



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 52ND EDITION

APRIL 26, 2024

ATC FLEET UPDATE



OVER THE PAST FEW MONTHS, WE'VE HAD THE PRIVILEGE OF ENGAGING IN FRUITFUL DISCUSSIONS AND BRAINSTORMING SESSIONS WITH YOU REGARDING YOUR VISION FOR A NEW CONTRACT. YOUR INVALUABLE INPUT HAS PROVIDED US WITH A SOLID FOUNDATION OF IDEAS AND INSIGHTS INTO YOUR CONCERNS REGARDING WORKING CONDITIONS AND WAGES.

ONE OF THE CONCERNS THAT YOU HAVE VOICED TO US IS ATC'S CURRENT TRAINING REIMBURSEMENT POLICY FOR UPGRADING YOUR LICENSE TO CHIEF MATE/MASTER. THE REIMBURSEMENT POLICY IS SUBSTANDARD TO THE MM&P MATES TRUST. THE LICENSED DECK OFFICER WHO COMMITS TO UPGRADING TO THEIR CHIEF MATE



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LICENSE MUST FRONT THE COST AND PAY FOR THE CLASSES NEEDED OUT OF POCKET. ONLY AFTER THE LDO HAS BEEN CHOSEN BY THE COMPANY TO SAIL CHIEF MATE WILL THE COMPANY THEN REIMBURSE THE TRAINING COST OVER A PERIOD OF TIME.

MM&P STRONGLY BELIEVES THAT LICENSE ADVANCEMENT IS CRITICAL TO AN LDO'S CAREER, AND A RESPONSIBLE EMPLOYER SHOULD NOT PUT THE FINANCIAL BURDEN OF LICENSE ADVANCEMENT ON THE EMPLOYEES. WHILE AN LDO MAY NOT SERVE FOR THAT EMPLOYER IN THE CAPACITY OF CHIEF MATE OR MASTER IMMEDIATELY UPON ADVANCING THE LICENSE, THE EMPLOYER STILL BENEFITS FROM HAVING A BETTER TRAINED AND CAPABLE LDO IN THE INTERIM. PROFESSIONAL IMPROVEMENT SHOULD NOT BE DETERMINED BY AN LDO'S ABILITY TO FRONT THE COST OF THE TRAINING.

FOR THIS REASON, WE HAVE CREATED THE **MM&P LICENSE ADVANCEMENT FELLOWSHIP** TO HELP OUR ATC LDOs COVER THE FRONT COST OF LICENSE ADVANCEMENT TRAINING UNTIL WE BARGAIN AN APPROPRIATE TRAINING BENEFIT. WE PLEDGE TO ALL ATC LDOs CURRENTLY WORKING FOR ATC WHO HAVE EITHER ALREADY TAKEN OR PLAN ON TAKING CHIEF MATE/MASTER ADVANCEMENT COURSES AT EITHER MITAGS EAST OR MITAGS WEST TO REIMBURSE YOU HALF OF THE NON-REIMBURSED COST OF THE CLASSES UP TO \$10,000 PER LDO.

WE SINCERELY THANK YOU FOR YOUR PARTNERSHIP AND EAGERLY ANTICIPATE THE OPPORTUNITY TO CONTINUE WORKING CLOSELY WITH EACH OF YOU AS WE STRIVE TOWARDS SECURING OUR FIRST CONTRACT TOGETHER. PLEASE REFER TO THE DETAILS BELOW FOR INFORMATION ON HOW TO APPLY FOR THE FELLOWSHIP.



