



# MM&P Notice to Members

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

410-582-7046

## OSG FLEET & ATC FLEET NEWSLETTER 84TH EDITION

DECEMBER 6, 2024

### OSG AND ATC FLEET UPDATE

#### THE NEW REALITY OF THE US MERCHANT MARINE

##### CANDID CAMERAS

AS WE ALL KNOW, RESPECT ON BOARD SHIP AMONG YOUR FELLOW SHIPMATES IS CRITICAL TO A SAFE AND HOSPITABLE SHIP. SHIPBOARD LIFE AND CULTURE HAVE NEVER BEEN PERFECT. BUT THE BASIC SENTIMENT OF LOOKING OUT FOR YOUR SHIPMATE REGARDLESS OF RACE, CREED, COLOR, OR GENDER IS SOMETHING WE BUY INTO STARTING FROM THE EARLY DAYS AT THE ACADEMY OR COMING UP THE HAWSEPIPE. DOING THE JOB IS WHAT COUNTS. WORKING ON A WELL-RUN SHIP EXEMPLIFIES A TRUE MERITOCRACY.

WHILE WE DON'T NEED LEGISLATION TO REMIND US OF WHAT WE ALREADY PRACTICE, WE ALSO CAN'T ERASE THE WRONGS OF A FEW BAD ACTORS THAT HAVE BADLY TAINTED OUR INDUSTRY. THE SAFER SEAS ACT (SSA) WAS THE RESULT. IT WAS SIGNED INTO LAW DECEMBER 23, 2022, AND INCLUDES PROVISIONS THAT AMERICAN SHIPPING COMPANIES SHALL INSTALL:

***“VIDEO AND AUDIO SURVEILLANCE PLACED IN PASSAGEWAYS ONTO WHICH DOORS FROM STATEROOMS OPEN. SUCH EQUIPMENT SHALL BE PLACED IN A MANNER ENSURING VISIBILITY OF EVERY DOOR IN EACH SUCH PASSAGEWAY.”***

THE INSTALLATION OF CAMERAS ON BOARD IS MANDATED BY LAW. HOWEVER, THE COMPANY STILL HAS AN OBLIGATION TO NEGOTIATE THIS CHANGE OF CONDITION OF EMPLOYMENT WITH YOU THE LDO. YOUR INPUT IS IMPORTANT ON HOW AND WHEN THE COMPANY WILL USE THIS RECORDED INFORMATION.

BELOW IS AN OUTLINE OF PROTECTIONS WE HAVE NEGOTIATED WITH OTHER EMPLOYERS WHICH SAFEGUARDS OUR MEMBERS RIGHTS AND PRIVACY WHILE ENSURING COMPLIANCE WITH THE NEW LAW REGARDING THE USE OF THE CAMERAS:



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## I. VCS INSTALLATION

- **BRIDGE DECK PROTECTION:** THE VESSEL CAMERA SYSTEM (VCS) WILL NOT BE INSTALLED ON THE BRIDGE DECK, ENSURING THE PRIVACY OF LDOs WHO WORK AND LIVE IN THIS AREA.
- **OTHER INSTALLATION LOCATIONS:** THE VCS WILL BE INSTALLED ONLY WHERE REQUIRED BY THE SAFER SEAS ACT.

## II. PURPOSE AND USE OF VCS

- THE VCS IS PRIMARILY FOR COMPLIANCE WITH THE SAFER SEAS ACT AND ENSURING VESSEL SECURITY. IT IS NOT INTENDED FOR MONITORING OR SURVEILLING LICENSED DECK OFFICERS IN THEIR DAY-TO-DAY ACTIVITIES.
- AS STATED IN THE LAW, **VCS DATA WILL NOT BE USED** AS PART OF ANY LABOR ACTIONS OR EMPLOYMENT DISPUTES, UNLESS IN THE CONTEXT OF A CRIMINAL OR CIVIL INVESTIGATION.

