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Winter 2024

The Master, Mate&Pilot

Official Voice of the International Organization of Masters, Mates & Pilots

Best Wishes for 2025

The Master, Mate & Pilot

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About the Cover

MM&P President Don Marcus is pictured with some of the many people who have informed and inspired his work at the helm of the Union. Above all, he says, "I owe a deep debt of gratitude to every member of MM&P for the abiding faith they have shown in me not only during my time as an MM&P official but also during my many years aboard ship."

— COVER DESIGN BY DONNA MCCORMICK

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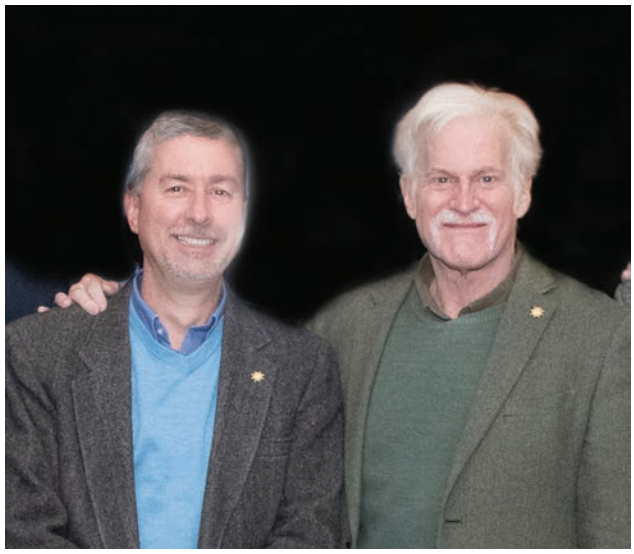
FROM THE **PRESIDENT**

THANK YOU, UNION SISTERS AND BROTHERS

It is with strong feelings that I write my last editorial as president of our fine Union. My watch is coming to a close.

I have done my best to faithfully discharge the duties entrusted to me by my Sisters and Brothers in MM&P. Throughout it all, I have cherished the support, common purpose, fraternity and understanding that I have received. A Union is only as strong as its membership. Union officials come and go, but the rank and file remain and make a Union what it is. There is no doubt in my mind that the quality of our membership is second to none. We will remain that way as long as there are ship's officers sailing under the U.S. flag. For me, the honor and the duty of representing our members has been the most rewarding and at the same humbling job that I could ever have imagined—and certainly one I never imagined the day I showed up at the Hall and signed up as an Applicant.



MM&P President Don Josberger will lead the team of officers who assume the helm after President Emeritus Don Marcus retires.

> *As the next generation takes the helm, they will find a seaworthy ship.*

As I go off watch and down below (hopefully not too soon and too far below), I have the comfort of knowing that there is a full complement of well-trained, capable and enthusiastic officers ready to assume the watch. Our next Captain, Don Josberger, is already up on the bridge and has his bearings well over 15 minutes early as protocol and courtesy demands! The Chief Mate, Secretary-Treasurer-Elect Lars Turner, our contracts expert, is hard at work voyage planning, gathering negotiating committees and strategizing for the campaigns ahead. With Don Josberger and Lars Turner are several time-tested and capable Vice Presidents who ran unopposed in the current MM&P electoral contest. They are Offshore Atlantic Ports Vice President Tom Larkin, Atlantic Maritime Region Vice President Keith Poissant, Pacific Maritime Region Vice President Dan Twohig and our Federal and Pilot Membership Group Vice Presidents Dave Narby and Tim Ferrie. Our Union is in very good hands. There is no doubt that when the ballots are counted and the positions that remain are filled, MM&P will have a full complement of dedicated, intelligent, and determined officials.

As the next generation takes the helm, they will find a seaworthy ship. This is due to the collective efforts of all of us. The unity, support and professional skills of our rank and file coupled with the dedicated work of our Port and Headquarters staff, our team of elected and appointed officials, our brilliant legal team and all the dedicated managers, faculty and staff at MM&P Plans, MITAGS East & West, and our legislative office, MIRAID, have built a sound vessel. Our new leadership will have good reason for optimism but must and will exercise caution.

Our achievements over the last several years have been notable. We have weathered the storm of the COVID-19 pandemic, withstood Red Sea attacks, successfully amalgamated 1000 new members in our Atlantic Maritime Group, and established an industry-leading Women's Caucus Committee as well as a Mental Health Resources Committee to assist in building a more welcoming, safer and healthier culture aboard our ships. We have stoutly defended our jurisdiction on every front. Aboard Pasha container vessels as part of our successful campaign, MM&P asserted and maintained our status as an independent affiliate of the AFL-CIO. In all of these and many other endeavors, our members working together have risen to the challenge.

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The challenges will not relent, nor will our new administration. The ongoing struggle to build, protect and advance our Union is the one certainty MM&P can rely on.

Some of our current challenges will be familiar to veteran and new members alike: the never-ending defense of our Licensed Deck Officer jurisdiction, battles in Washington to preserve and advance maritime legislation and at the National Labor Relations Board (NLRB), Courts and regulatory authorities to protect the rights to join our Union, bargain collectively and build safe and healthy workplaces. These elemental challenges are in addition, of course, to the constant struggle with our employers to establish the level of wages and benefits that will attract and retain mariners in our demanding and unforgiving industry.

Going back to our founding in 1887, all these same defining challenges and many others, not to mention the torpedoes of World War I and World War II, have been met over the generations by the members of MM&P and their elected leadership. There have been good years and bad years, but the members of MM&P know how to persevere, and we know that battles aren't won in a day.

The most exciting opportunity is now at hand with the Licensed Deck Officers employed by Alaska Tanker Company (ATC) and the Overseas Shipholding Group (OSG). Thanks to the unity and determination of the Chief Mates, Second Mates and Third Mates employed by ATC and OSG, and the inspirational efforts of Atlantic Vice President Tom Larkin, our superb legal team, and the support of many others within our Union, MM&P is now the certified bargaining representative of these officers aboard a total of 18 tankers.

> *The challenges will not relent, nor will our new administration.*

For those like me who remember the disastrous 1984 tanker strike as the defining moment of their early MM&P membership, the opportunity to represent these highly skilled, professional officers and bring Jones Act tanker jobs back to our membership is a revelation. MM&P will spare no effort to make this happen. While the job is far from done, a heartfelt "thank you" is owed by all of us to Brother Tom Larkin for his initiative, hard work, and perseverance in this campaign. There is no doubt in my mind that Brothers Larkin and Turner, determined rank-and-file negotiating committees from ATC and OSG and our legal team will negotiate industry-leading first contracts.

> *The beauty of our Union is its tradition of passing down our knowledge, traditions, and ethic from one generation to another.*

I owe a deep debt of gratitude to every member of MM&P for the abiding faith they have shown in me not only during my time as an MM&P official but also during my many years aboard ship. The beauty of our Union is its tradition of passing down our knowledge, traditions, and ethic from one generation to another. I owe a particular thanks to the scores of MM&P members as well as shipmates from other unions who mentored me on the job and taught me what it meant to be a union member. My education started from the time I was a cadet aboard MM&P ships forty-eight years ago and continued every time I have spoken to and learned from one of our members on or off the job. From my first ship, the *S/S Austral Rainbow*, to my most recent ship visit aboard the *M/V President Monroe*, it has been an honor to learn from our members and to be part of the living organization that is our Union.

