



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 25TH EDITION

OCTOBER 20TH, 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!



ON TO THE HEARING!

THE ELECTION HEARING WILL BE HELD VIRTUALLY ON MONDAY, OCTOBER 23, 2023 AT 0930. UNFORTUNATELY, THE COMPANY IS AGAIN DISPUTING OUR BARGAINING UNIT AND CLAIMING THE CHIEF MATE IS A SUPERVISOR AS DEFINED UNDER THE NATIONAL LABOR RELATIONS ACT (NLRA). THERE WILL BE A FURTHER DELAY IN GETTING THE VOTE OUT WHILE WE LITIGATE AND PROVE YET AGAIN THAT AN OSG FLEET UNIT IS APPROPRIATE AND



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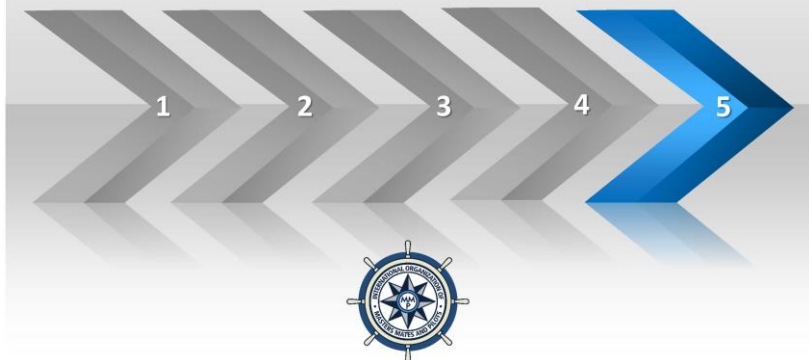
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THE CHIEF MATE IS NOT A SUPERVISOR AS DEFINED UNDER THE NLRA AS WE DID IN THE ATC FLEET ELECTION HEARING. WE APPRECIATE YOUR PATIENCE AND SUPPORT AS WE PROGRESS TO A FIRST CONTRACT.

ATC FLEET UPDATE

ATC NLRB ELECTION PROGRESS BAR

File for Election	Position Papers	Election Hearing	NLRB RD Decision	Election
We have filed for election with the NLRB. On June 28, 2023.	We have received a copy of the company's position. Our position will be submitted 7/14/23.	If Necessary, the hearing is scheduled for July 25, 2023 to resolve any issues that the parties can't agree to	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).	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!



91 DAYS UNTIL THE BALLOTS ARE COUNTED

CUTTING THROUGH THE MISINFORMATION

THERE HAS BEEN RECENT COMMUNICATIONS SENT FROM OSG MANAGEMENT THAT ATTEMPTS TO CAST DOUBT AND MISREPRESENT MM&P AND OUR PLANS. MANY OF THE QUESTIONS AND MISCHARACTERIZATIONS HAVE BEEN ADDRESSED IN PRIOR EDITIONS OF THE NEWSLETTER. SOME OF THE INFORMATION SEEMS TO IMPLY THAT IF YOU VOTE FOR A UNION THEN YOU WILL LOSE YOUR EXISTING RETIREMENT BENEFITS. WE BELIEVE ONE OF THE BIGGEST BENEFITS FOR VOTING



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~~IN~~ A UNION IS CHOICE, OPPORTUNITY, AND JOB SECURITY. ~~YOUR~~THE "STATUS QUO" ~~RIGHT NOW~~ IS WHATEVER THE ~~COMPANY DECIDES IT IS~~ DETERMINE IT TO BE FROM YEAR TO YEAR.

THE STATUS QUO FOR SOME OF YOU WAS A CONSIDERABLE AMOUNT OF MONEY STRIPPED FROM THE VERY RETIREMENT ACCOUNT THAT OSG OPINES ABOUT BECAUSE YOUR SHIP WAS LAID UP AND YOU DIDN'T MEET THE VESTING MINIMUMS.

~~IT'S~~IT'S TIME FOR THE PEOPLE WORKING AT SEA TO HAVE A SAY IN WHAT THE STATUS QUO ~~SHOULD BE AND SECURE IT IN~~ VIA A BINDING CONTRACT.

WITH THAT BEING SAID PLEASE SEE BELOW:

QUESTION: HOW IS VACATION PAID WITH MM&P OFFSHORE CONTRACTS?

ANSWER: VACATION RATES ARE NEGOTIATED THROUGH OUR COLLECTIVE BARGAINING AGREEMENTS. ~~IT~~ IS PAID WHILE THE MEMBER ~~IS~~ OFF THE SHIP THROUGH OUR MM&P PLANS **NOT** FROM MM&P. WHETHER YOU WANT VACATION TO BE A SEPARATE NEGOTIABLE RATE OR TIED INTO YOUR SHIPBOARD WAGE IS SOMETHING WE WILL HAVE TO DISCUSS AMONGST OUR COMMITTEE AND BARGAIN WITH THE COMPANY.

QUESTION: WILL YOUR PENSION BENEFIT CHANGE IF YOU HAVE TO MOVE FROM ONE PENSION PLAN TO ANOTHER PENSION PLAN IN ORDER PROMOTE TO CAPTAIN?