## III. ACCESS TO VCS DATA

- ACCESS TO VCS DATA WILL BE LIMITED TO SPECIFIC CIRCUMSTANCES, SUCH AS INVESTIGATIONS RELATED TO **SEXUAL ASSAULT OR SEXUAL HARASSMENT**, OR A LEGITIMATE REQUEST FROM LAW ENFORCEMENT AGENCIES.
- **PRIVACY PROTECTION:** BEFORE RELEASING VCS DATA IN RESPONSE TO A LEGAL DISCOVERY REQUEST, THE COMPANY MUST NOTIFY AFFECTED CREW MEMBERS, PROVIDING THEM AN OPPORTUNITY TO RAISE PRIVACY CONCERNS.

## IV. VCS USE IN DISCIPLINE AND MONITORING

- **DISCIPLINE:** VCS DATA CAN ONLY BE USED TO SUPPORT DISCIPLINARY ACTION IF IT WAS ACCESSED LEGALLY, BUT DISCIPLINE WILL **NOT BE IMPOSED SOLELY BASED ON THIS DATA**.
- **MONITORING LIMITATIONS:** THE VCS WILL NOT BE USED FOR RANDOM CHECKS OR ASSIGNED MONITORING OF LDOs.



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## V. LDO RESPONSIBILITIES AND TRAINING

- LDOs will **NOT** be responsible for managing or handling VCS data, and they will not face discipline if a technical issue arises related to VCS operation.
- Training related to the Safer Seas Act, including the required **Sexual Assault/Sexual Harassment (SASH) Contact Training**, will be compensated at the **overtime rate** for all LDOs.

## VI. ADDITIONAL PROVISIONS

- The company will **promptly investigate** any complaints from LDOs regarding camera-related issues.
- The VCS will **NOT** be used to track the location of LDOs on the vessel or to monitor any union activity or other concerted activities.

We want to hear your thoughts on the use of cameras aboard your ships. We will be issuing a demand to bargain with OSG and ATC regarding this unilateral change in the conditions of employment. To ensure we represent your interests effectively, we will be gathering feedback from the fleet on what you would like to see included in an agreement.

In the meantime, please share your input by emailing [MMPINFO@BRIDGEDECK.ORG](mailto:mmpinfo@bridgedeck.org) with the subject line "CAMERAS." We look forward to your feedback.

**Updates regarding the multiple unfair labor practice charges pending against ATC and OSG will follow as soon as new information is received.**



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## MM&P BEST SEASCAPE PICTURE CONTEST



WHETHER YOU ARE PASSING ABEAM OF CAPE HINCHINBROOK LIGHT OR CROSSING MALFUNCTION JUNCTION AMONGST THE RIGS OF THE GULF OF MEXICO WE WANT TO SEE YOUR BEST SEASCAPE PHOTOS.

WHAT ARE THE RULES?:

1. ALL SUBMITTED PICTURES MUST INCLUDE A VISIBLE PART OF THE SHIP YOU ARE SAILING ON. EVERY LDO WHO SUBMITS A PICTURE WILL RECEIVE AN MM&P T-SHIRT (LIMITED TO ONE PER LDO). AT THE END OF THE CONTEST, A SURVEY WILL DETERMINE THE BEST PICTURE, AND ALL LDOs ABOARD THE VESSEL FEATURED IN THAT WINNING PHOTO WILL RECEIVE AN MM&P HOODED SWEATSHIRT.
2. EMAIL ALL PICTURES TO [MMPINFO@BRIDGEDECK.ORG](mailto:mmpinfo@bridgedeck.org) WITH YOUR NAME, RANK ON BOARD, NAME OF SHIP, T-SHIRT SIZE, AND ADDRESS YOU WOULD LIKE THE T-SHIRT TO BE MAILED TO.
3. PICTURES MUST BE DEEMED SENSIBLE AND APPROPRIATE FOR POSTING.
4. THE CONTEST WILL RUN FOR 30 DAYS BETWEEN 12/6/2024 TO 1/6/2025.