My education in the labor movement started in the mid-1970s with the stories from the old timers, most often SUP or NMU ABs or MM&P hawsepipers, who often were not only veterans of World War II but also veterans of the labor battles of the late 1930s. I cherish the memories of those shipmates who gave me my grounding in the labor movement. Their stories, their personal examples and the books that they shared with me aboard ship set me on course for the many fulfilling years that followed.

Like everyone in our Union, I have stood on many shoulders to make my way through this voyage. There are too many to thank to contain within the pages of this magazine, but I must mention a few who mentored me, urged me forward and made a difference in my career. People like Captain Bill

Cory of the *S/S Lurline* who late one night while I was on watch inspired me with the confidence to apply myself to our seagoing profession and the incomparable Captain Georg Pedersen of the *M/V Sea-Land Endurance,* who was not only one of the best seamen, masters, mentors and union men to be found, but one of the finest human beings I have had the honor to know and sail with. Georg saved a boatload of Vietnamese refugees. His wonderful legacy lives on in their hearts and the hearts of many others including mine. Perhaps the truest union man I've ever known is another Dane, Brother Paul Nielsen, our former Vice President Pacific Ports. Paul put it most beautifully a number of years ago when he retired and was honored at the annual Caesar Chavez dinner by the ILWU. He told the crowd that everything he earned and had ever brought home to his family was thanks to the MM&P. I feel the same way.

Dozens have helped me learn my job aboard ship and in our Union administration since I came ashore. Thanks to Captain Jim Hopkins, who introduced me to the niceties of the turbulent MM&P politics of the 1980s when we sailed together aboard the *S/S Bayamon* and who treated me with great consideration when I was first learning the ropes ashore at HQ and, of course, to the great Tim Brown, who held our union together after its greatest crisis which was the Tanker Strike in that decade. Between Tim Brown, who was often a one-man show when I first started working at MM&P HQ, and my wonderful mentors at MM&P Plans, the late fine gentleman George Korba and our peerless Ken Ryan, a whole new world of critical MM&P endeavors negotiating and administering our collective bargaining agreements was opened up to me.

Within our Union administration, I have also had the joy of working with the brilliant Captain George Quick who for fifty years until his passing was one of the world's foremost experts on maritime regulation and the very different but equally brilliant, self-taught Great Lakes Captain and later Representative who started as a coal-passer in the 1960s, spoke half a dozen languages and had an encyclopedic knowledge of labor history, Charlie Malue. His passing, well before his time, and the recent, sudden loss of my dear friend and former Washington State Ferry Captain and Pacific Maritime Region Vice President Mike Murray, bring home the sadness and the transitory nature of life but also the enduring nature of our Union as the torch moves on to the next generation.

> ***We must maintain our unity and vigilance in order to persevere and grow in our unforgiving industry.***

I must also give special thanks to another true Union heart, Kathy Moran, who not only shepherded me through my early days shipping out of San Francisco, but who along with the meticulous Captain Dave Boatner made my time as Pacific Ports Vice President a greatly fulfilling experience. Their support and friendship, like that I have received over the last twelve years here at MM&P HQ from Star Dorsey, our cheerful and upbeat Executive Administrator, our outstanding editor Lisa Rosenthal, and so many others have been great blessings.

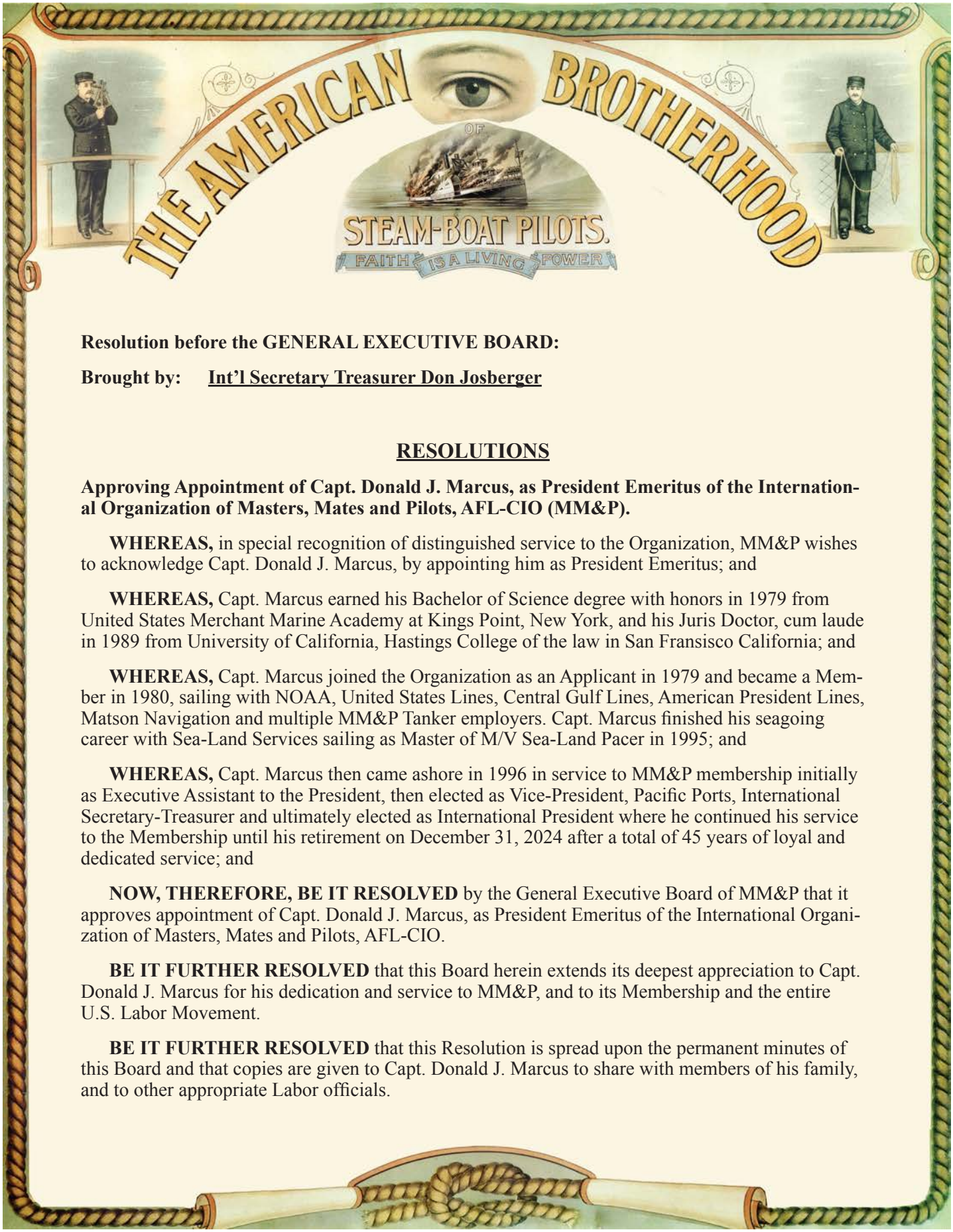
I hope I have been able to pass down from my generation the tradition of service and professionalism that our Union is known for. We must maintain our unity and vigilance in order to persevere and grow in our unforgiving industry. I have no doubt that the incoming administration of MM&P will steer the vessel that is our Union with prudence and care. In shoal waters, they will have the expert pilotage of our brilliant legal team led by Gabriel Terrasa and Jen Stair. It is their turn to take the watch.

