00 AM-2:00 PM ET
tampa@bridgedeck.org

Pilot Membership Group

George A. Quick

Vice President
3400 N. Furnace Rd.
Jarrettsville, MD 21084
Phone: 410-691-8144
Fax: 410-557-7082
gquick@bridgedeck.org

East Coast Regional Rep.

Timothy J. Ferrie

201 Edgewater St.
Staten Island, NY 10305
Phone: 718-448-3900
Fax: 718-447-1582
tferrie@bridgedeck.org

Gulf Coast Regional Rep.

Richard D. Moore

8150 S. Loop E. Houston, TX 77017
Phone: 713-645-9620
Richardmoore1@att.net

West Coast Regional Rep.

Kip Carlson

Pier 9, East End
San Francisco, CA 94111
Phone: 415-389-1763
kcarlson@bridgedeck.org

Alaska Marine Pilots

David Arzt

President
P.O. Box 920226
Dutch Harbor, AK 99692
Phone: 907-581-1240
Fax: 907-581-1372
amp@ampilots.com

Aransas-Corpus Christi Pilots

Kevin C. Monaco

President
P.O. Box 2767
Corpus Christi, TX 78403
Phone: 361-884-5899
Fax: 361-884-1659

Associated Branch Pilots

Michael Miller

President
3813 N. Cswy Blvd., Ste 100
Metairie, LA 70002
Phone: 504-831-6615

Association Maryland Pilots

Eric Nielsen

President
3720 Dillon St.
Baltimore, MD 21224
Phone: 410-276-1337
Fax: 410-276-1364
President@mdpilots.com

Biscayne Bay Pilots

Geoffrey Pool

Chairman
2911 Port Blvd.
Miami, FL 33132
Phone: 305-374-2791
Fax: 305-374-2375

Boston Pilots

Richard Stover

President
256 Marginal Street, Bldg 11
East Boston, MA 02128
Phone: 617-569-4500
Fax: 617-569-4502

Canaveral Pilots

Ben Borgie

Richard Grimison
Co-Chairmen
Box 816
Cape Canaveral, FL 32920
Phone: 321-783-4645
TheCanaveralPilots@msn.com

Charleston Branch Pilots

Whit Smith

6 Concord St.
P.O. Box 179
Charleston, SC 29401
Phone: 843-577-6695
Fax: 843-577-0632

Columbia River Bar Pilots

James Brady

President
100 16th St.
Astoria, OR 97103-3634
Phone: 503-325-2641

Columbia River Pilots

Christopher D. Eckardt

MM&P Delegate

Jeremy Nielsen

President
13225 N. Lombard
Portland, OR 97203
Phone: 503-289-9922

Coos Bay Pilots

George Wales

President
686 North Front St.
Coos Bay, OR 97420-2331
Phone: 541-267-6555
Fax: 541-267-5256

Crescent River Port Pilots

E. Michael Bopp

President
8712 Highway 23
Belle Chasse, LA 70037
Phone: 504-392-8001
Fax: 504-392-7598
www.crescentpilots.com

Galveston-Texas City Pilots

Matt Bush

P.O. Box 16110
Galveston, TX 77552
Phone: 409-740-3347
Fax: 409-740-3393

Hawaii Pilots Association

Tom Heberle

President
Pier 19-Honolulu Harbor
P.O. Box 721
Honolulu, HI 96808
Phone: 808-532-7233
Fax: 808-532-7229
www.hawaiiipilots.net

Houston Pilots

Robert Thompson

Presiding Officer
203 Deerwood Glen Drive
Deer Park, TX 77536
Phone: 713-645-9620

Key West Bar Pilots Association

Alejandro Gonzalez

P.O. Box 848
Key West, FL 33041
Phone: 305-296-5512
Fax: 305-296-1388

Mobile Bar Pilots

W. Curtis Wilson III

President
P.O. Box 831
Mobile, AL 36601
Phone: 251-432-2639
Fax: 251-432-9964

Northeast Marine Pilots

Clint Walker

243 Spring St.
Newport, RI 02840
Phone: 401-847-9050
Toll Free: 1-800-274-1216

Penobscot Bay & River Pilots Association

David Gelinis

President
Skip Strong
Vice President
18 Mortland Road
Searsport, ME 04974
Phone: 207-548-1077
Fax: 207-548-1078
pilots@penbaypilots.com

