



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG Fleet and ATC Fleet Newsletter 11th Edition 7/14/2023 NLRB Hearing Update, Confidentiality, FAQ Review

Confidentiality

AS AN OSG OR AN ATC EMPLOYEE, SIGNING A PLEDGE CARD MEANS YOU ARE PROVIDING YOURSELF WITH AN OPPORTUNITY TO CHOOSE MM&P AS A REPRESENTATIVE IN THE WORKPLACE. PLEDGE CARDS ARE KEPT IN STRICT CONFIDENCE BY MM&P AS WELL AS THE NLRB. THE CARDS ARE NEVER SHOWN TO THE COMPANY. AS WE PROGRESS TOWARDS AN ELECTION, MM&P PROVIDES THE CARDS TO THE NLRB WHO INDEPENDENTLY CHECK THE CARDS AGAINST A LIST OF EMPLOYEES THAT THE COMPANY SUBMITS TO THE NLRB TO VERIFY THERE IS SUFFICIENT SUPPORT TO HOLD AN ELECTION. SIGNING A CARD DOES NOT MEAN THAT YOU ARE NOW A MM&P MEMBER. SIGNING A PLEDGE CARD ALSO DOES NOT OBLIGATE YOU TO VOTE FOR MM&P (ALTHOUGH WE HOPE YOU DO.). WE TRUST THIS CLARIFIES AND REAFFIRMS THE CONFIDENTIAL NATURE OF SIGNING A PLEDGE CARD.

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/](https://bridgedeck.org/request-a-pledge-card/)



NLRB Hearing Update

ATC NLRB ELECTION PROGRESS BAR

File for Election

We have filed for election with the NLRB. On June 28, 2023.

Position Papers

We have received a copy of the company's position. Our position will be submitted 7/14/23.

Election Hearing

If Necessary, the hearing is scheduled for July 25, 2023 to resolve any issues that the parties can't agree to

NLRB RD Decision

After all issues are resolved the NLRB will order an election on the appropriate unit. Shortly after the order, the ballots will be mailed.

Election

The Timeline for the election would be set by the board in a manner so everyone has a chance to vote. We would need 50% +1 of those who vote to win the vote!





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FAQ Review

Q: YOU MENTIONED IN THE LAST NEWSLETTER THAT ALL OSG FLEET & ATC FLEET LDOs WHO ARE EMPLOYED AT THE TIME OF A RATIFICATION OF A FIRST CONTRACT AND APPLY TO JOIN MM&P WOULD RECEIVE A "A" BOOK. DOES THIS "A" BOOK ONLY COUNT TOWARDS TANKERS?

A: NO, THIS IS A FULL "A" BOOK MEMBERSHIP IN OUR ORGANIZATION. THERE IS ALSO NO TIME COMMITMENT OR STRINGS ATTACHED.

Q: DOES MM&P HAVE A REQUIREMENT TO COMPLETE AN ANNUAL PHYSICAL AT A UNION LOCATION?

A: NO, WE DON'T HAVE ANY REQUIREMENT TO COMPLETE ANY ADDITIONAL PHYSICALS.

Q: DOES THE MM&P 401K PLAN HAVE A VESTING PERIOD?

A: NO, THE MM&P 401K PLAN DOES NOT HAVE A VESTING PERIOD. THE MONEY YOU PUT INTO THE PLAN IS YOUR MONEY.

Q: DOES THE MM&P HAVE A PENSION PLAN?

A: YES, WE HAVE A DEFINED BENEFIT PLAN IN THE VAST MAJORITY OF OFFSHORE COMMERCIAL CONTRACTS. THERE IS A 5 YEAR VESTING PERIOD ON THE PLAN. OUR CONTRACTED EMPLOYERS PAY INTO THIS PLAN ON YOUR BEHALF. THERE IS NO MONEY DEDUCTED FROM THE DAILY WAGE TO PAY FOR THE PENSION PLAN. PARTICIPATION IN THIS PLAN WOULD BE A SUBJECT OF BARGAINING IF MM&P'S DEFINED BENEFIT PLAN IS PREFERRED BY YOUR RANK-AND-FILE NEGOTIATING COMMITTEE OVER MAXIMUM CONTRIBUTIONS INTO OUR DEFINED CONTRIBUTION PLAN (INDIVIDUAL RETIREMENT ACCOUNT PLAN – IRAP).

Q: DOES MMP HAVE AN INITIATION FEE?

A: YES, BUT WE WILL WAIVE THE INITIATION FEE FOR ALL OSG FLEET & ATC FLEET WHO ARE EMPLOYED AT THE TIME OF A RATIFICATION OF A FIRST CONTRACT AND APPLY TO JOIN MM&P.

Q: I AM AN APPLICANT WITH MM&P WORKING WITH OSG. WILL I RECEIVE AN "A" BOOK WHEN WE RATIFY A FIRST CONTRACT AND APPLY FOR MM&P?

A: YES

Q: I LIVE FAR FROM A UNION HALL. WILL I HAVE TO TRAVEL TO CLEAR THROUGH THE HALL PRIOR TO REJOINING AN OSG VESSEL OR ATC VESSEL?