Throughout my watches at sea, at MM&P HQ and in our West Coast Hiring Halls, I must also thank my wife, Gwen, who I met at a Kings Point mixer 48 years ago and who has been with me every step of the way through all the ups and downs and cross-country moves. Her love and support and courageous single parenting, along with the understanding of our three children, have made this wonderful voyage possible. Of course, she may yet send me back to the Hall…

Finally, I would like to express my deep and abiding gratitude and the love I have for the members of Masters, Mates & Pilots and our fine and venerable Union.

In Gratitude & Fraternity,

Don Marcus
MM&P President



Resolution before the GENERAL EXECUTIVE BOARD:

Brought by: **Int'l Secretary Treasurer Don Josberger**

RESOLUTIONS

Approving Appointment of Capt. Donald J. Marcus, as President Emeritus of the International Organization of Masters, Mates and Pilots, AFL-CIO (MM&P).

WHEREAS, in special recognition of distinguished service to the Organization, MM&P wishes to acknowledge Capt. Donald J. Marcus, by appointing him as President Emeritus; and

WHEREAS, Capt. Marcus earned his Bachelor of Science degree with honors in 1979 from United States Merchant Marine Academy at Kings Point, New York, and his Juris Doctor, cum laude in 1989 from University of California, Hastings College of the law in San Fransisco California; and

WHEREAS, Capt. Marcus joined the Organization as an Applicant in 1979 and became a Member in 1980, sailing with NOAA, United States Lines, Central Gulf Lines, American President Lines, Matson Navigation and multiple MM&P Tanker employers. Capt. Marcus finished his seagoing career with Sea-Land Services sailing as Master of M/V Sea-Land Pacer in 1995; and

WHEREAS, Capt. Marcus then came ashore in 1996 in service to MM&P membership initially as Executive Assistant to the President, then elected as Vice-President, Pacific Ports, International Secretary-Treasurer and ultimately elected as International President where he continued his service to the Membership until his retirement on December 31, 2024 after a total of 45 years of loyal and dedicated service; and

NOW, THEREFORE, BE IT RESOLVED by the General Executive Board of MM&P that it approves appointment of Capt. Donald J. Marcus, as President Emeritus of the International Organization of Masters, Mates and Pilots, AFL-CIO.

BE IT FURTHER RESOLVED that this Board herein extends its deepest appreciation to Capt. Donald J. Marcus for his dedication and service to MM&P, and to its Membership and the entire U.S. Labor Movement.

BE IT FURTHER RESOLVED that this Resolution is spread upon the permanent minutes of this Board and that copies are given to Capt. Donald J. Marcus to share with members of his family, and to other appropriate Labor officials.

"Decline of Merchant Navies Poses Severe Risks"

Union leaders voiced grave concerns over the poor condition of NATO member countries' merchant navies during a meeting of the NATO Transport Group in Brussels on Nov. 5.

MM&P President Don Marcus and Nautilus International General Secretary Mark Dickinson, who had been invited to address the NATO Transport Group, called for substantial investments in allied nations' merchant fleets.

"With rising geopolitical tensions threatening Europe, war in Ukraine, escalating violence in the Middle East, and efforts by other nations to dominate the high seas, NATO must confront the alarming decline in the number of qualified national merchant seafarers and national-flagged merchant vessels," Marcus said. "It is critical that NATO recognize the vital role of our mariners and the merchant marine in national resilience, security and defense."

Today in the US, Marcus said, there are only 12,000 deep sea-qualified mariners, and their average age is 46. There are only about 180 ocean-going merchant vessels in the US fleet, he added. If their number is combined with US-flag military charters, government-owned and operated auxiliary vessels and Ready Reserve ships, that means a total of at most 320-340 vessels.

> *"It is critical that NATO recognize the vital role of our mariners and merchant marine in national resilience, security and defense."*
>
> *— MM&P President Don Marcus*

Dickinson said he had warned the UK government as early as 2002 over its declining capacity to support military operations because of the lack of investment in the Royal Fleet Auxiliary, the British equivalent of Military Sealift Command. At the time, the UK had 55,000 seafarers and 5.3 percent of the world fleet by gross tonnage. Today Britain has fewer than 5,000 seafarers and just 0.5 percent of the global fleet.

MM&P President Don Marcus and Nautilus International General Secretary Mark Dickinson were invited to address the NATO Transport Group after the Nautilus Federation issued a statement expressing grave concern over the decline in the size of NATO members' national fleets and the fall in the number of merchant seamen.

"A diminished merchant marine and a shortage of qualified officers and ratings impair our ability to support military logistics and secure essential supply chains for energy, food, and medical supplies," Dickinson said.

"This exposes our nations to severe risks, with potentially disastrous consequences."

The unions are calling for continued dialogue with NATO nations on reversing the decline of merchant fleets and the number of merchant mariners.

Marcus and Dickinson were invited to address the NATO Transport Group after the Nautilus Federation issued a statement voicing concerns over the impact of flags of convenience on the domestic fleets of NATO member countries. MM&P and Nautilus International are among the 22 maritime unions in 12 countries that belong to the Nautilus Federation.

Licensed Deck Officers at OSG Vote for MM&P Representation!

Licensed deck officers at OSG have voted to be represented by the International Organization of Masters, Mates & Pilots.

OSG chief mates, floating chief mates, second mates, and third mates voted in the representation election. The ballots were counted on Oct. 22 at the Region 12 office of the National Labor Relations Board in Tampa. Turnout was high: Over 90 percent of the OSG LDOs voted in the election, which MM&P won by a wide margin.

In January 2024, licensed deck officers at Alaska Tanker Company (ATC)—another wholly owned subsidiary of OSG Ship Management Inc.—also voted by a wide margin in favor of MM&P representation. ATC operates three U.S.-flag Alaska-class crude oil tankers transporting crude oil from Alaska to refineries along the West Coast. OSG operates another 13 vessels that are part of this successful organizing effort.

The MM&P Offshore Membership Group campaign to represent the OSG and ATC LDOs was led by MM&P Atlantic Ports Vice President Captain Tom Larkin, with the support and assistance of the other members of the MM&P Offshore Advisory Committee, pensioner member Captain Shawn Tucy, and numerous others.

"Thank you to all the licensed deck officers at OSG for staying the course," Larkin said. "Your resolve and support have brought us to the next leg of our voyage. MM&P will not waiver in protecting and promoting your interests."

OSG owns and operates ten U.S.-flag Jones Act tankers licensed to transport crude oil and refined petroleum products between ports within the United States. It also owns and operates three U.S.-flag tankers licensed to transport petroleum products between foreign ports and U.S. ports.

"The overwhelming votes in favor of MM&P representation are a testament to the determination and solidarity of the licensed deck officers of ATC and OSG, as well as to the personal initiative and commitment of MM&P Vice President Captain Tom Larkin and the expertise of the MM&P legal team," said MM&P President Don Marcus.

> ***Thank you to all the licensed deck officers at OSG for staying the course. MM&P will not waiver in protecting and promoting your interests.***
>
> ***— MM&P Atlantic Ports Vice President Tom Larkin***

"Unquestionably, this is the largest successful bottom-up organizing effort of licensed deck officers in the U.S. merchant marine in at least fifty years."