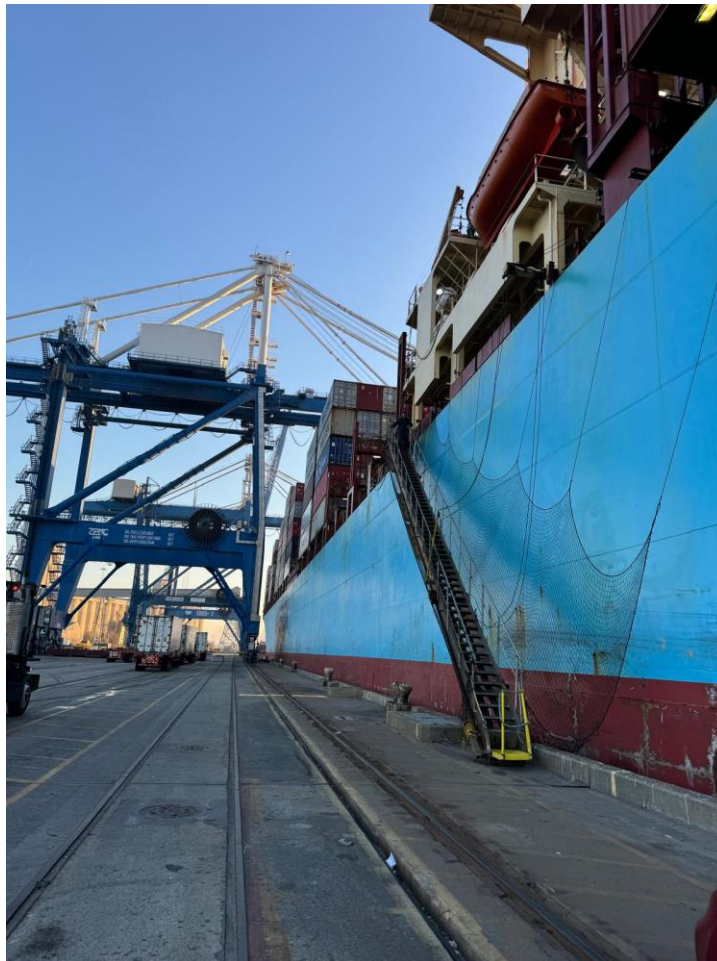
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## NEWS FLASH

### OSG LDOs NIGHT MATE IN THE PORT OF CHARLESTON, SC.



OSG & ATC LDOs HAVE BEEN JOINING MM&P AND WORKING AS NIGHT MATES ABOARD MM&P CONTRACTED SHIPS. YOU TOO CAN SIGN UP AS AN APPLICANT WITH MM&P AND TAKE ADVANTAGE OF THE FELLOWSHIP PROGRAM AND NIGHT MATING OPPORTUNITIES. PLEASE FOLLOW THE FELLOWSHIP CHECKLIST OR EMAIL [MMPINFO@BRIDGEDECK.ORG](mailto:MMPINFO@BRIDGEDECK.ORG) WITH ANY QUESTIONS YOU MAY HAVE.



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**FOR OSG AND ATC LDOs WHO ARE INTERESTED IN UPGRADING THEIR LICENSE PLEASE FOLLOW THE BELOW CHECKLIST:**

## **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 OR OSG, 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 AN “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 COMPTRROLLER@BRIDGEDECK.ORG AND MMPINFO@BRIDGEDECK.ORG.**
- STEP 3: WE WILL REIMBURSE YOU VIA CHECK FOR THE QUALIFYING COURSES TAKEN AT MMP’S SCHOOL.**

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



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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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## IN THE NEWS

### ITF AFFILIATES MEET WITH REGULATORS TO FIGHT CRIMINALIZATION OF MARINERS

UNIONS AFFILIATED WITH THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION JOINED A MEETING OF MARITIME REGULATORY AUTHORITIES IN GENEVA ON NOV. 29 TO FIGHT THE CRIMINALIZATION OF MARITIME WORKERS.

CRIMINALIZATION, INCLUDING UNJUSTIFIED DETENTION AFTER ACCIDENTS OR DURING AN INVESTIGATION, IS ONE OF THE MOST SERIOUS PROBLEMS FACING MARINERS TODAY.

