



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 82ND EDITION

NOVEMBER 22, 2024

OSG AND ATC FLEET UPDATE

FIRST MEETING REPORT

THE COMPANY CONTINUES TO UNLAWFULLY REFUSE TO GO TO THE NEGOTIATIONS TABLE, AND MM&P WILL NOT CUT A DEAL THAT LEAVES BEHIND THOSE WHO HAVE FOUGHT FOR UNION REPRESENTATION. NO ONE WILL BE SERVED BY GOING TO THE NEGOTIATIONS TABLE WITH A LARGE GROUP OF PEOPLE CUT OFF FROM BEING REPRESENTED.

AS REPORTED IN THE LAST NEWSLETTER MM&P MET WITH OSG IN TAMPA ON MONDAY NOVEMBER 18, 2024. MM&P PRESIDENT DON MARCUS AND I, TOM LARKIN, VICE PRESIDENT ATLANTIC PORTS, HAD A TWO-HOUR DISCUSSION AND RESPONDED TO THE COMPANY'S CONCERNS ABOUT FULFILLING MATRIX REQUIREMENTS, HAVING AVAILABLE PERSONNEL FOR PROMOTIONS, AND MAINTAINING A POOL OF QUALIFIED LDOs. THE COMPANY VOICED PARTICULAR CONCERNS ABOUT SATISFYING THE CHIEF MATE MATRIX REQUIREMENTS FOR THEIR VARIOUS CHARTERS. OUR SOLUTION TO THEIR CONCERNS WAS TO EXPEDITE NEGOTIATIONS AND QUICKLY CONCLUDE A FAVORABLE CONTRACT THAT WOULD REWARD OFFICERS FOR STAYING WHEN THERE ARE SO MANY OTHER EMPLOYMENT OPTIONS AVAILABLE TO MM&P MEMBERS.

NO AGREEMENT WAS REACHED TO FINALLY START NEGOTIATIONS. DESPITE OVER A YEAR AND A HALF OF FIGHTING THE COMPANY TO ENSURE THAT CHIEF MATES HAVE THE RIGHT TO COLLECTIVELY BARGAIN AND DESPITE THE DECISIONS OF THE NATIONAL LABOR RELATIONS BOARD (NLRB) THAT CHIEF MATES ARE NOT SUPERVISORS, OSG HAS DEMANDED THAT MM&P NOT REPRESENT APPROXIMATELY TWO-THIRDS OF OSG CHIEF MATES FROM OUR CERTIFIED BARGAINING UNIT. THEY TWICE FAILED AT THE NLRB TO EXCLUDE CHIEF MATES, AND NOW THEY ARE UNLAWFULLY CONDITIONING BARGAINING ON WAIVING UNION REPRESENTATION PROTECTION FOR A LARGE NUMBER OF THE OSG BARGAINING UNIT. THIS IS UNACCEPTABLE. WE PUT FORWARD A PROPOSAL THAT WOULD HAVE ALLOWED A LIMITED NUMBER OF CHIEF MATES WHO WERE ELIGIBLE TO RETIRE IN THE NEAR FUTURE THE CHOICE TO OPT OUT OF JOINING THE UNION AT THEIR DISCRETION.



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THE PROPOSAL HAD BARGAINING SESSIONS SCHEDULED FOR THE NEW YEAR AS WELL AS A DEADLINE TO CONCLUDE NEGOTIATIONS WITH A MANDATORY ARBITRATION CLAUSE IN THE EVENT AN AGREEMENT COULD NOT BE REACHED. THIS WAS A NECESSARY CONDITION FOR ALLOWING A LIMITED NUMBER OF CHIEF MATES TO BE EXCLUDED FROM THE UNIT. AFTER THE DELAY WE HAVE ALREADY EXPERIENCED FROM THE COMPANY, AND THE RESULTING UNFAIR LABOR PRACTICE CHARGES WE HAVE FILED OBJECTING TO THEIR FAILURE TO BARGAIN IN GOOD FAITH, ANYTHING LESS WOULD BE SELF-DESTRUCTIVE. AS WE HAVE MADE CLEAR TO THE COMPANY SINCE THE DATE OF THE ATC CERTIFICATION AND MORE RECENTLY WITH THE OSG CERTIFICATION, OUR DESIRE IS TO MEET IN GOOD FAITH, AS IS REQUIRED BY LAW, AND TO SET A TIMELINE TO NEGOTIATE AN EXCELLENT CONTRACT FOR EVERYONE IN THE BARGAINING UNITS. THE COMPANY REJECTED OUR PROPOSAL TO MOVE THINGS FORWARD ON A COOPERATIVE AND EXPEDITED BASIS.

FURTHER, THEY RENEGED ON OUR AGREEMENT TO PUT OUT A JOINT COMMUNICATION REGARDING THE RESULTS OF MONDAY'S MEETING. UNTIL THEY LIVE UP TO THEIR LEGAL OBLIGATIONS, THIS DEMONSTRATES WE CANNOT TRUST THEY WILL MEET IN GOOD FAITH.

WE ALL KNOW THAT ACTIONS SPEAK LOUDER THAN WORDS. OSG/ATC REPEATEDLY STATED THAT THEY WOULD "RESPECT YOUR VOTE," YET EVERY ACTION THEY HAVE TAKEN ALONG THE WAY CONTRADICTS THEIR PROMISE. THEY HAVE REFUSED TO COMPLY WITH THEIR LEGAL OBLIGATION TO BARGAIN IN GOOD FAITH WHICH STARTED THE MOMENT MM&P WAS CERTIFIED AS YOUR REPRESENTATIVE. WORSE, THEY MADE UNLAWFUL THREATS TO THE EMPLOYEES SUPPORTING REPRESENTATION AND ATTEMPTED TO BLACKMAIL MM&P THREATENING TO FURTHER DELAY NEGOTIATIONS UNLESS WE AGREE TO SELL OUT TWO THIRDS OF THE CHIEF MATES IN THE UNIT.



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MM&P WILL NOT STAND FOR SUCH BLATANT DISREGARD OF YOUR RIGHTS AND THAT IS WHY MM&P HAS FILED UNFAIR LABOR PRACTICE CHARGES WITH THE NLRB AND ASKED THE NLRB TO SEEK AN INJUNCTION TO IMMEDIATELY STOP THIS UNLAWFUL CONDUCT.

MM&P WILL CONTINUE TO WORK WITH OUR NEGOTIATING COMMITTEES AND LEGAL DEPARTMENT TO PURSUE EVERY LEGAL OPTION TO COMPEL ATC/OSG TO COMPLY WITH THE LAW AND RESPECT YOUR CHOICES.