Pilots Association for the Bay & River Delaware

David Cuff

President
800 S. Columbus Blvd.
Philadelphia, PA 19147
Phone: 215-465-8340
Fax: 215-465-3450

Port Everglades Pilots

Samuel S. Stephenson

David T. Ulrich
Co-Directors
P.O. Box 13017
Port Everglades, FL 33316
Phone: 954-522-4491

Puget Sound Pilots

Eric vonBrandenfels

2003 Western Ave. - Suite 200
Seattle, WA 98121
Phone: 206-518-5484
Fax: 206-448-3405

Sabine Pilots

Charles Tweedel

Presiding Officer
2605 Jimmy Johnson Blvd.
Port Arthur, TX 77640
Phone: 409-722-1141
Fax: 409-962-9223
www.sabinepilots.com

Saint Johns Bar Pilots

Nate Cook

President
4910 Ocean St. Mayport, FL 32233
Phone: 904-249-5631
Fax: 904-249-7523
admin@jaxpilots.com

San Juan Bay Pilots

Stephen Rivera

President
P.O. Box 9021033
San Juan, PR 00902-1033
787-722-1166

St. Lawrence Seaway Pilots

John R. Boyce

President

Pat Broderick

MM&P Branch Agent
P.O. Box 274
230 North Point Street
Cape Vincent, NY 13618
Phone: 315-250-1477
Fax: 315-654-4491

San Francisco Bar Pilots

Joseph Long

Port Agent

Zack Kellerman

MM&P Representative
Pier 9, East End
San Francisco, CA 94111
Phone: 415-362-5436
Fax: 415-982-4721

Sandy Hook Pilots

John J. DeCruz

New York President

Brendan D. Foley

New Jersey President

Rob Debrowski

Branch Agent
rdebrowski@sandyhookpilots.com

201 Edgewater St.
Staten Island, NY 10305
Phone: 718-448-3900
Fax: 718-447-1582

Savannah Pilots Association

Robert T. ("Trey") Thompson III
Master Pilot
130 Houston St.
P.O. Box 9267
Savannah, GA 31401-3528
Phone: 912-236-0226
Fax: 912-236-6571

Southeast Alaska Pilots

John Herring
President
1621 Tongass Ave. - Suite 300
Ketchikan, AK 99901
Phone: 907-225-9696
Fax: 907-247-9696
pilots@seapa.com
www.seapa.com

Southwest Alaska Pilots

Andrew S. Wakefield
President
P.O. Box 977
Homer, AK 99603
Phone: 907-235-8783
Fax: 907-235-6119
supilots@gci.net

Tampa Bay Pilots

Terry Fluke
Executive Director
1825 Sahlman Dr. Tampa, FL 33605
Phone: 813-247-3737
Fax: 813-247-4425

Virgin Islands Port Authority Pilots

John Amaro
President
6877 Upper Wintberg
St. Thomas, VI 00802
340-998-2260
Srpilot580@aol.com

Virginia Pilot Association

J. W. Whiting Chisman III
President
3329 Shore Dr.
Virginia Beach, VA 23451
Phone: 757-496-0995

Western Great Lakes Pilots Association

Jon Olney
President
6559 S M221, P.O. Box 365
Brimley, MI 49715
Phone: 715-392-5204
Fax: 715-392-1666
wglpa.president@aol.com

United Inland Membership Group

Thomas Bell
VP-Great Lakes & Gulf Region
Timothy Saffle
VP-Pacific Maritime Region

Cleveland

Thomas Bell
VP-Great Lakes & Gulf Region
1322 Old River Rd., 3rd Floor
Cleveland, OH 44113
Phone: 216-776-1667
Fax: 216-776-1668
tbell@bridgedeck.org

Juneau

Shannon Adamson
Regional Representative
229 Fourth St.
Juneau, AK 99801
Phone: 907-586-8192
Fax: 907-789-0569
sadamson@bridgedeck.org

Los Angeles/Long Beach

Sly Hunter
Regional Representative
533 N. Marine Ave., Ste A
Wilmington, CA 90744-5527
Phone: 510-808-7066
Fax: 510-808-7064
shunter@bridgedeck.org

