



## MM&P Notice to Members

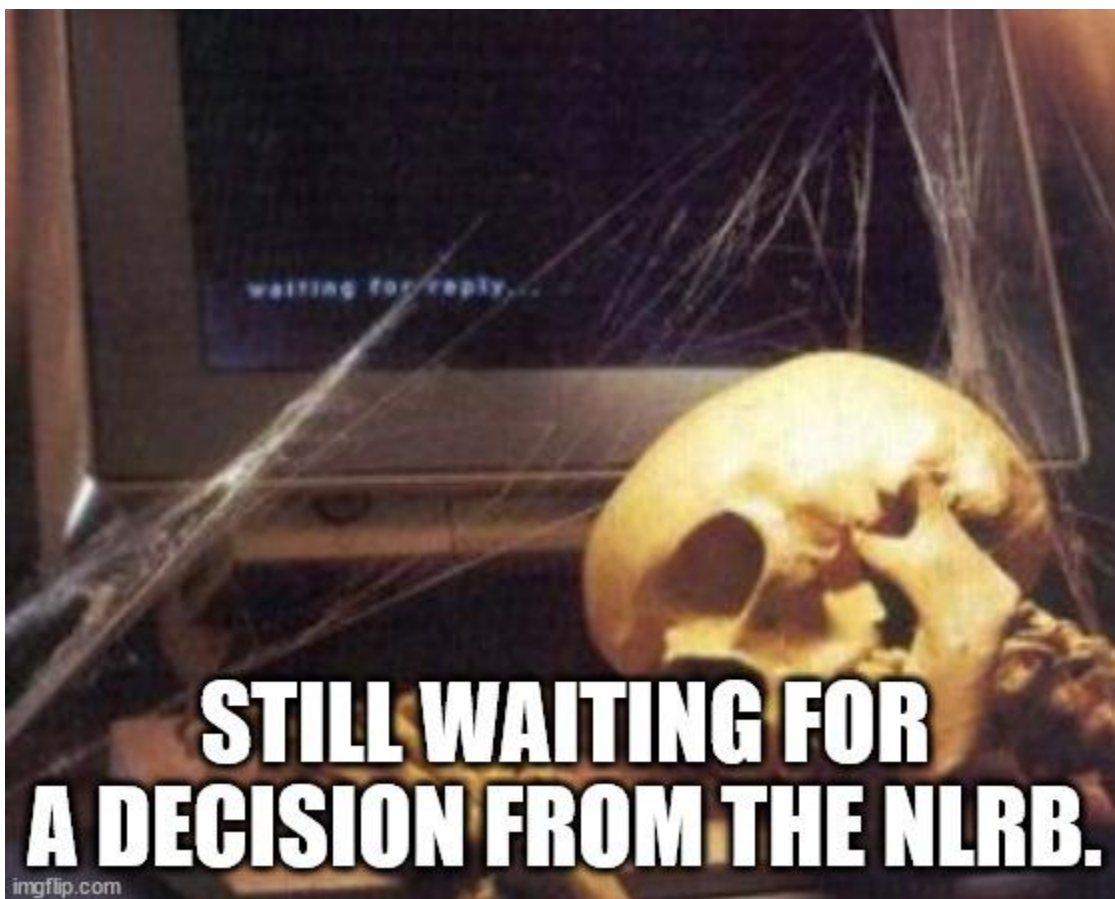
Email: [mmpinfo@bridgedeck.org](mailto:mmpinfo@bridgedeck.org)

410-582-7046

### OSG FLEET & ATC FLEET NEWSLETTER 28<sup>TH</sup> EDITION

NOVEMBER 10, 2023

#### OSG FLEET UPDATE



LIKE WATCHING TIME TICK BACKWARDS WHEN RETARDING THE CLOCKS ON THE MIDNIGHT WATCH WE WAIT FOR OUR RELIEF OR IN THIS CASE WE WAIT FOR A FAIRLY STRAIGHT FORWARD DECISION FROM THE REGIONAL DIRECTOR (RD) TO ORDER AN ELECTION. AS WE HAVE BEEN WITNESS TO FOR THE PAST 6 MONTHS, ORGANIZING INTO A COHESIVE BARGAINING UNIT TAKES PATIENCE AND PERSEVERANCE. IT IS CERTAINLY NOT FOR THE FAINT OF HEART BUT NEITHER IS OPERATING AND MAINTAINING A 30,000 TO 100,000 GT COMMERCIAL TANKER. IN THE MEAN-TIME PLEASE KEEP THE QUESTIONS COMING. INFORMATION IS POWER. TRANSPARENCY BUILDS TRUST. AT MM&P WE STRIVE TO PROVIDE BOTH.



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## FAQ REVIEW

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:

### 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.



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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?

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

QUESTION: 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?

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

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

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

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

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

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

ANSWER: 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).



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QUESTION: DOES MMP HAVE AN INITIATION FEE?

ANSWER: 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.

QUESTION: 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?

ANSWER: YES

QUESTION: 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?

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

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

ANSWER: NO, MM&P'S STANDARD POSITION IN BARGAINING (AND IN ALL OF OUR CONTRACTS) IS THAT ALL LDOS' WORKING IN THE OSG FLEET, THE ATC FLEET, OR ANY OTHER FLEET IS THAT THEY RETAIN 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.

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

ANSWER: NO, OUR PLANS ARE ADMINISTERED THROUGH A BOARD OF TRUSTEES THAT CONSIST OF ALL OF OUR EMPLOYER TRUSTEES, UNION TRUSTEES, AND RETIREE REPRESENTATIVES. THE EMPLOYER AND UNION TRUSTEES MUST AGREE TO ADJUST ANY BENEFIT PLAN. IF THEY DISAGREE THE ISSUE MAY GO TO ARBITRATION.

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

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



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

ANSWER: 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.



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## ATC FLEET UPDATE



### 70 DAYS UNTIL THE BALLOTS ARE COUNTED

THANK YOU FOR YOUR CONTINUED SUPPORT WHETHER IT BE A PHONE CALL, EMAIL, OR A SIMPLE CONVERSATION OVER COFFEE ABOUT MM&P. ABOVE ALL ELSE WE NEED TO HAVE THESE CONVERSATIONS. WE NEED TO TRUST EACH OTHER AND GO INTO NEGOTIATIONS AS ONE TEAM DEDICATED TO IMPROVING THE ECONOMIC AND WORKING CONDITIONS ON BOARD THE SHIPS WE SAIL. **TOGETHER WE CAN BUILD A BETTER WORKPLACE AND MORE SECURE FUTURE.**



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## **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](mailto:mmpinfo@bridgedeck.org) OR CALL 410-582-7046

### **Looking for more information about MM&P**

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

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