



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG Newsletter 6th Edition June 9, 2023 FAQ and Retirement Options

CONGRATULATIONS TO THE OFFICERS AND CREW OF THE OVERSEAS SANTORINI, NIKISKI, AND LONG BEACH FOR YOUR HEROIC EFFORTS IN CONDUCTING SUCCESSFUL RESCUES AT SEA. THE SANTORINI AND NIKISKI PERFORMED THEIR RESCUE WITHIN 18 HOURS OF EACH OTHER. THE LONGBEACH PERFORMED THEIR RESCUE JUST TWO MONTHS PRIOR. ITS AMAZING TO SEE WHAT THE COLLECTIVE EFFORTS OF A PROFESSIONAL CREW OF SEAFARERS CAN DO. YOU CAN READ ABOUT THE EVENT BY CLICKING [HERE](#)

IF YOU WANT TO JOIN OUR MAILING LIST, AND HAVE MM&P REPRESENTATION AND/OR SEE MM&P ON A BALLOT AS AN OPTION TO JOIN, PLEASE REQUEST AND FILL OUT AN ELECTRONIC PLEDGE CARD BY CLICKING HERE:

<https://bridgedeck.org/request-a-pledge-card/>



SCAN HERE

Q: CAN YOU REALLY GIVE ME A "A" BOOK IN THE MM&P OFFSHORE GROUP ONCE WE HAVE RATIFIED A FIRST CONTRACT AND I APPLY FOR MEMBERSHIP?

A: YES, WE AT MM&P ARE COMMITTED AND HAVE AUTHORITY TO HONOR THIS PROMISE. WE HAVE BEEN REPRESENTING LICENSED DECK OFFICERS SINCE 1887 AND TAKE A LOT OF PRIDE IN THE INTEGRITY OF OUR UNION. THIS IS WHY WE PUT THIS FRONT AND CENTER IN WRITING AS A SIGN OF OUR COMMITMENT TO YOU.

Q: CAN I GET FIRED, DEMOTED, OR TRANSFERRED FOR SIGNING A PLEDGE CARD OR OTHERWISE TALKING TO MM&P REPS ABOUT UNIONIZING?

A: NO, THIS IS ILLEGAL UNDER THE NATIONAL LABOR RELATIONS ACT. THERE IS A LIST OF NLRA PROTECTED ACTIVITIES THAT CAN BE FOUND ON OUR PLEDGE CARD. IN OUR CORRESPONDENCE WITH OSG THE COMPANY'S POSITION ON THE LDO'S UNIONIZING IS:

"WE RESPECT THE RIGHT OF ALL OUR EMPLOYEES TO ORGANIZE, OR NOT ORGANIZE. WE TRUST THAT THEY WILL MAKE INFORMED, THOUGHTFUL DECISIONS BASED ON THE FREE FLOW OF INFORMATION." (RECEIVED 5/18/2023)



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Q: WHAT IS A NEUTRALITY AGREEMENT?

A: IN ITS SIMPLEST FORM, A NEUTRALITY AGREEMENT MERELY PROVIDES THAT DURING A LABOR ORGANIZATION'S EFFORT TO ORGANIZE ITS EMPLOYEES, THE EMPLOYER EITHER AGREES NOT TO ACTIVELY OPPOSE THE UNION'S EFFORTS, OR IT COMMITS TO REFRAIN FROM TAKING A POSITION FOR OR AGAINST THE UNION DURING THE ORGANIZING CAMPAIGN. WE CAME TO UNDERSTAND THAT A SIMILAR AGREEMENT WAS EITHER AGREED UPON OR DISCUSSED WITH OTHER UNIONS. WE REQUESTED THE SAME CONSIDERATION BE GIVEN TO US AND ADDRESSED THIS IN A LETTER ADDRESSED TO OSG YOU CAN READ BY CLICKING [HERE](#).

WHILE OSG DID NOT AGREE TO A NEUTRALITY AGREEMENT, WE RESPECT THEIR DECISION NOT TO INTERFERE WITH YOUR CHOICE ON UNIONIZATION.

Q: CAN I SIGN A PLEDGE CARD WITH MORE THAN ONE UNION?

A: YES, YOU MAY SIGN MORE THAN ONE PLEDGE CARD. THE NATIONAL LABOR RELATIONS BOARD WILL ACCEPT THE LAST PLEDGE CARD YOU SIGNED AS THE UNION YOU SUPPORT.

Q: What kind of retirement options do MM&P contracts typically have?

