

Fellow Licensed Deck Officers,

The International Organization of Masters, Mates and Pilots, AFL-CIO would like to represent you, the Licensed Deck Officers, *and only the Licensed Deck Officers*, at OSG. As you know, MM&P is the **only** union formed to represent U.S. Licensed Deck Officers and we have over 140 years of experience specializing in addressing the unique needs of LDO's in the US Merchant Fleet.

As MM&P members we have a lot of pride in our reputation. We know as professional mariners you do too. We are here to help you improve your working conditions and your work opportunities; we think the best way to do that is to listen to what you want and taking time to understand what you want from your career. Call your shipmates who sail MM&P and ask them about their contracts and benefits. We have a dedicated phone line to answer any questions you may have at 410-582-7046. We also have a dedicated email address mmpinfo@bridgedeck.org, drop us a line and let us know how things are going.

We all started by either graduating from a maritime academy or we came up through the Hawse pipe. We, the members of MM&P, are no exception to this. We may have been mugs, youngies, plebes, fish, or simply freshman together at the academies. We may have started as ABs, OSs, or DEUs and sailed together.

To say the least we have a lot in common. We need to sit down and talk. We the people who chose to go to sea can have a unified voice in the workplace.

As the largest union of U.S. Merchant Marine Licensed Deck Officers, MM&P has an Offshore fleet of over 80 vessels providing diverse career opportunities for officers sailing both commercially or as CIVMARS aboard our vessels. We also have a large variety of Inland contracts, that give you the widest range of choice in the industry. Interested in becoming a Pilot? We represent nearly all the Pilot associations across the country.

Our bargaining committees through negotiations have achieved industry leading benefits such as:

1. Maritime Institute of Training and Graduate Studies (MITAGS) offers the finest and most progressive maritime continuing education programs in the country. All our offshore contracts offer eligibility after only 30 days of sea time to attend either of our schools for free as a trust student.

- This means it is your choice what training you want to take. No waiting for arbitrary approvals from the office.
- This means you pay no money for tuition out of pocket. There is never a "pay back" plan that is only reimbursed **if** you sail on your license and stay with the company for an extended period of time.

2. MM&P Health and Benefit Plan provides the best and most comprehensive health insurance of any other U.S. Maritime Union with **no additional cost** regardless of number of dependents. You will be eligible for coverage whether you are actively sailing or happily retired.

3. MM&P Vacation Plan provides the most generous number of paid days off per days worked in the maritime Industry. In MM&P we understand that work/life balance is important when you choose to go to sea for a living. It is your choice if you want to go back to work while still on vacation.

4. USCG Legal Aid provides you with professional legal services from experienced law firms that represent **your** interest and not the company.

Should you elect us to be your Representative we will work to provide the following through Collective Bargaining with OSG:

- Improvements to your Shipboard wages while enhancing your fringe benefit package to include employer paid Vacation Plan, MM&P Health and Benefit Plan, Defined Pension Plan, Defined Contribution Plan, and MITAGS Training.
- Retention of Permanent jobs with the company from Master to Third Mate.
- Access to all our deep-sea jobs as a Member of MM&P avoiding the “Applicant” process in our Union.
- Enhanced worker protections against short notice layoffs.
- The ability to bargain over dispatch lengths and codify this in a contract.
- Freedom to chart your career from the widest variety and many of the best jobs in the U.S. Merchant Marine.
- Expert representation **by Licensed Deck Officers for Licensed Deck Officers**
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There have been many of you who have reached out and shown interest in joining MM&P. If you don’t see your issues reflected here, please let us know where you stand.

We will be disseminating more information as things progress. If you want to join our mailing list, or 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/>

Or Scan here:



This is a small industry.

We all went to school together.

We all sailed or know someone who sailed together.

We are stronger together.

Sincerely,

The MM&P Membership and Leadership