Oakland

Sly Hunter
Regional Representative
548 Thomas L. Berkley Way
Oakland, CA 94612
Phone: 510-808-7066
Fax: 510-808-7064
shunter@bridgedeck.org

Portland

Nick Sorber
Regional Representative
2225 N. Lombard St. - No. 206
Portland, OR 97217
Phone: 503-369-6947
nsorber@bridgedeck.org

San Juan, Puerto Rico

Eduardo Iglesias
Regional Representative
1055 Kennedy Ave. Ste 914
San Juan, PR 00920
Phone: 787-664-3052
Fax: 787-723-4494
Hours: Monday-Friday
9:00AM - 1:30PM ET
eiglesias@bridgedeck.org

Seattle

Timothy Saffle
VP-Pacific Maritime Region

Dan Twohig
Regional Representative
Pacific Maritime Region
15208 52nd Ave., South, Ste 100
Seattle, WA 98188
Phone: 425-775-1403
Fax: 425-775-1418
tsaffle@bridgedeck.org
dtwohig@bridgedeck.org

MIRAID

C. James Patti
President
1025 Connecticut Ave., NW
Suite 507
Washington, DC 20036-5412
Phone: 202-463-6505
Fax: 202-223-9093
jpatti@miraid.org

MM&P Federal Credit Union

Kathy Ann Klisavage
Manager
MM&P Headquarters
700 Maritime Blvd., Suite B
Linthicum, MD 21090-1953
Phone: 410-691-8136
Fax: 410-859-1623
Toll-Free: 1-800-382-7777
(All U.S. and Puerto Rico)
mmpfcu@bridgedeck.org

MM&P Maritime Advancement, Training, Education & Safety Program

Patrick McCullough
Administrator

Glen Paine
Executive Director

MM&P Health & Benefit, Vacation, Pension, JEC and IRA

Patrick McCullough
Administrator
700 Maritime Blvd., Suite A
Linthicum Heights, MD 21090-1996
Phone: 1-877-667-5522
or 410-850-8500
Fax: 410-850-8655
pmccullough@mmpplans.com

Former Atlantic & Gulf Region Health, Pension and Education, Safety & Training Funds

MM&P Plan Office
700 Maritime Blvd., Suite A
Linthicum Heights, MD 21090-1996
Phone: 410-850-8500
Fax: 410-850-8655
Toll-Free: 1-877-667-5522

Pacific Maritime Region Pension & Benefit Plans

Columbia Northwest Marine Benefit Trust

Patrick McCullough
Administrator
700 Maritime Blvd., Suite A
Linthicum Heights, MD 21090-1996
Phone: 410-850-8500
Fax: 410-850-8655
Toll-Free: 1-877-667-5522
pmccullough@mmpplans.com

Hours: Monday-Friday
8:30 AM - 4:30 PM ET

Northwest Maritime Pension Trust

Randy G. Goodwin
Account Executive

P.O. Box 34203
Seattle, WA 98124
Phone: 206-441-7574
Fax: 206-441-9110

Southwest Marine Health, Benefit & Pension Trust

Dora Vele
1200 Wilshire Blvd., 5th Floor
Los Angeles, CA 90017
Toll-Free: 1-888-806-8943

Maritime Institute of Technology & Graduate Studies (MITAGS)

Glen Paine
Executive Director
gpaine@mitags.org

Eric Friend
Director
efriend@mitags.org
Student Services: 206-739-0720

East Coast Campus

692 Maritime Blvd.
Linthicum Heights, MD 21090-1952
Main Phone: 410-859-5700
Toll Free: 1-866-656-5568
Admissions: admissions@mitags.org
Web: www.mitags.org

BWI Airport Shuttle

(avail. 24 hours a day):
1-866-900-3517 Ext. 0

West Coast Campus

1729 Alaskan Way, S.
Seattle, WA 98134-1146
Main: 206-239-9965
Toll-Free: 1-888-893-7829
Admissions: admissions@mates.org
Web: www.mitags.org

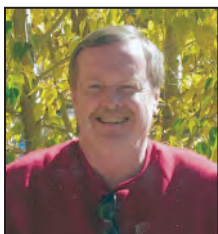
CROSS'D THE FINAL BAR

Bruce M. Badger, 73, March 29. A resident of Gatlinburg, Tenn., and a pensioner since 2009, he last sailed for Maersk Lines Limited aboard the *Maersk Wisconsin*.