A: NO, WE CAN ELECTRONICALLY CLEAR YOU THROUGH THE HALL WHEN YOU REJOIN YOUR VESSEL AT THE OSG FLEET OR ATC FLEET.



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Q: WILL I LOSE MY POSITION ON BOARD MY CURRENT VESSEL IF I GET PROMOTED FROM 3/M TO 2/M?

A: MM&P'S POSITION IS FOR ALL LDO'S WORKING IN THE OSG FLEET OR ATC FLEET TO KEEP THEIR PERMANENT JOBS REGARDLESS OF PROMOTION. THAT IS, PROMOTION TO ANOTHER VESSEL WOULD BE AT OPTION OF THE OFFICER. THIS WOULD BE A SUBJECT OF BARGAINING.

Q: DOES THE MMP HEALTH AND BENEFIT PLANS HAVE HIGH DEDUCTIBLES? WHICH HEALTH PLAN OR PLANS LDO'S HAVE ACCESS TO IS OF COURSE A SUBJECT OF BARGAINING.

A: NO, ITS \$250 FOR THE INDIVIDUAL AND \$500 FOR THE FAMILY.

Q: CAN MY BENEFITS BE AMENDED, SUSPENDED OR TERMINATED AT ANY TIME LIKE OSG HAS THE RIGHT TO DO CURRENTLY?

A: NO, OUR PLANS ARE ADMINISTERED THROUGH A BOARD OF TRUSTEES THAT CONSIST OF ALL OF OUR EMPLOYER TRUSTEES, UNION TRUSTEES, AND RETIREE REPRESENTATIVES. THE TRUSTEES MUST AGREE TO ADJUST ANY BENEFIT PLAN.

Q: ARE THERE ANY SEA TIME REQUIREMENTS FOR KEEPING YOUR BOOK STATUS?

A: NO, ONCE YOU GET YOUR BOOK, YOU KEEP YOUR BOOK REGARDLESS OF HOW MUCH TIME YOU HAVE SAILED.

Q: HOW LONG DOES MM&P HEALTH AND BENEFITS EXTEND FOR ONCE OFF THE SHIP?

A: THIS VARIES PER CONTRACT BUT IN GENERAL SECOND AND THIRD MATES H&B BENEFITS EXTEND 6 MONTHS FROM THE LAST DAY OF VACATION. MASTERS AND CHIEF MATES ALSO VARY PER CONTRACT BUT ELIGIBILITY EXTENDS NO LESS THAN 6 MONTHS FROM THE LAST DAY OF SHIPBOARD EMPLOYMENT.

Q: DOES MM&P HAVE LEAVE OF ABSENCE (LOA) PROVISIONS IN YOUR CONTRACTS?

A: YES, A PERMANENT LDO MAY TAKE A LOA IN ADDITION TO THEIR VACATION ONCE PER YEAR PER CONTRACT. THIS MEANS IF YOU NEED EXTRA TIME TO ATTEND TO AFFAIRS AT HOME OR SIMPLY NEED MORE TIME AT HOME YOUR JOB IS PROTECTED. THIS IS A STANDARD WE HAVE MAINTAINED IN OUR CURRENT CONTRACTS AND WILL BE A SUBJECT OF BARGAINING ON OUR VOYAGE TO A FIRST CONTRACT.

Q: CAN MM&P MEMBERS WORK WHILE ON VACATION?

A: YES, MOST MEMBERS BANK THEIR VACATION WHO WANT TO WORK MORE THAN 6 MONTHS A YEAR OR A SIMPLE FORM IS FILED WITH THE PLAN OFFICE. IT IS ALWAYS THE MEMBERS' CHOICE TO GO BACK TO WORK EARLY.



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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: A: IT IS ILLEGAL UNDER THE NATIONAL LABOR RELATIONS ACT FOR AN EMPLOYER TO DISCRIMINATE OR TAKE ACTION AGAINST AN EMPLOYEE FOR SUPPORTING A UNION. 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)

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: WHO GIVES THE ORDER TO HOLD AN ELECTION AT THE NLRB?

A: THE REGIONAL DIRECTOR (RD) ORDERS THE ELECTION ONCE THE APPROPRIATE UNIT IS DECIDED ON.



MM&P IS HERE TO LISTEN

If you have any questions, you can reach Captain Shawn Tucey 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.



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[Open Letter](#) to OSG/ATC officer

[First Edition](#) OSG Fleet & ATC Fleet newsletter sent on 5/5/2023

[Second Edition](#) OSG Fleet & ATC Fleet newsletter sent on 5/12/2023

[Third Edition](#) OSG Fleet & ATC Fleet newsletter sent on 5/19/2023

[Fourth Edition](#) OSG Fleet & ATC Fleet newsletter sent on 5/26/2023

[Fifth Edition](#) OSG Fleet & ATC Fleet newsletter sent on 6/2/2023

[Sixth Edition](#) OSG Fleet & ATC Fleet newsletter sent on 6/9/2023

[Seventh Edition](#) OSG Fleet & ATC Fleet newsletter sent on 6/16/2023

[Special Edition](#) OSG Fleet & ATC Fleet newsletter sent on 6/23/2023

[Ninth Edition](#) OSG Fleet & ATC Fleet newsletter sent on 6/30/2023