"All the resources of MM&P will be utilized to see this through to ratified ATC and OSG first contracts."

Columbia River Bar Pilots Accepting Applicants

The Oregon Board of Maritime Pilots and the Columbia River Bar Pilots are accepting applicants to fill expected vacancies in the next few years. Applicants must have at least one year of sea time as Master on commercial ships over 5,000 GT to apply and two years of sea time to be accepted.

The Pilots are an equal opportunity organization looking for Captains with a broad range of experience who are interested in piloting on the demanding Columbia River Bar. Candidates must have a command personality with strong decision-making skills. Candidates must be willing to contribute to running the business organization.

For more information about the Columbia River Bar Pilots, visit https://www.columbiariverbarpilots.com/

Interested candidates should submit a complete application packet by March 15, 2025. Applications and instructions are available at https://www.oregon.gov/puc/bmp/Pages/Forms-and-Reports.aspx

Contact: Kim Oster, Administrator, Oregon Board of Maritime Pilots, Kim.Oster@obmp.oregon.gov; 971-673-1530.

Award for Heroism to MM&P Members Aboard Staten Island Ferry *Dorothy Day*

MM&P members sailing aboard the Staten Island Ferry *Dorothy Day* were honored at the Admiral of the Ocean Sea awards ceremony for extinguishing a fire that had broken out near the ferry and yards away from a fuel barge in the early morning hours of July 13.

Deckhands Anthony Gallo and Kirill Samoilenko accepted the award, the AOTOS Mariners' Plaque, on behalf of the crew of the *Dorothy Day*.

"With complete disregard for their own safety, our deckhands jumped into action and pulled four fire hoses out within a minute of the alarm bells being sounded," said MM&P City Representative Anthony Turzio. "Their outstanding performance had the fire out in less than five minutes, with no damage to the vessel, the pier or the fuel barge."

"Our members deserve the highest praise for their instantaneous and professional response to this emergency," said MM&P President Don Marcus. "Their performance is in the highest tradition of Masters, Mates & Pilots."

The Honored Seafarer awards commend the heroism of American seafarers who have risked their lives to save others and the outstanding seamanship of officers and crews of vessels participating in rescue operations.

Nearly 800 maritime industry leaders gathered at the AOTOS ceremony in New York City this year to recognize the distinguished group of honorees.

Among those honored was Seafarers International Union Executive Vice President Augustin "Augie" Tellez, who was recognized for his lifelong commitment to protecting the well-being of seafarers.

"A hearty congratulations from all at MM&P to Augie Tellez," Marcus said. "His leadership at countless government forums and during the pandemic showcased his unwavering dedication to the maritime workforce."

Deckhands Kirill Samoilenko and Anthony Gallo accepted the AOTOS Mariners' Plaque on behalf of the crew of the *Dorothy Day*. *(Left to right)* Atlantic Maritime Group City Representative Anthony Turzio, Samoilenko, Gallo and Shop Steward Eddie Boyle.

During the ceremony, an AOTOS Special Recognition Plaque was awarded to ILWU Local 142 and Hawaii Longshore Division for their heroic response to the Maui wildfires.

TOTE Group President and CEO Tim Nolan and Fairwater CEO Daniel J. Thorogood were also recognized at the event.

MM&P President Don Marcus, Secretary-Treasurer Don Josberger, AMG Representative Keith Poissant, Deckhands Kirill Samoilenko and Anthony Gallo, AMG City Representative Anthony Turzio and Shop Steward Eddie Boyle. "Our members deserve the highest praise for their instantaneous and professional response to this emergency," Marcus said.

Delegates to the ITF Congress Pledge to Continue the Fight to Defend the Rights of the World's Transport Workers

Representatives of ITF affiliate unions meeting at the federation's 46th World Congress in Marrakesh in October renewed their pledge to uphold the federation's core mission of improving the working conditions of the world's transport workers.

They also honored a group of distinguished transportation union leaders with the ITF Gold Award, which recognizes individuals who have made a prolonged and meritorious contribution to the work of the federation. MM&P Captain George A. Quick, who worked with the ITF for more than five decades, received the Gold Award posthumously.

Captain Quick was a brilliant legal practitioner and a passionate advocate for seafarers. During his decades of membership in the ITF delegation to the International Maritime Organization, he contributed to the drafting of numerous instruments and resolutions that improved the lives of mariners.

He served as Vice President of the MM&P Pilots Membership Group for more than 40 years, after being elected by the union's pilot members to nine consecutive four-year terms.

Receiving the Gold Award on Captain Quick's behalf were MM&P President Don Marcus, Vice President Pacific Ports J. Lars Turner, and United Inland Group Regional Representative Eduardo Iglesias.

Also honored with the ITF Gold Award were:

- Terri Mast of the Inlandboatmen's Union, chair of the ITF Women's Section, who was recognized for her decades of dedication to advancing women's rights; and
- Willie Adams of the International Longshore and Warehouse Union, who was honored for a career spent defending the rights of port workers.

The delegates approved a resolution promoting equity for transport workers and action to improve the lives of women and promote their ascension to leadership roles.

They pledged continued emphasis on the long-running ITF campaign to fight flag-of-convenience shipping, noting the risks to individuals and maritime infrastructure of substandard vessels.

Under the banner, "We win when we unite," the delegates set forth the organization's five-year strategy to win a more just, equal and sustainable future for the world's transport workers.

MM&P is one of the nearly 700 transport unions in 147 countries that belong to the ITF, which represents almost 20 million workers.

ITF Congress Delegates Chris Cain (Maritime Union of Australia), Terri Mast (Inland Boatmen's Union of the Pacific), and Willie Adams (International Longshore and Warehouse Union), with MM&P President Don Marcus and MM&P Pacific Ports Vice President J. Lars Turner.

MM&P President Don Marcus accepted the ITF Gold Award that was given posthumously to Captain George Quick, who worked with the ITF for more than five decades on countless measures that improved the lives of the world's mariners.

MM&P Hits the Streets on Labor Day!

Members of the MM&P Atlantic Maritime Group rode with members of other labor organizations, many of them retirees, in a float that was built to look like the Staten Island Ferry ***Dorothy Day***. An appeals court has barred New York City from forcing retired employees—including MM&P members who sailed for the Staten Island Ferry—to give up the health care benefits guaranteed by their union contracts.

"Public sector employees, such as our members, have earned the health insurance benefits they were promised," says MM&P President Don Marcus.

MM&P Hits the Streets on Labor Day!

Proud participants in this year's Los Angeles/Long Beach Labor Day Parade were *(left to right)* Fatima Grate, West Wilson, Jack Wilson, Austin Wilson, Charlie Wilson, Jerry Myregaard, Peter Grate, Jerry Mastricola and Wendy Karnes. MM&P members marched side-by-side with members of the Sailors' Union of the Pacific, the Marine Firemen's Union, the Seafarers International Union and other labor organizations.

MM&P Hosts MSC Labor-Management Forum

MM&P hosted the recent Military Sealift Command Labor-Management Forum. Officials from MSC, MM&P, SIU, and MEBA attended the forum to discuss numerous issues affecting Civil Service Mariners employed by MSC. "We continue to attempt to collaboratively resolve issues informally, when possible," says MM&P Government Fleet Representative Randi Ciszewski. "Critical manning shortages, untimely reliefs, proposals to lift the federal pay cap, virtual pool, and other significant matters were discussed during our meeting. We will continue to partner with MSC managers to attempt to improve the quality of life for our members employed by MSC, as well as those employed with all our federal employers."

