



# MM&P Notice to Members

Email: [mmpinfo@bridgedeck.org](mailto:mmpinfo@bridgedeck.org)

410-582-7046

## [OSG Fleet and ATC Fleet Newsletter 17th Edition 8/25/2023 Opportunity; AMSC sells Jones Act tanker business to Maritime Partners; and FAQ](#)

### Opportunity

YOUR LICENSE IS A PASSPORT OF OPPORTUNITY IN THIS INDUSTRY. AT MM&P WE STRIVE TO PROVIDE OUR MEMBERS WITH PATHWAYS OF OPPORTUNITY ACROSS EVERY SECTOR OF THE MARITIME INDUSTRY AS A LICENSED DECK OFFICER.

YOUR LICENSE IS YOUR LIVELIHOOD. WE WILL WORK WITH YOU TO SAFEGUARD IT AT ALL TIMES THROUGH COLLECTIVE BARGAINING AGREEMENTS THAT PUT LICENSED DECK OFFICER SAFETY AND PROTECTION FIRST AND THROUGH OUR INDUSTRY LEADING U.S.C.G. LEGAL AID BENEFIT.

### WHAT TO EXPECT WHEN JOINING MM&P.

- UPON NEGOTIATING AND RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS WITH THE COMPANY, THEN ALL OSG FLEET AND ATC FLEET LDOs WHO ARE EMPLOYED AT THE TIME OF RATIFICATION AND WHO APPLY TO JOIN MM&P WOULD RECEIVE AN "A" BOOK.
- EVERYONE WILL KEEP THEIR PERMANENT JOBS. MM&P DOES NOT WANT TO DISRUPT YOUR EMPLOYMENT. WE WANT TO PROVIDE YOU WITH MORE OPPORTUNITIES.
- MM&P OFFERS A DIVERSIFIED PORTFOLIO OF LABOR OPPORTUNITIES. ARE THE OIL PRICES BACK IN THE GUTTER? DON'T GET LAID OFF DUE TO LACK OF CARGO, JUMP ON ONE OF THE LARGE VARIETY OF SHIPS WE HAVE UNDER CONTRACT WHETHER IT BE CONTAINER, HEAVY LIFT, RO/RO, MSC/MILITARY, LAKER, TUG, RESEARCH VESSELS, HOPPER DREDGES OR FERRY.
- MM&P IS A MEMBER DRIVEN UNION OF LICENSED DECK OFFICERS LEAD BY LICENSED DECK OFFICERS.

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/)





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## OSG Fleet in the News

### AMSC sells Jones Act Business to Maritime Partners

AS REPORTED BY ADIS AJDIN OF SPLASH 247 ON AUGUST 22, 2023:  
CLICK [HERE](#) FOR THE LINK TO THE STORY.

Oslo-listed American Shipping Company (AMSC) has sold its fleet of Jones Act-compliant tankers to Louisiana-based Maritime Partners.

A newly-formed company owned and controlled by a fund managed by Maritime Partners will take over AMSC's subsidiary American Tanker Holding Company (ATHC) which owns nine handysize product tankers and one handysize shuttle tanker, all of which are bareboat chartered to Overseas Shipholding or Keystone Shipping.

The Aker-dominated AMSC will receive gross cash proceeds of \$249.3m, divided between consideration for the shares in ATHC and repayment of a shareholder loan, reflecting an enterprise value of ATHC of nearly \$747m.

"This acquisition will nicely complement our existing lease portfolio by diversifying lessee exposure, asset exposure and end market exposure within the protected Jones Act markets," said Bick Brooks, the co-founder and CEO of Maritime Partners.

The deal is expected to close by October 31, 2023, with a final deadline set for December 22 when each party has a right to terminate the transaction.

AMSC intends to resolve paying an additional dividend of \$170m, after the sale. The remaining cash proceeds will be used for general corporate purposes and equity for future investments in new projects, the company said.

The Lysaker-based company, established in 2005, will continue to own the offshore subsea construction vessel [Normand Maximus](#) on bareboat contract to Solstad Offshore and remain listed in Oslo, with Aker as a key shareholder and the existing management and board of directors.