ANSWER: CURRENTLY THE LDOs WORKING IN THE OSG AND ATC FLEET DO NOT HAVE A PENSION PLAN. WHAT THE LDOs CURRENTLY HAVE CAN BE EQUATED TO OUR IRAP WHICH IS A DEFINED CONTRIBUTION RETIREMENT PLAN WHICH IN MOST CASES IS IN ADDITION TO THE PENSION AND NOT A STANDALONE PLAN AS IS THE CASE WITH THE OSG AND ATC FLEET. WE CAN NEGOTIATE ROLLING OVER CONTRIBUTIONS INTO THIS PLAN. WE COULD ALSO NEGOTIATE VOLUNTARY RECOGNITION FOR THE CAPTAIN WHEN THEY BUMP UP. THE POINT HERE IS THERE IS **CHOICE** AND **OPPORTUNITY** WHERE THERE WASN'T ANY BEFORE.

QUESTION: WHAT JOBS AM I QUALIFIED FOR IN MM&P ONCE WE HAVE RATIFIED A FIRST CONTRACT AND HAVE RECEIVED AN "A" BOOK.

ANSWER: THE CORE QUALIFICATION FOR ANY OF OUR CONTRACTED COMPANIES IS YOUR LICENSE. TRAINING REQUIREMENTS VARY PER CONTRACT BUT MOSTLY REVOLVE AROUND ENDORSEMENTS ON YOUR LICENSE FOR THE DUTIES YOU WILL BE ASSUMING SUCH AS MED-PIC, VSO, TPIC, ETC. IN SOME CASES YOU WILL NEED BASIC MSC TRAINING. ALL OF THE CLASSES CAN BE TAKEN

Commented [GT1]: Dont know what this is, so not sure how to edit it, but seems somewhat unclear



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AT MITAGS EAST AND WEST AS A TRUST STUDENT FREE OF CHARGE ONCE THIS HAS BEEN NEGOTIATED INTO A CONTRACT.

QUESTION: WHAT ARE YOUR TIME COMMITMENTS AFTER COMPLETING COURSES AT MITAGS? DO MY DUES GO TO PAYING FOR THE MITAGS?

ANSWER: THERE ARE NOT TIME COMMITMENTS TO THE UNION OR COMPANY AFTER TAKING CLASSES AT MITAGS. YOU SAIL 30 DAYS ON A SHIP TO BE ELIGIBLE AS A TRUST STUDENT AND ATTEND EITHER MITAGS EAST OR WEST FOR FREE. WHILE AT MITAGS YOU CAN TAKE WHATEVER CLASSES ARE AVAILABLE WITH-IN THE TRUST. THROUGH OUR TRUST AGREEMENT THE EMPLOYER PAYS THE CONTRIBUTIONS ON YOUR BEHALF TO ATTEND EITHER SCHOOL. YOUR DUES DO NOT GO TOWARDS PAYING FOR THE SCHOOL.

QUESTION: DO YOU NEED 20 PENSION CREDITS TO BE ELIGIBLE FOR A MM&P PENSION?

ANSWER: YOU ARE VESTED AFTER 5 YEARS OF 87 DAYS OF COVERED EMPLOYMENT PER CALENDAR YEAR. PARTIAL PENSIONS ARE ALSO AVAILABLE WITHIN 5 AND 20 YEARS OF PENSION CREDITS.

QUESTION: WHAT IS "COVERED EMPLOYMENT"?

ANSWER: SHIPBOARD EMPLOYMENT, PAID VACATION DAYS, PORT RELIEF WORK (8 HOURS = 1.33 PENSION DAYS), UP TO 30 DAYS OF MITAGS CLASSES PER YEAR ALL COUNT TOWARD CALCULATING YOUR COVERED EMPLOYMENT FOR THE YEAR. YOU NEED 260 DAYS OF COVERED EMPLOYMENT FOR 1 FULL PENSION YEAR.

QUESTION: DOES MM&P OFFER A 401K PLAN?

ANSWER: MM&P OFFERS BOTH A TRADITIONAL AND ROTH ~~CONTRIBUTIONS TO THE~~ 401K PROGRAM. THESE PROGRAMS ARE VOLUNTARY EMPLOYEE-CONTRIBUTION BASED. AS AN OFFSHORE MEMBER YOU ARE ELIGIBLE TO CONTRIBUTE UP TO THE LEGAL CONTRIBUTION MAXIMUMS.

QUESTION: WHEN YOU RETIRE WITH THE UNION, WHAT INCOME LIMITATIONS ARE IMPOSED ON YOU TO CONTINUE RECEIVING YOUR PENSION?

ANSWER: THERE ARE NO INCOME LIMITATIONS TO CONTINUE TO RECEIVE YOUR PENSION.

IF ANYONE HAS ANY QUESTIONS PLEASE REACH OUT. IN THE ~~MEANMEANTIME, TIME~~ OUR ARCHIVE OF NEWSLETTERS IS ALWAYS HERE TO ANSWER ANY QUESTIONS AND CUT THROUGH ANY MISINFORMATION THAT IS NOW FREELY FLOWING FROM OSG.



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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

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

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