



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 26TH EDITION

OCTOBER 27, 2023

OSG FLEET UPDATE

OSG NLRB ELECTION PROGRESS BAR

File for Election

The Election has been filed with the NLRB on September 19th, 2023.

Position Papers

Position Papers are due October 13th, 2023 for MM&P. Position papers are due October 18th, 2023 for OSG.

Election Hearing

If Necessary, the hearing is scheduled for October 23rd, 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!



WAITING ON A DECISION

AN ELECTION HEARING WAS HELD ON MONDAY, OCTOBER 23, 2023, WHERE THE NLRB. FOCUSED ON WHERE THE BALLOTS WOULD BE MAILED (HOME OR VESSEL) AND HOW LONG TO GIVE FOR THE BALLOTS TO BE RETURNED. WE ASSERTED THE BALLOTS SHOULD BE MAILED TO YOUR HOME WITH FOUR MONTHS TO RETURN THEM JUST AS THEY WERE WITH ATC. VOTING FOR A UNION SHOULD BE A PRIVATE DECISION MADE AWAY FROM THE PRESSURES OF THE SHIP. OSG



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CLAIMED THEY SHOULD GO TO THE VESSELS THROUGH THE PORT AGENT AND BOSUN, AND IF MISSED IN ONE PORT, TO BE FORWARDED TO VARIOUS PORTS UNTIL RECEIVED.

IN KEEPING WITH THEIR TACTICS OF DELAY, OSG HAS DISPUTED WHERE THE BALLOTS SHOULD BE MAILED; WE WILL HAVE TO WAIT FOR THE NLRB REGIONAL DIRECTOR (RD) TO MAKE A DECISION ON THIS. THE RD WILL USE THE RECORD FROM OUR VICTORY IN THE ATC HEARING TO MAKE A DECISION ON WHO WILL VOTE IN THE OSG FLEET ELECTION. WE HOPE FOR A QUICK AND FAIR DECISION FROM THE RD TO GET THE BALLOTS OUT SOON.

CONTRACT GOALS

AT MM&P WE RECOGNIZE THAT TANKERS ARE SOME OF THE HARDEST WORKING VESSELS IN THE INDUSTRY. OVER 40 YEARS AGO MM&P HAD AN INDUSTRY LEADING COLLECTIVE BARGAINING AGREEMENT WITH JUST ABOUT EVERY TANKER COMPANY IN THE COUNTRY. IN FACT, MM&P MEMBERS WHO WORKED UNDER THIS "MASTER" AGREEMENT WERE THE HIGHEST PAID IN THE INDUSTRY. OUR GOALS ARE TO COLLABORATE WITH YOU IN NEGOTIATING A TANKER AGREEMENT THAT WILL BE IN LINE WITH OUR INDUSTRY LEADING STANDARDS. IT'S TIME TO RAISE THE STANDARDS TO REFLECT THE CONSIDERABLE RISKS, SKILLS AND HARD WORK REQUIRED OF A LICENSED DECK OFFICER WHO SIGNS ON A TANKER. THE GOALS THAT HAVE BEEN COMMUNICATED TO US SO FAR THROUGH THE MANY CONVERSATIONS AND SURVEYS WE HAVE SENT OUT ARE BELOW:

