



International Organization of  
**Masters, Mates & Pilots**

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***Licensed Deck Officers Employed by Alaska Tanker Company:***

Most of you have or will soon receive a ballot to vote for or against union representation. As you know from personal experience, without the collective strength of union membership, Alaska Tanker Company will continue to be free to do whatever they want with your terms and conditions of employment.

The wages, rotations, working conditions and benefits that you require can only be established and maintained by a strong union contract. That contract can best be achieved when licensed deck officers pull together in a united front. Strength and unity aboard your vessels must be combined with dedicated, knowledgeable, and level-headed local and national representatives as well as expert legal representation. These elements are essential to negotiate and administer a first-rate collective bargaining agreement.

Masters, Mates & Pilots offers you the highest quality representation available on the waterfront. Our Union was organized in 1887 as the result of the outrageous prosecution for manslaughter of a steamboat Pilot following a tragic boiler explosion and fire. Ever since our founding, we have been dedicated to defending and advancing the interest of licensed deck officers: ***that is, masters, mates, and pilots.***

There is a reason that we have weathered any number of storms since that time and have negotiated industry leading contracts in all sectors of marine transportation. MM&P has collective bargaining agreements on all coasts of the U.S. with such diverse employers as Maersk Line Limited, American President Lines, Alaska Marine Highways, Crowley, Pasha, Military Sealift Command (Civil Service and commercial), Matson Navigation Company, U.S. Army Corps of Engineers, Washington State Ferries, Moran Towing, Bay-Delta Maritime, Shaver Transportation, Waterman Steamship Corporation, Great Lakes Towing, Reinauer Transportation and Patriot Contract Services – to mention just a few.

In fact, union-wide, MM&P has well over sixty (60) collective bargaining agreements covering licensed deck officers. In our Offshore Membership Group alone, approximately 830 jobs are available aboard some 86 unlimited tonnage vessels. As an “A” book member in our organization, you will have immediate access to any open jobs subject only to your professional credentials.

In addition, in our other membership groups, MM&P has approximately 50 unlimited tonnage vessels with MSC and another 30 to 40 unlimited tonnage vessels in our various inland divisions (Pacific, Great Lakes and Atlantic). All Offshore members have free transfer rights to



our inland divisions which generally cover non-hiring hall jobs, with employment subject to qualifications and company hiring policies.

Over many decades, MM&P has demonstrated its commitment to training and career advancement. No other maritime union has two fully equipped, state-of-the art training facilities. ***These schools exist to train licensed deck officers.*** They are located in Seattle and Baltimore and offer a complete range of deck officer certification and upgrading opportunities.

Not only does MM&P have, by far, a broader selection of job opportunities and the finest training facilities in the industry, MM&P has a wide choice of financially solvent and professionally managed benefit plans to choose from. While training benefits, health care and pension benefits must all be painstakingly negotiated, MM&P has the options available and the ability to negotiate terms and conditions that will improve your working lives and enhance your family's security. MM&P has industry leading collective bargaining agreements and top tier employers because we know how to get the job done. We know where to put our resources. Our resources are put into representing our members, training our members and representatives, and building for the future.

With this said, the choice is yours to make. As a fellow licensed deck officer who has been through the ups and downs of forty plus years in our industry, your choice will be respected and understood to be one that will be made after careful deliberation. As licensed deck officers and prudent mariners, ***the choice is yours: no union, an engineers' union, or a mates' union.***

In making your decision, consider who you want to represent you. ***Captain Tom Larkin and our West Coast Representatives Vice President Lars Turner and Pacific-Ports Agent Melany Skippen are experienced licensed deck officers. They are people of character. Their intelligence, integrity, dedication, and discretion and the resources behind them will protect and advance your interests. Our legal team is second to none in maritime labor. They have successfully navigated us through to this certification vote and they will be alongside as long as it takes to negotiate an excellent first contract. With MM&P you will have the organization and professional leadership that can focus best on protecting, improving, and prioritizing your interests – interests of licensed deck officers!***

***Consider the future, consider the here and now, and consider who you think will stick around and advocate for licensed deck officers long after this campaign is over. Together we will build a strong union contract. Consider this and VOTE MM&P.***

In Solidarity,

Captain Don Marcus  
President  
Masters, Mates & Pilots, AFL-CIO