Richard Bara, 87, Dec. 30, 2020. A resident of Rancho Palos Verdes, Calif., and a pensioner since 1993, he last worked as a Port Official in Los Angeles/Long Beach for Masters, Mates & Pilots.

Diego V. Camarillo, 92, Feb. 8. A resident of Port Richey, Fla., and a pensioner since 1988, he last sailed for Lykes Brothers Steamship Company aboard the *SS Letitia Lykes*. He enjoyed reading, spending time with his family, and taking care of his dogs. He is survived by his wife Tuyet, son Juan and daughters Mary and Maggie.

Ronald T. DeGrazia, 91, Feb. 3. A resident of Westminster, Calif., and a pensioner since 1992, he last sailed for American President Lines aboard the *President Kennedy*.



James C. Dykes, 75, March 23. A resident of Reno, Nev., and a pensioner since 2009, he last sailed for Matson Navigation as master of the *SS Mahi Mahi*. His interests included nature and fishing. He is survived by his wife Theresa, son Brian, daughter Ann Marie, and granddaughter Molly.



S. Vic Faulkner, 79, April 23. A resident of Castle Rock, Wash., he was a Panama Canal Pilot until his retirement in 1999. Vic started his career as a welder and dock worker in Chicago in 1960, and worked his way from cook to the wheelhouse on tugs in Alaska, becoming a tug captain in the mid 1960's. With Betty, his wife of more

than 40 years, he went to work for the Panama Canal Company as tug captain, and in 1982 he became a Panama Canal Pilot. He was the president of the Columbia River Chapter of the Council of American Master Mariners. His daughter said he "was truly a force of nature and a remarkable man. I was his biggest fan." Two poems she wrote as eulogies to her father are included in these pages. He is survived by his son David, daughter Careen, grandsons Shane and Kyle, and great-granddaughter Amelia Lynn.

Arthur S. Herrala, 91, Jan. 13. A resident of Clinton Township, Mich., and a pensioner since 1991, he last sailed for Island of Boblo Company as master of the *Ste Claire*. He is survived by his wife Wadad "Woodie."

A Tribute

At the end of the bar is where he sits.
No designer clothes, just full of grit.
Gray hair and beard of white.
Stormy gales to calm at night,
His eyes have seen more than many sights.
Scarred and leathered skin.
Worn from red skies at night with sailors' delight,
To pink skies in the morning with MANY sailors' warnings.
Crooked fingers all callused from the hard work put
Before him, and not one did he let out-do him.
He took things on with vim and vigor.
Where one would do good, he would do better.
With a beer in one hand and a cane in the other.
At first sight he looks like any other.

— Careen Lynn Faulkner



Richard A. Highsmith, 81, Feb. 1. A resident of Jacksonville, Fla., and a pensioner since 2005, he was employed by Jacksonville Shipyard. He is remembered for his love of hunting. He is survived by his son Brian and his daughter Stacy.



John Holster, 77, Feb. 27. A resident of Virginia Beach, Va., and a pensioner since 1987, he last sailed for Farrell Lines as master of the *SS Austral Rainbow*. He served in the US Navy. He received numerous professional awards and letters of commendation and appreciation, including: Letter of Commendation for

Saving Life at Sea from the American Institute of Shipping, Letter of Appreciation from the United Nations High Commission on Refugees, and a Commendation from the Navy for Innovative Redesign of Underway Replenishment Stations. He was a member of the Council of American Master Mariners, the Propellor Club and the Professional Mariners Alliance. Survivors include Brenda, his wife of 48 years, their children Steven, John Jr., Elizabeth and her husband Jeff, and grandchildren Brady, Jacob and Wyatt.

Albert Francis LaPalme, 83, Jan. 28. A resident of Pembroke Pines, Fla., and a pensioner since 2004, he last sailed for Overseas Bulk Tank Corporation as master of the *Overseas Arctic*.

Antonio Magsanay, 94, Nov. 13, 2020. A resident of Honolulu and a pensioner since 1998, he last sailed for Matson Navigation aboard the *SS Matsonia*.