1. **WAGES** – INCREASES THAT ARE SCHEDULED IN A CONTRACT AND HELP OFFSET THE HIGH INFLATION RATES THAT WE HAVE BEEN EXPERIENCING FOR THE PAST TWO YEARS.
2. **RETIREMENT** – BETTER RETIREMENT SECURITY WHICH CAN INCLUDE INCREASED EMPLOYER CONTRIBUTIONS TO THE CURRENT DEFINED CONTRIBUTION PLAN, ADDITIONAL DEFINED BENEFIT PENSION, AND RETIREE HEALTHCARE. THE GOAL IS TO COMPLETE THE MISSING LEGS OF THE "THREE LEGGED STOOL" APPROACH TO RETIREMENT AS DESCRIBED IN OUR 6TH EDITION OF THE NEWSLETTER [HERE](#).
3. **HEALTHCARE** – BETTER COVERAGE, LOWER PREMIUMS, AND FEWER OUT OF POCKET EXPENSES. OUR HEALTH PLAN IS SECOND TO NONE AND OUR PLANS DEPARTMENT PROVIDES PERSONALIZED CARE FOR ALL OF OUR ACTIVE AND RETIREE MEMBERS AND THEIR FAMILIES. THE BIGGEST FANS OF OUR HEALTH PLAN ARE THE SPOUSES AND FAMILY MEMBERS WHO KNOW THEY CAN MAKE A PHONE CALL AND GET A PERSON ON THE PHONE WHO UNDERSTANDS THEIR BURDENS WHILE THEIR SIGNIFICANT OTHER IS AT SEA.



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4. **TRAINING** – NO OUT-OF-POCKET EXPENSES FOR TRAINING AND LICENSE UPGRADES. ACCESS TO TAKE CLASSES AT EITHER MITAGS EAST (BALTIMORE) OR WEST (SEATTLE) AS A TRUST STUDENT. THE FREEDOM OF CHOOSING CLASSES THAT YOU WANT WITHOUT HAVING TO GO THROUGH THE COMPANY OFFICE FOR APPROVALS OR REIMBURSEMENT.
5. **TOUR LENGTHS AND LEAVE OF ABSENCE PROVISIONS** – DEVELOP HITCH LENGTH MAXIMUMS AND CONTRACTUALLY ENFORCEABLE PROTECTIONS TO RETAIN YOUR JOB WHEN YOU HAVE TO TAKE A TRIP OFF AND CAN'T RETURN TO THE SHIP BASED SOLELY ON WHEN THE COMPANY WANTS YOU TO WITHOUT REGARD TO THE LEAVE REQUESTED.
6. **OPPORTUNITY** – WITH AN "A" BOOK IN OUR UNION THERE IS OPPORTUNITY TO WORK ACROSS A WIDE VARIETY OF COMMERCIAL VESSELS ALL BACKED BY COLLECTIVE BARGAINING AGREEMENTS. YOUR BENEFITS AND "A" BOOK FOLLOW YOU TO ANY CONTRACT YOU WORK ON IN THE OFFSHORE DIVISION OF MM&P.

ALL OF THESE ITEMS ARE SUBJECT TO NEGOTIATION WITH THE EXCEPTION OF THE "A" BOOK. WE HAVE A LONG VOYAGE AHEAD OF US NEGOTIATING THE TERMS OF EMPLOYMENT THAT WE NEED. LIKE WE SAID FROM THE VERY BEGINNING:

WE ALL WENT TO SCHOOL TOGETHER.

WE ALL SAILED OR KNOW SOMEONE WHO SAILED TOGETHER.

WE ARE STRONGER TOGETHER.



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ATC FLEET 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

The NLRB Regional Director (RD) has directed an election for the ATC Licensed Deck Officers. The RD has found the unit that MM&P petitioned for to be appropriate and has also found that the Chief Mates are not supervisors as defined under the National Labor Relations Act (NLRA).

Election

The ballots will be mailed out on September 19, 2023 at 4:30pm. The ballots must be received in the NLRB office by January 18, 2024 by 3:00pm to be considered valid and counted. We need 50% +1 of those who vote to win the vote!



84 DAYS UNTIL THE BALLOTS ARE COUNTED

UNFAIR LABOR PRACTICE

WE HAVE FILED ANOTHER UNFAIR LABOR PRACTICE (ULP) AGAINST OSG FOR AN E-MAIL COMMUNICATION THAT THE COMPANY SENT TO THE ATC FLEET. IN THE EMAIL, AS REPORTED IN LAST WEEK'S NEWSLETTER, THERE'S AN IMPLIED THREAT BY THE COMPANY THAT IF THE EMPLOYEES VOTE FOR A UNION, THEY WILL LOSE THEIR EXISTING RETIREMENT BENEFITS. OSG IS IMPLYING THAT SIMPLY BY OBTAINING REPRESENTATION THE COMPANY CAN RETALIATE FOR YOU EXERCISING A RIGHT PROTECTED BY FEDERAL LAW. THE COMPANY CANNOT TAKE AWAY WHAT