“TIME AND AGAIN, WE HAVE SEEN CASES WHERE SEAFARERS ARE TREATED LIKE CRIMINALS, HELD FOR MONTHS ON END WITHOUT TRIAL AND GIVEN SENTENCES FOR CRIMES THEY DIDN'T COMMIT,” SAYS SIU PRESIDENT DAVID HEINDEL, WHO CHAIRS THE ITF SEAFARERS' SECTION.





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“THESE ARE GROSS HUMAN RIGHTS ABUSES, AND THEY MUST BE CALLED OUT AS SUCH SO THAT THIS APPALLING CRIMINALIZATION OF SEAFARERS ENDS.”

THE ITF HAS CONSISTENTLY LOBBIED FOR STRONGER PROTECTIONS FOR SEAFARERS, WHO ARE INCREASINGLY BEING DETAINED ON A WIDE RANGE OF CHARGES.

IN SEPTEMBER, A COURT IN TURKEY SENTENCED THE CROATIAN CAPTAIN AND CHIEF MATE OF A PANAMA-FLAG BULK CARRIER TO 30 YEARS IN PRISON AFTER COCAINE WAS FOUND HIDDEN IN A CARGO HOLD—DESPITE THE FACT THAT THE PROSECUTION HAD NOT PRESENTED ANY EVIDENCE THAT THE TWO HAD COMMITTED A CRIME.

“WE ARE ALL IN SHOCK,” SAID NEVEN MELVAN OF THE SEAFARERS’ UNION OF CROATIA, AN AFFILIATE OF THE ITF.

HE CALLED THE DECISION “OUTRAGEOUS,” SAYING IT SHOWED “A COMPLETE LACK OF UNDERSTANDING AND RESPECT FOR WHAT SEAFARERS DO.”

“SEAFARERS ARE TOO OFTEN CONSIDERED GUILTY UNTIL PROVEN INNOCENT,” SAYS NAUTILUS FEDERATION GENERAL SECRETARY MARK DICKINSON.

DICKINSON HAS UNDERLINED THE LINK BETWEEN THE SCOURGE OF CRIMINALIZATION AND THE RECRUITMENT AND RETENTION PROBLEM FACING THE INDUSTRY.

“[CRIMINALIZATION] SENDS A TERRIBLE MESSAGE THAT RISKS THE FUTURE OF OUR MARITIME INDUSTRY AND UNDERMINES THE RESILIENCE OF GLOBAL SUPPLY CHAINS,” HE SAYS.

GUIDELINES NOW UNDER DEVELOPMENT BY THE INTERNATIONAL MARITIME ORGANIZATION AND THE INTERNATIONAL LABOR ORGANIZATION AIM TO ENSURE THAT, “SEAFARERS DETAINED ON SUSPICION OF COMMITTING A CRIME ARE TREATED FAIRLY DURING ANY INVESTIGATION... AND DETENTION IS FOR NO LONGER THAN NECESSARY, IN ACCORDANCE WITH THE LAWS OF THE PORT OR COASTAL STATES.”



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THE NEW GUIDELINES ALSO:

-- CALL FOR MORE SUPPORT FOR SEAFARERS, INCLUDING ACCESS TO LEGAL ASSISTANCE AND CONSULAR SERVICES;

-- URGE RECOURSE TO NON-CUSTODIAL MEASURES DURING AN INVESTIGATION;

-- EMPHASIZE THE FUNDAMENTAL HUMAN RIGHTS OF SEAFARERS AND THE NEED TO TREAT THEM WITH RESPECT AND DIGNITY AT ALL TIMES;

-- CALL FOR STRENGTHENING THE COOPERATION AMONG FLAG STATES, STATES OF SEAFARERS' NATIONALITY AND PORT STATES, MARITIME UNIONS AND SHIPOWNERS.

THE ITF SAYS THAT THE CURRENT ILO–IMO GUIDELINES ON FAIR TREATMENT, WHICH CAME INTO FORCE IN JULY 2006, HAVE NOT BEEN ADEQUATELY ENFORCED.