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MM&P LICENSE ADVANCEMENT FELLOWSHIP CHECKLIST

- STEP 1: APPLY FOR MM&P MEMBERSHIP BY EMAILING BOTH AVICTORIO@BRIDGEDECK.ORG AND MMPINFO@BRIDGEDECK.ORG. WE WILL SEND YOU AN APPLICATION AND WILL REQUEST ADDITIONAL DOCUMENTATION AS NEEDED TO COMPLETE YOUR APPLICATION.
- UPON APPLICATION, YOU WILL BE RESPONSIBLE TO PAY THE ADJUSTED BALANCE OF THE REGULAR QUARTERLY MEMBERSHIP DUES AND REMAIN CURRENT THEREAFTER AT \$125.00 PER QUARTER. AS PROMISED, THERE IS NO OBLIGATION FOR INITIATION FEES.
- AS YOU ARE A PERMANENT EMPLOYEES WITH ATC, YOU WILL BE REGISTERED AS A COMPANY EMPLOYEE (CE). YOUR SENIORITY STATUS WILL BE “APPLICANT” UNTIL A FIRST CONTRACT IS RATIFIED. AFTER RATIFICATION YOU WILL BE UPGRADED TO A “A” BOOK AND THE DEFERRED INITIATION FEE WILL BE WAIVED.
- AS A COMPANY EMPLOYEE APPLICANT, YOU CAN BID ON OPEN PORT RELIEF OFFICER (PRO) JOBS SUBJECT TO OUR SHIPPING RULES.
- STEP 2: SUBMIT YOUR TUITION/BOARD RECEIPTS FROM THE CHIEF MATE/MASTER UPGRADE COURSES YOU TOOK AT EITHER MITAGS EAST OR MITAGS WEST TO COMPOTROLLER@BRIDGEDECK.ORG AND MMPINFO@BRIDGEDECK.ORG.
- STEP 3: WE WILL REIMBURSE YOU VIA CHECK FOR THE QUALIFYING COURSES TAKEN AT MMP’S SCHOOL.



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BELOW IS A LIST OF CLASSES THAT ARE ELIGIBLE FOR REIMBURSEMENT THROUGH THE FELLOWSHIP:

CMM – CHIEF MATE AND MASTER COURSES

ADVSTB-CMM – ADVANCED STABILITY (5-DAY)

ADVWX-CMM – ADVANCED METEOROLOGY (5-DAY)

CHS-CMM – ADVANCED CARGO OPERATIONS (10 DAYS)

LMS – LEADERSHIP AND MANAGERIAL SKILLS (MANAGEMENT LEVEL – FORMERLY MCL-CMM) (5-DAY)

MPP-CMM – MARINE PROPULSION PLANTS (5-DAY)

SHMGT-CMM- SHIP MANAGEMENT (5-DAY)

SHS-ADV-I-CMM – ADVANCED SHIP HANDLING (WEEK 1) (5-DAY)

SHS-ADV-II-CMM – ADVANCED SHIP HANDLING (WEEK 2) (5-DAY)

****SHS-ADV-I & II ARE NOW APPROVED TO INCLUDE SAR-CMM ASSESSMENTS AT MITAGS****

VPEN-CMM – VOYAGE PLANNING & ELECTRONIC NAVIGATION (5-DAY)

WKP-CMM – ADVANCED WATCHKEEPING (5-DAY)

LAP – LICENSE ADVANCEMENT PROGRAM FOR MATE TO MASTER

ECDIS – ELECTRONIC CHART DISPLAY INFORMATION SYSTEM



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OSG FLEET UPDATE

IT'S BEEN SIX MONTHS SINCE THE RECORD CLOSED ON OCTOBER 23, 2023, WITH NLRB REGION 22 (TAMPA) OFFICE. DURING THE INITIAL STAGES OF THE ORGANIZING DRIVE, YOUR OVERWHELMING SUPPORT WAS EVIDENT THROUGH THE MAJORITY OF PLEDGE CARDS WE RECEIVED. OUR LEGAL TEAM PERFORMED EXCEPTIONALLY WELL IN COUNTERING THE COMPANY'S ARGUMENTS IN BOTH THE OSG AND ATC FLEET CASES, WHICH THREATENED TO STRIP AWAY THE RIGHTS OF THE ATC LDO CHIEF MATES TO COLLECTIVELY BARGAIN.

NOW, THE DECISION AND ELECTION CALL REST WITH REGION 22. THE WAIT IS UNDERSTANDABLY FRUSTRATING, BUT LET'S TAKE A MOMENT TO ACKNOWLEDGE HOW FAR WE'VE COME IN THESE PAST SIX MONTHS. WE STAND ON THE VERGE OF PROGRESS, AKIN TO A SHIP ABEAM OF THE BREAKWATER, POISED TO ENTER THE BERTH OF OPPORTUNITY.