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HAS BEEN VESTED DURING YOUR YEARS OF SERVICE, AND WE ASSERTED TO THE NLRB THAT THE IMPLICATION THAT YOUR CHOICE OF BENEFITS WILL BE LIMITED OR REDUCED WAS UNLAWFUL YOU HAVE A RIGHT TO DECIDE TO JOIN A UNION WITHOUT IDLE THREATS OF TAKING AWAY YOUR HARD-EARNED RETIREMENT BENEFITS. THE BENEFIT TERMS INCLUDED IN ANY ATC UNION CONTRACT WILL BE NEGOTIATED BY A COMMITTEE OF UNION STAFF AND ATC LICENSED DECK OFFICERS; IT WILL REFLECT THE NEEDS OF THE BARGAINING UNIT.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
Damon Mote	10/15/2023

DUES

THE COMPANY PUT OUT A COMMUNICATION THAT SPOKE TO THE FACT THAT MM&P CHARGES DUES. DUES ARE NECESSARY TO PROVIDE SERVICE TO ALL MEMBERS: LEGAL COUNSEL, CONTRACT NEGOTIATIONS, CONTRACT ENFORCEMENT, GRIEVANCES, ARBITRATIONS, COMMUNICATIONS, MEMBERSHIP MEETINGS, PROVIDING REPRESENTATION IN REGULATORY MATTERS AND ORGANIZING CAMPAIGNS TO BUILD UNION DENSITY AND GREATER MARKET SHARE TO BUILD POWER. THESE ARE THE COSTS ASSOCIATED WITH FIRST-RATE PROFESSIONAL REPRESENTATION. THE DUES MONEY WE RECEIVE IS SCRUPULOUSLY ACCOUNTED FOR AND GOES DIRECTLY TO BENEFIT THE MEMBERSHIP OF MM&P.

ONCE WE WIN THE ELECTION YOU WILL ONLY PAY DUES **AFTER** A FIRST UNION CONTRACT IS IN PLACE. THE CONTRACT ONLY GOES INTO EFFECT ONCE IT IS RATIFIED (VOTED ON) BY MEMBERS. WHY WOULD YOU VOTE "YES" ON A CONTRACT THAT ISN'T WORTH THE COST OF DUES?

THERE IS A GREATER COST ASSOCIATED WITH STAYING NON-UNION. THAT COST IS NOT HAVING A VOICE IN YOUR WORKPLACE, INFERIOR WAGES, BENEFITS, OR CONDITIONS OF EMPLOYMENT. WITHOUT A UNION CONTRACT, AN EMPLOYER CAN CHANGE JUST ABOUT ANY TERM OR CONDITION OF EMPLOYMENT WITHOUT NOTICE. IT'S TIME FOR A CHANGE.

THE MEMBERSHIP AND THE UNION ARE ONE AND THE SAME. WITHOUT THE MEMBERS THERE IS NO UNION. LET'S STICK TOGETHER ON THIS VOYAGE TO A FIRST CONTRACT. TALK TO EACH OTHER AND MAKE YOUR FIRST COLLECTIVE DECISION TO VOTE FOR MM&P.



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HOLD FAST AND DREADNAUGHT!



VOTE MM&P



[HTTPS://BRIDGEDECK.ORG/REQUEST-A-PLEDGE-CARD/](https://bridgedeck.org/request-a-pledge-card/)

THE LICENSED DECK OFFICERS' UNION

MM&P IS HERE TO LISTEN

IF YOU HAVE ANY QUESTIONS, YOU CAN REACH CAPTAIN SHAWN TUCY OR CAPTAIN TOM LARKIN AT MMPINFO@BRIDGEDECK.ORG OR CALL 410-582-7046

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

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