THE ITF TOOLKIT ON SEAFARER CRIMINALIZATION IS AVAILABLE [HERE](#).

MM&P IS ONE OF THE 670 TRANSPORT UNIONS IN 147 COUNTRIES THAT BELONG TO THE ITF.



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### AN IMAGE FROM MM&P MEMBERS

NORTHERN LIGHTS AS SEEN FROM THE BRIDGE WING OF THE ALASKAN NAVIGATOR.





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DEAR ATC AND OSG LDOs,

YOU ARE ALL CORDIALLY INVITED TO ATTEND OUR ANNUAL PORT OFFICE HOLIDAY PARTIES SCHEDULED BELOW:

BOSTON – TUESDAY, DECEMBER 10<sup>TH</sup> – BOSTON HALL FROM 11:30 AM TO 3:30 PM. TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE BOSTON HALL @ [BOSTON@BRIDGEDECK.ORG](mailto:BOSTON@BRIDGEDECK.ORG).

HOUSTON – WEDNESDAY, DECEMBER 11<sup>TH</sup> – ESTEBAN’S FIESTA SHACK, 131 LEAGUE STREET, LEAGUE CITY, TX 77573 FROM 11 AM – 3 PM. TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE HOUSTON HALL @ [HOUSTON@BRIDGEDECK.ORG](mailto:HOUSTON@BRIDGEDECK.ORG).

NY/NJ – THURSDAY, DECEMBER 12<sup>TH</sup> – NEWARK HALL FROM 11:30 AM TO 3:30 PM. TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE NY/NJ HALL @ [AVICTORIO@BRIDGEDECK.ORG](mailto:AVICTORIO@BRIDGEDECK.ORG).

SF/OAKLAND – FRIDAY, DECEMBER 13<sup>TH</sup> – DRAKE’S DEALERSHIP, 2325 BROADWAY, OAKLAND, CA 94612 AT NOON. TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE SF/OAKLAND HALL @ [VSCHAIBLE@BRIDGEDECK.ORG](mailto:VSCHAIBLE@BRIDGEDECK.ORG).

HONOLULU – MONDAY, DECEMBER 16<sup>TH</sup> – HONOLULU HALL FROM 10 AM – 2 PM TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE HONOLULU HALL@ [HONOLULU@BRIDGEDECK.ORG](mailto:HONOLULU@BRIDGEDECK.ORG).

NORFOLK – TUESDAY, DECEMBER 17<sup>TH</sup> – DOCKSIDE SEAFOOD, 3311 SHORE DR, VIRGINIA BEACH, VA 23451 FROM 11:30 AM TO 3:30 PM TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE NORFOLK HALL@ [NORFOLK@BRIDGEDECK.ORG](mailto:NORFOLK@BRIDGEDECK.ORG).

CHARLESTON – WEDNESDAY, DECEMBER 18<sup>TH</sup> – KICKIN’ CHICKEN, 1179 SAM RITTENBERG BLVD, CHARLESTON, SC 29407 FROM 11:30 AM TO 3:30 PM. TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE CHARLESTON HALL@ [CHARLESTON@BRIDGEDECK.ORG](mailto:CHARLESTON@BRIDGEDECK.ORG).

MIAMI/PEV – FRIDAY, DECEMBER 20<sup>TH</sup> – UMBERTOS, 3051 E COMMERCIAL BLVD, FORT LAUDERDALE, FL 33308 FROM 11:30 AM TO 3:30 PM. TO RSVP AND FOR MORE INFORMATION PLEASE CONTACT THE MIAMI/PEV HALL@ [POMPANO@BRIDGEDECK.ORG](mailto:POMPANO@BRIDGEDECK.ORG).

WE LOOK FORWARD TO SEEING YOU THERE!

SINCERELY AND FRATERNALLY,

MM&P MEMBERSHIP AND LEADERSHIP



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***WE ARE STRONGER TOGETHER***

**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](#)**

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