CROSS'D THE FINAL BAR



Philip D. Mouton, 92, Feb. 20. A resident of River Ridge, La., and a pensioner since 1986, he last sailed for Lykes Brothers Steamship Company aboard the *SS Doctor Lykes*. He is remembered as the loving husband of 71 years to Louella Theriot Mouton. "He traveled the world while all the time growing a stronger appreciation and love for his life and family in the US."

Survivors include his children Jerome, Mary, Frank, Deborah, and daughter-in-law Zee; his siblings Ruby, Cynthia and Jenny; grandchildren Jeffrey, Celeste Bubniw, wife of Alex Bubniw, John and Russell; great-grandchild Madison.



Curtis George Murray, 89, Jan. 22. A resident of South Portland, Maine, and a pensioner since 1994, he last sailed for Sealand Services as master of the *Sealand Freedom*. He loved sailboats and spending time with his family. He is remembered for the habit of never saying "goodbye" but rather "so long" on each of his trips.

Survivors include daughter Judy and her husband David; granddaughter Danielle and partner Gary; Rhysa Philbrick, and his beloved cat Phoebe.



Klaus D. Niem, 79, Aug. 24, 2020. A resident of Napa, Calif., and a pensioner since 2005, he last sailed for Horizon Lines aboard the *Horizon Reliance*. "He greatly enjoyed being a part of CAMM and actively tried to increase membership. He kept the most beautiful yard that his beloved pugs

roamed freely in." Survivors include daughters Brianna and Nicole; granddaughter Eva; brothers Volker and Chris.

Eleanor M. Rest, 73, Dec. 22, 2020. A resident of Glen Burnie, Md., and a pensioner since 2004, she worked as a Guest Services Representative at the Maritime Institute of Technology and Graduate Studies.

Joseph Ray Sarver, 82, Feb. 16. A resident of Rayne, La., and a pensioner since 1994, he last sailed for Lykes Brothers Steamship Company aboard the *SS Velma Lykes*. He is remembered for his love of poker machines, cooking and spending time with friends and family. Survived by his daughters Melody and Lisa, they wrote: "He was always sure we were taken care of, whether by lending an ear or by spoiling us. He taught us to stand on our own two feet, but not how to live without him. He always said he had the greatest job in the world; he got to travel and got paid for it! When fellow MM&P are in port, please have a beer for our dad!"



Henry L. Schroeder, 88, Jan. 13. A resident of Buzzards Bay, Mass., and a pensioner since 1988, he last sailed for Lykes Brothers Steamship Company as master of the *SS Zoella Lykes*. He played football at King's Point and turned down an offer from the Green Bay Packers in order to pursue his life as a mariner. He had a breadth of knowledge in geography and

politics and a passion for reading. One of his favorite quotes was "knowledge is power." He was known as a jack-of-all-trades who built many things, including the custom bar at his home at which he and Iris, his wife of 40 years, would entertain family and friends. He helped raise grandson Joshua and coached youth sports teams. Survivors include daughters Cynthia and Yvonne, and her husband Joseph; sister-in-law Alicia; grandchildren Joshua, Eric, Vanessa; great-grandchildren Aubrey, Stella, Avery, and Tyler; many nieces and nephews.

John M. Webb, 87, Aug. 20, 2020. A resident of Anchorage, Alaska, and a pensioner since 2007, he was a pilot with the Southwest Alaska Pilots Association. He served four years in the US Navy as a submariner. He worked for Foss Tug and Barge, Red Stack, Alaska State Ferries and San Francisco Pilots as a summer pilot. He moved to Homer where he worked for SWAPA. "He was well loved and will be sorely missed." Survivors include Cleo, his wife of 61 years; two sons, four grandchildren and four great-grandchildren.

Richard W. Zingler, 82, Feb. 14. A resident of Schöna, Germany, and a pensioner since 1999, he last sailed for Sealand Services aboard the *Sealand Tacoma*. He is remembered for his interest in the historic German sailing ship *Passat*, and for his dog. He is survived by his wife.

Eulogy for My Father

He disembarks from his vessel and says farewell to his crew,
"Fair winds and following seas to thee."
May your navigational beacons be bright and your line of sight be true.
My pearls of wisdom I leave to you.
I've charted my course, with no remorse and traveled the seven seas.
Looking back, I've got no regrets,
I've had one hell of a life, indeed.
With his last step to take, the Captain tells his first mate,
"I won't go to sea no more.
I'm finished with engines on shore."