Commenting on the deal, Pål Lothe Magnussen, CEO of AMSC, said: "We believe this is the ideal new owner of this business for the next phase in the lifecycle of these assets. AMSC's ownership tenure has surpassed 18 years since the ships were ordered, during which significant financial profits have been created and provided to AMSC and its shareholders. We believe that the long remaining commercial life of the fleet in combination with strong bareboat charter contract cover in a strong market represents a good opportunity and point in time for us to reconsider capital allocation for AMSC and strategy going forward, and this transaction is a natural step in this process."



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## FAQ

QUESTION: HOW DO MM&P MEMBERS QUALIFY FOR HEALTHCARE IN RETIREMENT?

ANSWER:

- THEY ARE ELIGIBLE TO RECEIVE PENSIONER HEALTH CARE (MEDICAL AND PRESCRIPTION DRUGS) AFTER 10 YEARS OF ACCRUED PENSION TIME. AFTER 15 YEARS OF PENSION CREDIT THE PENSIONER HEALTH CARE WILL COVER DENTAL, VISION, AND HEARING AID IN ADDITION TO THE PRESCRIPTION DRUGS AND MEDICAL COST. THIS BENEFIT CAN BE PASSED ON TO A SPOUSE WHEN THE MEMBER PASSES AWAY.
- PENSIONER HEALTHCARE REQUIRES 400 DAYS OF "COVERED EMPLOYMENT" IN THE THREE YEARS BEFORE YOUR RETIREMENT IS EFFECTIVE. (COVERED EMPLOYMENT IS DEFINED AS SEA DAYS; VACATION DAYS; DISABILITY DAYS PAID BY THE MM&P HEALTH PLAN; AND PORT RELIEF OFFICER SHIFTS)
- THE CURRENT RETIREE HEALTH COST IS 3% OF YOUR PENSION WITH A MINIMUM OF \$35 AND MAX OF \$175 PER MONTH.
- RETIREE HEALTHCARE IS THE SAME HEALTHCARE THAT OUR ACTIVE MEMBERSHIP HAS. AFTER AGE 65 YOUR PRIMARY HEALTHCARE WILL BE MEDICARE PART A & B; MM&P WILL BE SECONDARY TO COVER ADDITIONAL COST.
- ALL TERMS OF EMPLOYMENT AND BENEFITS ARE SUBJECT TO NEGOTIATION WITH THE COMPANY AND THE NEEDS OF THE BARGAINING COMMITTEE.

QUESTION: IS USCG LEGAL AID FREE OF CHARGE FOR MEMBERS?

ANSWER: YES, THIS IS FREE OF CHARGE. MM&P MEMBERS WHO ARE COVERED BY THE HEALTH AND BENEFIT PLAN ARE ELIGIBLE FOR THIS BENEFIT.

QUESTION: HOW LONG AFTER A CONTRACT GETS RATIFIED DOES A DECK OFFICER HAVE TO DECIDE IF I WANT TO APPLY TO MM&P? WHAT IS THE APPLICATION PROCESS?

ANSWER: TYPICALLY, YOU HAVE 30 DAYS AFTER A CONTRACT IS RATIFIED TO JOIN. IT IS A SIMPLE PROCESS OF FILLING OUT SOME PAPERWORK AND SCANNING COPIES OF YOUR DOCUMENTS. ONCE THE CONTRACT IS RATIFIED, WE WILL ENSURE MEMBERSHIP APPLICATIONS ARE DISTRIBUTED.



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QUESTION: HOW MUCH ARE THE DUES AND HOW OFTEN ARE THEY PAID? HOW MUCH PERCENT GETS TAKEN OUT OF MY VACATION PAY?