A: LETS FACE IT GOING TO SEA CAN BE HARD ON YOUR MIND AND BODY OVER TIME. WE ALL CHOOSE TO GO TO SEA FOR A LIVING BUT THERE COMES A POINT IN ALL OF OUR LIVES WHEN ITS TIME TO SWALLOW THE ANCHOR. IT IS VERY IMPORTANT TO START PLANNING FOR YOUR RETIREMENT NOW. AT MM&P WE HAVE AN APPRECIATION FOR THE TRADITIONAL "3 LEGGED STOOL" APPROACH TO RETIREMENT. THE BARGAINING COMMITTEE WILL NEGOTIATE THE BEST RETIREMENT PLANS TO MEET THE MEMBERS NEEDS ON OSG SHIPS BUT GENERALLY MM&P MEMBERS ENJOY:



Pension – The 1st leg of the stool.

IN MOST OF OUR OFFSHORE CONTRACTS OUR EMPLOYERS CONTRIBUTE AN AMOUNT EQUAL TO 10% OF THE BENEFIT WAGE ON OUR MEMBERS BEHALF TO OUR DEFINED BENEFIT PENSION PLAN. THERE IS A 5-YEAR VESTMENT PERIOD. CURRENTLY OUR PENSION IS FULLY FUNDED, WHICH ALLOWS FOR AN INCREASE ABOVE THE BASELINE BENEFIT UPON RETIREMENT. THE PLAN IS A WIN-WIN SOLUTION FOR THE MARINER WHO DOES NOT CONTRIBUTE ANY OF HIS/HER WAGES TO THE PLAN AND WHO WILL RECEIVE A DEFINED BENEFIT PENSION IN ADDITION TO THE OTHER PLANS DESCRIBED BELOW. THE EMPLOYER FUNDS A PLAN THAT PROVIDES FOR THE MARINER LATER IN LIFE.



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IRAP/401K – The 2nd leg of the stool.

ALL OF OUR OFFSHORE EMPLOYERS CONTRIBUTE TO THE INDIVIDUAL RETIREMENT ACCOUNT PLAN (IRAP). THE CONTRIBUTIONS ARE MADE BY THE EMPLOYER. THE CONTRIBUTIONS ARE MADE INTO PERSONAL IRA ACCOUNTS. THE MEMBER MAY DIRECT THE INVESTMENT INTO A LARGE VARIETY OF DIVERSIFIED FUNDS ADMINISTERED BY FIDELITY. OUR MEMBERS ALSO HAVE THE FREEDOM TO VOLUNTARILY CONTRIBUTE ADDITIONAL FUNDS ON A PRE-TAX BASIS TO A PERSONAL ACCOUNT IN OUR 401(K) PLAN. VOLUNTARY 401(K) CONTRIBUTIONS SUPPLEMENT A MEMBER'S DEFINED BENEFIT PENSION AND THEIR IRAP BENEFIT THAT ARE PAID PER CONTRACT BY OUR EMPLOYERS.

MMP Pensioner Healthcare/Social Security – The 3rd leg of the stool.

YOU CAN FINANCIALLY PLAN FOR YOUR RETIREMENT BUT THE VARIABLE AND RISING COST OF HEALTHCARE CAN QUICKLY DEplete A RETIREE'S FIXED INCOME. MMP PENSIONER HEALTHCARE PAIRED WITH SOCIAL SECURITY BENEFITS ROUNDS OUT THE THIRD LEG OF THE RETIREMENT STOOL. OUR HEALTH PLAN IS SECOND TO NONE AND OUR PLANS DEPARTMENT PROVIDES PERSONALIZED CARE FOR ALL OUR ACTIVE AND RETIREE MEMBERS. WE'VE GOT YOU COVERED.

Want to know more specifics about the plans?

BELOW IS A SURVEY ON WHAT DAY AND TIME WORKS BEST FOR THE GROUP TO MEET VIRTUALLY. OUR PRESIDENT DON MARCUS (CHAIRMAN OF THE TRUSTEE BOARD) AS WELL AS OUR PLANS ADMINISTRATOR WILL BE IN ATTENDANCE TO ANSWER ANY QUESTIONS YOU MAY HAVE. PLEASE CLICK THE LINK BELOW OR SCAN AND LET US KNOW WHAT DAY WORKS FOR YOU.

[HTTPS://WWW.SURVEYMONKEY.COM/R/MMPOSG](https://www.surveymonkey.com/r/MMPOSG)



MM&P IS HERE TO LISTEN

If you have any questions, you can reach Captain Shawn Tuczynski or Captain Tom Larkin at mmpinfo@bridgedeck.org or call 410-582-7046. Want to meet off the ship? We will pick you up. Send us an email or call.

Together we are stronger.