— Careen Lynn Faulkner



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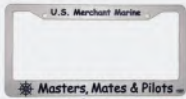
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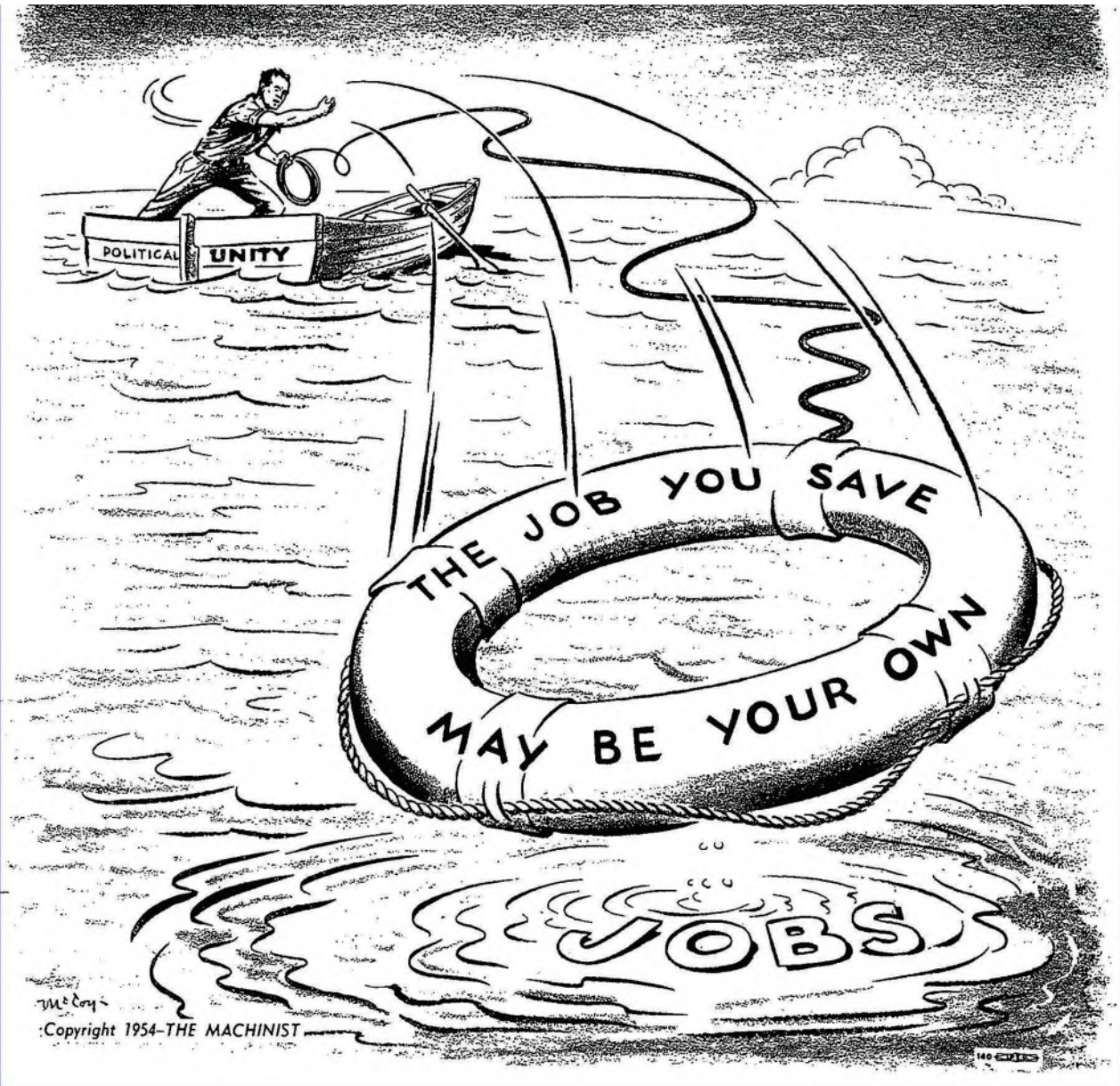
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