ANSWER:

- OUR NON-WORKING MEMBERSHIP DUES ARE \$125 A QUARTER.
- OUR WORKING DUES ARE 6.5% FROM VACATION PAY.
- THERE IS A \$3500 INITIATION FEE FOR LICENSES UNDER A YEAR AND \$4500 INITIATION FEE FOR LICENSES OVER A YEAR OLD, **BUT THIS FEE IS BEING WAIVED FOR CURRENTLY EMPLOYED LICENSED DECK OFFICERS ONCE WE RATIFY A FIRST CONTRACT.**

QUESTION: IS THERE AN OPT OUT OPTION FROM THE MEDICAL PLAN?

A: NO, THE MM&P PLAN COVERS THE ENTIRE FAMILY AND ANY DEPENDENT CHILDREN UP TO AGE 26.

QUESTION: HOW DO YOUR CURRENT MEMBERS FEEL ABOUT MM&P OFFERING LICENSED DECK OFFICERS WORKING IN THE OSG AND ATC FLEET AN A BOOK WITHOUT STRINGS OR TIME CONSTRAINTS OR CONTRACT TO STAY WITH OSG?

ANSWER: THIS ISSUE HAS BEEN COMMUNICATED TO OUR MEMBERSHIP; THE GENERAL EXECUTIVE BOARD (GEB) HAS THE AUTHORITY UNDER OUR UNION'S CONSTITUTION AND WORK RULES TO MAKE GOOD ON THIS PROMISE. WE HAVE GIVEN MEMBERSHIP BOOKS TO OTHER COLLECTIVE BARGAINING UNITS IN THE PAST UPON SUCCESSFUL RATIFICATION OF A FIRST CONTRACT. WE HAVE PUT ALL OF THIS IN WRITING TO THE WHOLE ATC FLEET AND OSG FLEET. WE ARE COMMITTED TO HONORING OUR WORD AND HAVE THE AUTHORITY AND SUPPORT IN OUR UNION TO DO SO.

MM&P SEES YOUR EFFORTS TO ORGANIZE AND JOIN A UNION AS A PATH TO JOINING OUR LARGER MEMBERSHIP AT MM&P. MM&P PROVIDES LICENSED DECK OFFICERS WITH MANY OPPORTUNITIES FOR EMPLOYMENT; GREAT UNION BENEFITS; AND THE ABILITY TO HAVE A SAY IN YOUR WORKING CONDITIONS AND PAY WHEN WE BARGAIN WITH OSG/ATC.

QUESTION: MM&P DOES NOT REQUIRE PHYSICALS, BUT THE COMPANY DOES ANNUALLY. HOW IS THAT HANDLED?

ANSWER: THIS IS AN ITEM THAT CAN BE BARGAINED AT THE TABLE WHEN WE GET THERE. MOST EMPLOYERS REQUIRE A PRE-EMPLOYMENT PHYSICAL ONCE PER YEAR. SOME EMPLOYERS ONLY REQUIRE A USCG MEDICAL CERTIFICATE AND THE LAST 719K.



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QUESTION: WHAT IS YOUR LEAVE OF ABSENCE PROVISION? HOW DO MM&P MEMBERS QUALIFY FOR LEAVES OF ABSENCE, HOW LONG ARE THEY?

ANSWER:

- THIS IS A NEGOTIATED ITEM, BUT GENERALLY OUR LOA PROVISION IS IN OUR MASTER AGREEMENT TO PROTECT THE OFFICER'S JOB AND STANDING WITH THE COMPANY WHILE PROVIDING FOR LEAVES OF ABSENCE. BASICALLY, IT SAYS THAT ALL PERMANENT LDOs ARE ENTITLED TO ONE LOA PER YEAR OUTSIDE OF YOUR REGULARLY SCHEDULED VACATION PERIODS. THERE ARE A MULTITUDE OF REASONS YOU COULD TAKE THIS LOA FROM PERSONAL REASONS, INJURY, DEATH IN THE FAMILY, BIRTH OF YOUR KID, ETC. BELOW IS A CLIP OF THE FORM FOR THE REASONS AS WELL AS THE PROVISION:
- YOU WILL REMAIN IN GOOD STANDING IN THE UNION IF YOU PAY YOUR DUES.