MM&P Pacific Ports Vice President Meets With Rep. Adam Smith

MM&P Pacific Ports Vice President J. Lars Turner *(back row, third from left)* with Congressman Adam Smith (D-Wash.) at the Martin Luther King Central Labor Council offices in Seattle. "I had the opportunity to thank him and advocate for continued support for the Jones Act, the Maritime Security Program, and the Tanker Security Program," Turner said. "Additionally, with the Sailors' Union of the Pacific, I was able to raise the broad concerns that maritime labor has regarding the proposed US Army reduction of pre-positioned LMSRs. We urged him to support continued funding and use of the vessels."

MM&P Members Play Mission-Critical Role at USACE

The mission of the US Army Corps of Engineers is to provide safe, reliable, efficient, and environmentally sustainable waterborne transportation systems to facilitate commerce, national security needs, and recreation.

The MM&P Federal Employees Membership Group represents masters, mates and pilots employed by the Corps.

"MM&P members play a critical role at USACE," says MM&P Government Fleet Representative Randi Ciszewski.

"They sail aboard USACE-owned floating plants ranging from very small craft such as tenders, launches, and survey boats to much larger vessels such as oceangoing dredges. Their work can include everything from responding to flood emergencies and clearing wreckage to carrying out emergency services."

"The Corps of Engineers uses its floating plants to carry out the navigation aspect of its civil works mission, keeping harbors and waterways unobstructed from impediments like debris or sediment along coasts, lakes, and other waterways," Ciszewski says.

She recently attended the USACE 2024 dredge operator/owner meeting, where floating plant professionals met to share lessons learned and discuss technological advances.

She said the topics discussed by the participants "included all aspects of USACE's floating plant mission."

At the USACE 2024 dredge operator/owner meeting. *(Left to right)* USACE HQ Floating Plant Program Manager Brady Beckman, USACE Memphis District Operations Division Chief Andrea Williams, MM&P Government Fleet Representative Randi Ciszewski, and SIU Government Services Vice President Joe Vincenzo.

MM&P Members (and a Friend) Attend Med-PIC Class at MITAGS

MM&P members in the Medical Person-in-Charge class at MITAGS this fall. *(Left to right)* Curtis Love, Mitch Chisholm, Don Foster, Scott Lynch III, Kian Patrick, Sorin Rosca (supporting the trusty classroom model), Jeremey DePaolo, Mike Kozlowski, Seth Porter, Edward Carey (showing a bit of restraint) and Ishmael Ocampo.

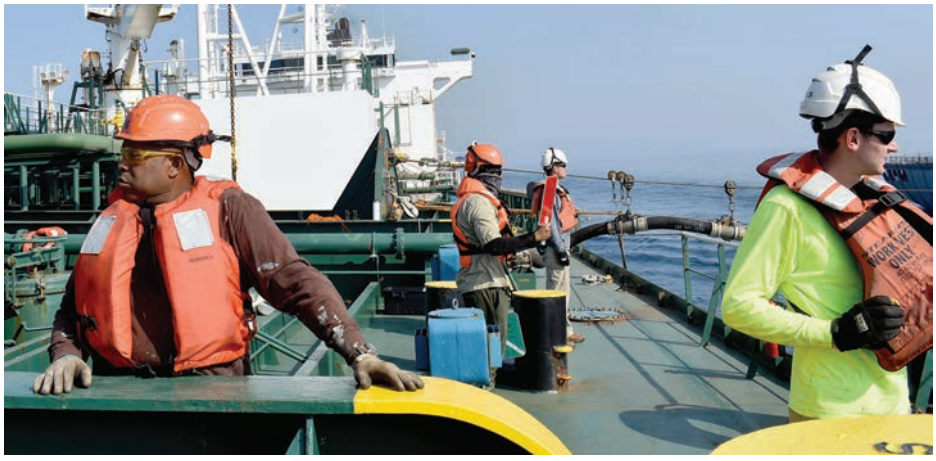
CONMARs Perform UNREP Duties in CENTCOM AOR

Captain Chris Cook, MSC HQ, shared photos of an underway replenishment operation in which the Military Sealift Command vessel *USNS Rappahannock* serviced *Overseas Mykonos*, which is owned and operated by Overseas Shipholding Group.

"I thought this would be a good way to let the rest of the MM&P members know about the extraordinary work MM&P members do on a day-in, day-out basis," Cook says.

The underway replenishment operation took place shortly after licensed deck officers at OSG voted to be represented by MM&P.

Aboard *Overseas Mykonos*. *(Left to right)* AB Henry Bermudez *(holding binoculars)*, Second Mate Nicholas Brown *(beside the ECDIS)* and AB Jeff Ham at the helm. "This was during the phase of the UNREP where fuel was being transferred, so the span-wire had already been tensioned up and the fuel hose was fully connected," said Captain Chris Cook, a member of the MM&P Federal Employees Membership Group who was serving as Tactical Advisor aboard *MT Overseas Mykonos*. "We had been pumping fuel for about 1.5 hours at this point."



***(Left to right)* Bosun Juan E. Ruiz-Manaiza *(orange hard hat)*, OS Simeon Roberts, Third Mate Travis Norward (white hard hat) and Third Mate Andrew Speed *(also wearing a white hard hat)*.**

***USNS Rappahannock* and *Overseas Mykonos*.**

MM&P Officials Bring Union's Greetings to IBU Convention

MM&P President Don Marcus and Secretary-Treasurer-Elect J. Lars Turner brought fraternal greetings from members of MM&P to the Inlandboatmen's Union during the IBU Convention in November in Seattle.

The IBU is an affiliate of the International Longshore and Warehouse Union.

Marcus said he was able to "observe firsthand the IBU's dedication to the principles of democratic unionism and labor solidarity" in the years he shipped out of San Francisco, a time when the MM&P hiring hall and the IBU hiring hall were both located in the Sailors' Union of the Pacific building on Harrison Street.

"MM&P's local officials and I have had the pleasure of knowing and working productively with IBU President Robert Estrada on many challenges in San Francisco Bay over the years," he said.

"Like the Inlandboatmen's Union, MM&P takes pride in our honest and venerable profession. We are here today to pledge our continued commitment to working together with the IBU leadership and rank and file."

"Our incoming president Don Josberger, who will replace me when my term expires at the end of this year, and our Inland Vice President Dan Twohig are committed to continuing our strong working relationship with the IBU as are the rest of our leadership and our rank and file, many of whom got their start as members of IBU."

The MM&P President also spoke at a tribute to former IBU Secretary-Treasurer Terri Mast, who was recognized at the Convention for her years of service to the labor movement.

"It has been a joy and an honor to call Terri my friend and to have worked with her for over twenty years," Marcus said.

"As part of her efforts to advance the interests of working people, she created and led the Pacific Coast Maritime Consortium, a multi-union/employer effort to meet the demands of the new and costly standards for training at that time."

On a national level, he said, she has helped bring maritime labor on the West Coast closer together.

Internationally, her decades of service to the International Transport Workers' Federation included being a founding member of the Women's Committee, a member of the ITF Executive Board and a Chair of the ITF's Inland Navigation Section.

For these achievements, she was honored at the ITF Convention in Marrakesh with the "Gold Award," which recognizes individuals who have made a prolonged and meritorious contribution to the work of the federation.