THERE'S NO TEAM WE WOULD RATHER HAVE THAN YOUR GROUP OF PROFESSIONAL TANKERMEN ON THE BRIDGE, STEERING CLEAR OF THE COMPANY'S LEGAL OBSTACLES AND COLLECTIVELY NAVIGATING TOWARDS OUR SHARED GOAL OF SECURING A FIRST CONTRACT. THIS JOURNEY EXEMPLIFIES THE ESSENCE OF SOLIDARITY—DECKIES HELPING DECKIES. OPPORTUNITY AND A CONTRACT ARE ON THE HORIZON.



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IN THE NEWS

MM&P GOVERNMENT GROUP REPRESENTATIVE RANDI CISZEWSKI HONORED FOR DEFENDING MARINERS' RIGHTS

RANDI CISZEWSKI, WHO REPRESENTS THE MM&P FEDERAL EMPLOYEES MEMBERSHIP GROUP, HAS BEEN HONORED BY SEAFARERS INTERNATIONAL HOUSE FOR HER WORK ON BEHALF OF CIVIL SERVICE MARINERS.

SHE RECEIVED THE AWARD AT AN APRIL 18 CEREMONY IN NEW YORK CITY ATTENDED BY MEMBERS OF HER FAMILY, REPRESENTATIVES OF NATIONAL AND INTERNATIONAL MARITIME UNIONS, SHIPPING COMPANIES, AND CHARITABLE ORGANIZATIONS.

CISZEWSKI HAS ADVOCATED FOR THE RIGHTS OF CIVIL SERVICE MARINERS FOR WELL OVER 40 YEARS: FIRST AS MILITARY SEALIFT COMMAND LABOR RELATIONS DIRECTOR AND FOR THE PAST 22 YEARS AS AN MM&P OFFICIAL.

“MY GOAL HAS ALWAYS BEEN TO ADVOCATE FOR HUMAN RIGHTS AS WELL AS UNION RIGHTS,” SHE SAID.



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“EVERY WORKER HAS THE RIGHT TO SHOW UP FOR WORK AND BE ACCEPTED. NO EMPLOYER SHOULD BE A SAFE HARBOR FOR INTOLERANCE OR HATRED OF ANY KIND.”

CISZEWSKI IS A POWERFUL VOICE ON MARITIME ISSUES WHO HAS DEDICATED HER CAREER TO PROTECTING THE RIGHTS OF CIVIL SERVICE MARINERS WHO SAIL WITH MM&P.

SHE RELIES ON HER EXTENSIVE EXPERIENCE IN EMPLOYMENT LAW, NEGOTIATION, AND CONFLICT RESOLUTION TO ADMINISTER FEDERAL TERMS AND CONDITIONS OF EMPLOYMENT.

SHE IS THE RECIPIENT OF NUMEROUS PROFESSIONAL HONORS, INCLUDING THE NAVY MERITORIOUS CIVILIAN SERVICE AWARD.

“THERE IS NO MORE KNOWLEDGEABLE, DEDICATED OR RESOLUTE REPRESENTATIVE IN OUR ORGANIZATION THAN RANDI CISZEWSKI,” SAID MM&P PRESIDENT DON MARCUS.

“SHE IS FOREMOST IN PROTECTING OUR MEMBERS’ RIGHTS.”

“WE THANK THE SEAFARERS INTERNATIONAL HOUSE FOR RECOGNIZING HER OUTSTANDING SERVICE.”

KATIE HIGGINBOTTOM, HEAD OF THE INTERNATIONAL TRANSPORT WORKERS’ FEDERATION SEAFARERS’ TRUST SINCE 2018, WAS ALSO RECOGNIZED AT THE APRIL 18 EVENT.

SHE WORKS IN CLOSE COOPERATION WITH INTERNATIONAL MARITIME UNIONS AND OTHER ORGANIZATIONS ON ISSUES THAT AFFECT SEAFARERS’ WELLBEING.

SEAFARERS INTERNATIONAL HOUSE HAS ASSISTED SEAFARERS IN NEED SINCE 1873.

THE NEW YORK PORT MISSION HELPS SUPPORT MORE THAN 15,000 SEAFARERS IN THE PORTS OF ALBANY, BALTIMORE, DULUTH, NEW HAVEN, AND NEW YORK AND NEW JERSEY.

AN IMAGE FROM MM&P MEMBERS



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**MM&P LDOs ON THE MATSON
VESSEL M/V MAHIMAHI.**

WE ARE STRONGER TOGETHER



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

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