### Reason for LOA:

- |  |   |
|--|---|
| <input type="checkbox"/> Vacation                                    | <input type="checkbox"/> Personal Illness         |
| <input checked="" type="checkbox"/> Personal Affairs                 | <input type="checkbox"/> Family Sickness or Death |
| <input type="checkbox"/> Service Ashore for Organization             | <input type="checkbox"/> Unusual Emergency        |
| <input type="checkbox"/> Service Ashore for Company                  | <input type="checkbox"/> Involuntary Leave        |
| <input type="checkbox"/> Temporary Withdrawal of Vessel from Service |   |

QUESTION: HOW MUCH VACATION TIME CAN I BANK?

ANSWER: MM&P MEMBERS CAN BANK UP TO 60 DAYS OF VACATION. IF THEY NEED TO GO BACK TO WORK EARLY THERE IS A VACATION PLAN FORM TO FACILITATE THIS. IT IS ALWAYS YOUR CHOICE TO GO BACK TO WORK EARLY.

QUESTION: WHO IS ON THE UNION'S BARGAINING COMMITTEE? HOW MANY MEMBERS DO YOU PICK TO BE ON THE BARGAINING COMMITTEE?

ANSWER: THE BARGAINING COMMITTEE IS MADE UP OF BARGAINING UNIT MEMBERS, PROFESSIONAL UNION STAFF, AND SKILLED NEGOTIATORS.

WE PICK AT LEAST ONE TO TWO FROM EACH LICENSE FROM THE BARGAINING UNIT AND ALTERNATES. WE ALSO UTILIZE SURVEYS (SIMILAR TO THE ONES WE HAVE SENT TO YOUR GROUP) AND HOLD MEETINGS TO GET INPUT FROM THE ENTIRE GROUP.

QUESTION: IF AN OSG LDO ALREADY PAID FOR ALL THEIR CHIEF MATE CLASSES BUT HAS YET TO BE REIMBURSED BY OSG IS THERE ANYTHING YOU CAN HELP DO?



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ANSWER: THIS IS SOMETHING WE WOULD HAVE TO BARGAIN AND NEGOTIATE WITH THE COMPANY.

QUESTION: DOES MM&P OFFER DISABILITY INSURANCE? SHORT/LONG TERM DISABILITY PLANS FOR IN CASE I GET INJURED AT HOME AND CAN'T GO BACK TO WORK RIGHT AWAY?

ANSWER:

- THIS WOULD BE SUBJECT TO NEGOTIATION.
- MM&P DOES HAVE A DISABILITY BENEFIT IN OUR HEALTH & BENEFIT PLAN THAT WILL GIVE YOU UP TO 91 DAYS OF PENSION CREDIT.
- MM&P ALSO HAS A MEMBERS WELFARE FUND TO ASSIST MEMBERS IN NEED.

QUESTION: DOES MM&P HAVE MATERNITY/PATERNITY LEAVE WITH ANY CONTRACTED COMPANIES?

ANSWER: WE HAVE NOT SUCCESSFULLY BARGAINED MATERNITY/PATERNITY LEAVE AS OF YET, BUT WE ARE WORKING ON IT. MM&P'S WOMEN'S CAUCUS IS ENGAGING THE COMPANIES ON THIS VERY ISSUE AS I WRITE THIS. PLEASE EMAIL [WOMENSCAUCUS@BRIDGEDECK.ORG](mailto:WOMENSCAUCUS@BRIDGEDECK.ORG) FOR MORE UP TO DATE INFORMATION ON THEIR PROGRESS.

## MM&P IS HERE TO LISTEN



If you have any questions, you can reach Captain Shawn Tucz or Captain Tom Larkin at [mmpinfo@bridgedeck.org](mailto: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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## 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

An Election Hearing was held from 7/25/23 to 7/27/23. Briefs are due to the Hearing officer in approximately 3 weeks.

### 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!



### [Looking for more information about MM&P](#)

Click on the link below for past editions of the newsletters:

<https://bridgedeck.org/osg%20newsletters/>