"I've had the opportunity to appreciate the ideals and achievements of the IBU over many years," said MM&P President Don Marcus. "MM&P and the Inlandboatmen's Union share the goal of improving the wages and working conditions of our members and establishing and maintaining high industry standards."

MM&P President Don Marcus *(right)* at the IBU Convention in Seattle with former IBU Secretary-Treasurer Terri Mast and MM&P Secretary-Treasurer-Elect J. Lars Turner. Marcus brought fraternal greetings to the Convention delegates from the MM&P membership. He also expressed MM&P's congratulations to Mast, who was honored at the event with a tribute for her decades of service to the labor movement.

MM&P 2024 ELECTION RESULTS

The ballot count for the 2024 Officer & Convention Delegate election took place on Dec. 6. The International Ballot Committee certified that the election had been conducted in accordance with the International Constitution. The members of the International Ballot Committee were: Shannon Adamson, chair; Tim Arey; Angel Gomez; Ray Hennessey and Chris Woodward. The Union thanks them for their service.

Here are the results:

INTERNATIONAL OFFICERS:

International President Donald F. Josberger
International Secretary-Treasurer J. Lars Turner.

OFFSHORE MEMBERSHIP GROUP:

Vice President–Atlantic Ports Thomas Larkin
Vice President–Pacific Ports Melany Skippen
Vice President–Gulf Ports & Government Contracts Jeremy Hope.

Delegates – 18:
George Darley
Kenneth T. Ryan
Randy Swindell
JT Londynsky
Freedom Kapono Dennis
Liz Marconi
Cassandra Clark
Thomas P. Sullivan
Chris Kavanagh
Madeleine Wolczko
Tim Clearwater
Roland Hobson
Eric P. Friend
Naldo R. Garcia
Kellen Murphy
Aaron M. Widerman
Elizabeth Livi
Ronald M. Radicali.

Alternate Delegates:
Paul Schulman
Monique Watanabe
Elizabeth Moore
Brittany Bergmann
Nicole Geideman
Linsey Austin Knight
Fred Holm
Tim Kalke
Michael Clifford
Matt Bennett
Coleman Rosenberg
Kevin Hughes
Christopher Kluck
Thomas Bacalja
Michael La Maina
Ryan R. Rubio
Thaddeus Grohoski
Christian D. Livi
Morgan Densley
Christopher Roszel
Sean Gringas
Christian Ranosa
Michael J. Holliday.

PILOT MEMBERSHIP GROUP:

Vice President Timothy J. Ferrie

Pilot East Coast Regional Representative John C. Traut
Pilot West Coast Regional Representative Zachary M. Kellerman
Pilot Gulf Coast Regional Representative Kristi Taylor
Pilot At-Large Convention Delegate Thomas M. Evans
Pilot East Coast Alternate Convention Delegate Robert Dobrowolski
Pilot West Coast Alternate Convention Delegate James J. Brady
Pilot Gulf Coast Alternate Convention Delegate.

ATLANTIC MARITIME GROUP:

Vice President Keith Poissant
Representatives Paulina M. Trzepacz, Anthony Turzio

Delegates
Eddie Boyle
Joe McCroy
Gardner Bilodeau
Anthony Sullivan
James (Jim) Olsen
Big Mike Riordan
Thomas Smith
David Wayne Parker.

UNITED INLAND MEMBERSHIP GROUP-PACIFIC MARITIME REGION:

Vice President Dan Twohig.

Delegates – 10:
Nick Sorber
Ben Berke
Noah Landau
Steven G. Haugland
Glen Hogarth
Mark T. Gripp
Todd J. Silver
Janel Offley
William Brickman
Justin McCaughn

Alternate Delegates:
Nicholas A. Adamson
Sly Hunter
Antonio G. Amalfitano
Riley Gill
Justin Peterson
Jacob Rosenberg
Thomas C. Johnson.

UNITED INLAND MEMBERSHIP GROUP-GREAT LAKES & GULF MARITIME REGION:

Vice President Ed Lulko.

Delegates:
Jonathan M. Kelly
Chris Gibson
Chip Drobnie.

FEDERAL EMPLOYEES MEMBERSHIP GROUP:

Vice President David W. Narby

Delegates:
Randi Ciszewski
Brandon Varner
Jack Grimberg.

Administrator's Column

PATRICK MCCULLOUGH

Board of Trustees Meetings

The last scheduled meetings of the Board of Trustees for 2024 took place Oct. 8-9, 2024. In the next issue of the magazine, I will provide you with an overview of the highlights. The Trustees have scheduled their 2025 meeting dates as follows: March 5-6, June 4-5 and Oct. 8-9.

New MM&P Plans Member Portal

The Plan Office is thrilled to announce the launch of our new **MM&P Plans Member Portal,** designed with your needs in mind! The portal gives you quick and easy access to essential tools and information, all in one place.

With the new portal, you can:

- view your **EOBs (Explanation of Benefits)** and **Eligibility** status;
- Access your **Vacation Computation Sheets;**
- Find and download **important documents** whenever you need them.

This is just the beginning: **More features and enhancements are on the way** to make your experience even better.

To explore the portal, visit members.mmpplans.com and click the Sign-Up button.

If you encounter any issues, don't hesitate to contact us at HELP@mmpplans.com or call 410-860-8638.

Retirements at the Plan Office

I would like to acknowledge the following Plan Office employees who have retired over the past year and a quarter.

Dale Clark, Data Processing Manager. Dale worked at the Plan Office for 17 years, overseeing day-to-day reporting. He retired on Oct. 1, 2023.

Madeline Petrelli, Internal Auditor. Madeline moved with the Plan Office from New York to Maryland. She worked in the Health & Benefit Department for a total of 54 years before retiring on May 1, 2024.

Charlene Rogers, Trust Accounting. Charlene worked in the Trust Department for 16 years, making sure that company contributions were updated in the Plans' computer system. She retired on June 1, 2024.

Ann Marie McCullough, Director of Claims. Ann Marie worked in the Health & Benefit Department for 54 years, working her way up through different positions to become the Director of Claims in 1986. She retired on June 1, 2024.

P.S. In Ann Marie's retirement letter to the Trustees, she told them that she had started working at MM&P Plans after calling the Plan Office's number by mistake. The person who picked up the phone told her that the Plan Office was looking for employees and advised her to come in for an interview.

Paula Phillips, Controller. Paula worked in the Accounting Department as the Plan's Controller. She started in May 2011. Paula learned the job on her own—very quickly—because the previous Controller had retired a few days before Paula arrived. Paula retired in July 2024.

Alice Andrzejewski, Health & Benefit File Room. Alice started working with the Plan Office when the Plans moved to Maryland in 1983. Her first position was as a Data Processing key punch operator. When the Plan transitioned away from key punching, Alice moved to the file room position. She has worked with the Plans for 41 years. She will retire on Jan. 1, 2025.

Jean Mencik, Health & Benefit Advisor. Jean started with the Plan Office as a part-timer, working in many different departments. She was hired full time in April 2012. Jean has informed us that she will be retiring at the beginning of 2025.

We would like to offer our congratulations to each and every one of our Plan Office colleagues who are retiring. Their hard work, dedication and achievements have not gone unnoticed. Their retirement is well deserved and they will be missed. We all wish them the best of luck in their new adventures.

Vacation Plan

Last Day for Processing Vacation and PRO Payments

The Plan Office received approval to close the year-end Internal Revenue Service and company reports and to process Vacation and PRO payments for 2024 no later than Wednesday, Dec. 18, 2024, at 3:30 p.m. EST. All requests for 2024 Vacation and PRO payments received after this date and time will be held until Jan. 2, 2025, for processing and will therefore be taxable in 2025.

If you have any questions, please contact the Vacation Department at 410-850-8625 or Ken Ryan at 410-850-8617.

Health & Benefit Plan

Annual Open Enrollment November and December 2024

The Health & Benefit Plan will have an Open Enrollment from Nov. 1, 2024, to Dec. 31, 2024, for coverage effective Jan. 1, 2025. The Plan Office has mailed a Notice of Open Enrollment to eligible participants under the Plan.

During the Open Enrollment Period, participants can enroll dependents who missed the sixty days' notification requirement for the addition of a dependent who became eligible for coverage as a result of marriage, the birth of a child, adoption of a child or placement of a child for adoption or under legal guardianship, or loss of other group health plan coverage or health insurance policy coverage under which the dependent was covered when initially offered the opportunity to enroll in the Plan.

Along with the Open Enrollment Notice, the Plan is required to provide you with a Summary of Benefits and Coverage Form (SBC). The format of the SBC, including some of the examples, is required by federal law and is only a summary of Plan benefits.

Therefore, the summary may not describe all the benefits available to you. Please refer to your Summary Plan Description for additional information about your benefits.

If you have not received this information in your mailbox, and you would like to add a dependent, please call the Health & Benefit Plan Office and speak to a benefit advisor at 410-850-8500.

2025-26 Offshore Scholarship Applications

Eligible dependent children of eligible Offshore members and co-pay pensioners in good standing are reminded to request an application for the scholarship program. Applicants must be high school seniors during the 2024-25 school year. Completed applications must be returned to the Plan Office by Nov. 30, 2024.

For more information, please contact Jessica Chadwell in the Plan Office at jchadwell@mmpplans.com or 410-850-8624.

Earnings Limitations for Pensioners and/or Dependents Under the Age of 65

As a reminder, pensioners and/or their covered dependents must notify the Plan if they reasonably expect that they will exceed the earnings limitations for the year. The Plan will offer them the option of continuing coverage under the Plan with Continuation of Group Health Coverage (COBRA).

Please note that the rules of the Plan state that these pensioners/dependents will also be presumed to exceed the earnings limitations for the following year unless they can demonstrate otherwise in writing. The Plan may request information such as copies of the federal income tax statement to verify that these pensioners/dependents have not exceeded the earnings limitations.

If this information is not provided, the rules require the Plan to suspend benefits to these pensioners/dependents.

Increase in Pensioner Earnings Limitation for Health Coverage

As provided in the Health & Benefit Rules and Regulations, the pensioner annual earnings limitation effective Jan. 1, 2025, will increase from $45,000 to $47,000. Effective Jan. 1, 2025, pensioners who are under 65 and who have retired under the MM&P Pension Plan with 20 or more years of pension credit, along with their dependents under 65 who are employed, will be able to receive annual earnings of up to $47,000 without losing their health coverage under the Plan.

Please note: Pensioners and/or their dependents with less than 20 years of pension credit are subject to the Social Security limit of $23,400. Pensioners and/or dependents who are under 65 should have already received their annual Earnings Limitation letter. They are reminded to complete and return the letter to the Plan.

If you have any questions, please contact the Plan Office.

Pension Plan

Pension Plan Missing Participants

The Plan has been trying to get in touch with the following participants, and they have not responded to the Plan.

2020 Annual Pension Confirmation Forms Needed for Plan Year 2019

John Moralis
Dolores Hoffman

2022 Annual Pension Confirmation Forms Needed for Plan Year 2021

Ray Friis*
Joanne Gray*
Richard Mercer*
Julius Perkins
Susan Vanhorne*
Ruby Weimer

2023 Annual Pension Confirmation Forms Needed for Plan Year 2022

Jerry Androes*
Marlinda Atkinson
Barbara Curtiss*
Dennis Lozeau*
Mamie Markle*
Steven Morgan*
Rosalind Utterback*
Constantinos Vafiades

2024 Annual Pension Confirmation Forms Needed for Plan Year 2023

Joel Austin*
Richard Blake*
Joseph Bourell*
Ervin Lott*
Kevin McKinley
Carole Carbonella
Melanie Clovis*
Patricia Cosky
Aaron Hairston*
Donald Jacoby*
Philip Raymond*
Maria Valentin
Margaretha Van Pietersom
Michell Vye

*These individuals were merged into the Pension Plan from the Northwest Marine Retirement Trust Plan.

Plan Amendments

AMENDMENT NO. 165 TO THE M.M.& P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

The following provisions of the Rules and Regulations are amended as follows:

1. **Article I (Definitions), Section 10 (Dependent), shall be amended to memorialize current practice by adding the following new Subsection C and renumbering the subsequent subsections accordingly:**

   C. Domestic Partner

   The term "Domestic Partner" means a person who is registered as a domestic partner to an Eligible Employee or Pensioner pursuant to domestic partnership laws in the State of the Eligible Employee or Pensioner's domicile, provided, however, that such domestic partnership laws must treat domestic partners in the same manner as legally married individuals. Domestic Partners must also qualify as an IRS tax dependent of the Eligible Employee or Pensioner under Section 152 of the Internal Revenue Code of 1986, as amended.

2. **Article I (Definitions), Section 10 (Dependent), subsection D (Documentation) shall be deleted and replaced with the following to memorialize current practice (with added language in bold italics):**

   The Plan Office, at its discretion, may require documents to establish dependent eligibility including, but not limited to IRS Form 1040, Adoption Papers, Divorce Decree, Marriage Certificate, Birth Certificate, ***Domestic Partner Certification or Declaration of Domestic Partnership or a completed Affidavit of Taxation and Certificate of Tax Status***.

3. **Article I (Definitions), Section 10 (Dependent), subsection G (Special Rule Regarding the Children's Health Insurance Program ("CHIP")), shall be amended to memorialize current practice by adding the following language after the term "Spouse":**

   , Domestic Partner

4. **Article III (Eligibility), Section 9 (Extended Coverage for Dependents), subsection A (Active Participants/ Eligible Dependents), Paragraphs 2, 3 and 4; Article III (Eligibility), Section 11 (COBRA Continuation Coverage), subsection E (Qualifying Event), Paragraph 3; and Article V (Coordination of Benefits), Section 3 (Determination of Benefits), Subsection C, Paragraph 1 are amended to memorialize current practice by adding the following language after the term "Spouse":**

   or Domestic Partner

5. **The last sentence of Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 4 (Benefits) shall be amended to memorialize current practice to read as follows (with removed language struck through and added language in bold italics):**

   The Plan will pay ~~70% of~~ the Allowable Expense for services received by out-of-network or Non-Contracted providers or facilities ***at the 60th percentile of the FairHealth database or such other percentile of the FairHealth database as the Trustees may determine. The foregoing does not apply to No Surprises Services***.

6. **Article IV (Benefit Provisions), Part M (Benefits for Pensioners), Section 3 (General Provisions), subsection B (Coordination of Benefits-Medicare Eligible Pensioners), shall be amended to memorialize current practice by adding the following language after the term "Spouse":**

   Or Dependent Domestic Partner

AMENDMENT NO. 41 TO THE AGREEMENT AND DECLARATION OF TRUST ESTABLISHING THE M.M.& P. PENSION PLAN

Article V (Powers and Duties of Trustees), Section 6 (Delegation of Authority), Subsection a (Administrator) is amended by replacing Paragraph (vi) in its entirety with the following:

(vi) Effective January 1, 2024, for each dues paying Pensioner who voluntarily executes a revocable written authorization permitting such deductions to be made, to deduct a 4% contribution from each monthly pension payment, with a minimum contribution per month of $50.00 and a maximum contribution per month of $300.00 to be used to defray the cost of medical benefits and to transmit such contributions to the M.M.& P. Health and Benefit Plan.

AMENDMENT NO. 61 TO THE AGREEMENT AND DECLARATION OF TRUST ESTABLISHING THE M.M.& P. VACATION PLAN

1. **Article IV (Authority and Responsibilities of Trustees), Section 10 (Delegation of Authority), Subsection a (Administrator) shall be amended by deleting Paragraphs (vii) and (viii) and renumbering Paragraph (ix) as Paragraph (vii).**

1. **Article IV (Authority and Responsibilities of Trustees), Section 10 (Delegation of Authority), Subsection a (Administrator), Paragraph (ix) shall be amended to read as follows (with removed language struck through and added language in bold italics):**

(ix) For each Employee~~, who voluntarily executes a revocable written authorization permitting such deductions~~ ***a deduction shall*** ~~to~~ be made ~~to deduct~~ on a pre-tax basis ***in*** an amount equal to 1-1/2% of the total Vacation benefit for transmittal to the M.M.& P. Health and Benefit Plan. ***Effective January 1, 2024, the deduction shall be in an amount equal to one and three-quarters percent (1-3/4%) of the total Vacation benefit. Effective January 1, 2025, the deduction shall be in an amount equal to two percent (2%) of the total Vacation benefit.***

PENSIONERS

Andrew Davis, shipped out of West Coast ports. He last sailed for Patriot Contract Services as third mate aboard the *USNS Pomeroy*.

Timothy Devine, shipped out of Gulf ports. He last sailed for Sargeant Marine as second engineer aboard the *Asphalt Commander*.

Ryan Evans, shipped out of West Coast ports. He last sailed for American President Lines as chief mate aboard the *President Eisenhower*.

Eric Furnholm, shipped out of East Coast ports. He last sailed for American President Lines as master aboard the *President Kennedy*.

John Gmurek, worked in the maintenance department for MITAGS.

Daniel Martin, shipped out of West Coast ports. He last sailed for Patriot Contract Services as chief mate aboard the *Adm. Wm. Callaghan.*

Brett Marquis, shipped out of West Coast ports. He last sailed for Matson Navigation as master aboard the *Matson Anchorage*.

Madeline Petrelli, worked as the Internal Auditor for the MM&P Plan Office.

Christopher Schlarb, shipped out of West Coast ports. He last sailed for American President Lines as chief mate aboard the *Islander*.

Peter White, shipped out of East Coast ports. He last sailed for E-Ships Inc. as master aboard the *Maersk Montana*.

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Mental Health Resources Committee

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Boston Pilots

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Canaveral Pilots

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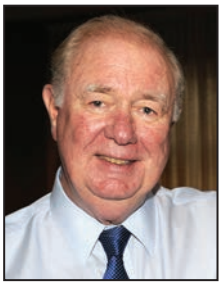
CROSS'D THE FINAL BAR

Andrew C. Bates, 31, Nov. 21, 2023. A resident of Wilmington, N.C., he was introduced to sailing while still in diapers and his tie to the sea remained strong throughout his life. He quipped once while instructing the Cape Fear Yacht Club's sailing camp, "I don't remember learning the things these kids don't know how to do." He loved travel and adventure, spending his junior year of high school in France and graduating early so he could backpack solo through Australia. He graduated from the U.S. Merchant Marine Academy at Kings Point in 2015. He was gregarious and outgoing, trying everything from tee-ball to soccer, and even playing for a season as South Brunswick's field goal kicker. After graduating Kings Point, he accepted a commission in the Naval Reserve, sailing for Military Sealift Command, OSG, and finally as first officer on the *Seakay Valor.* He had great plans and many irons in the fire. These many plans ultimately left him with many loose ends that he struggled to tie. This, paired with his fierce independence, resulted in him suffering in silence. To honor his family's loss, please engage in open communications with your loved ones about their feelings, fears and struggles, and encourage each other to ask for help.



John Lawrence "Larry" Bergin, 82, Oct. 19. A resident of Bluffton, S.C., Larry grew up in New York and New Jersey. He met his future wife, Sarah, when he was a cadet at the US Merchant Marine Academy at Kings Point. After graduating in 1964, he began sailing as third mate for States Marine Isthmian Lines. At the age of 27, he became a master with Sealand and four years later, he was appointed permanent master of the *SS Sealand Finance,* the largest and fastest containership of its time. Larry loved playing golf and driving his cars, especially the Guards Red 1984 Porsche 911. When he retired from sailing in 1999, he and Sarah built their dream home in Belair, a golfing community, in Bluffton. He traded his Porsche for a golf cart and indulged his love of movies, books, Sarah's cooking and The New York Times Crossword Puzzle. He taught shiphandling and bridge resource management at MITAGS, served as a consultant in ship design and harbor pilotage, and testified on maritime law as an expert witness. He is survived by Sarah, their children Clare Lemon and Larry Bergin, his grandchildren, Phoebe and Lukas, five sisters and brothers and their spouses. "Larry left a profound impact on MITAGS and MM&P," said MM&P President Don Marcus. "His legacy lives on through the countless students he trained and mentored and the wealth of knowledge he passed on to his colleagues and the leaders of MITAGS over the years."

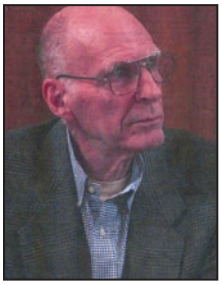
Robert A. Dalziel, 86, Sept. 14. A resident of San Francisco and a pensioner since 1992, he last sailed for Matson Navigation aboard the *SS Kauai*. He was a regular attendee at the San Francisco and Oakland membership meetings, where he was always a warm, friendly, and most welcome presence. He first sailed in 1963 and graduated with his third mate's license from the MATES Program in 1968. Born in Yakima Wash., and a Bay Area resident all his adult life, he was a steady and professional second mate. He never lingered on the beach, preferring to return to work as soon as his vacation was up. After retirement, Brother Dalziel could be found pursuing his passion for golf on San Francisco's public golf courses at Harding and Lincoln Parks. He loved the game and enjoyed it for many healthy years. Always a strong advocate for his Union, Robert kept up with what was happening at MM&P: He never hesitated to ask a straightforward question about what might be going on internally or externally. At one point in the mid-1970s, in a letter to the MM&P President, after inquiring about the unwanted presence of "lag-time" in a collective bargaining agreement, Brother Dalziel wrote that notwithstanding his disagreement: "I think we have the finest Union along the water-front." He spoke from his heart because on his passing he bequeathed $200,000 to Masters, Mates & Pilots. We thank Brother Dalziel for his fidelity and his generous gift to his Union Sisters and Brothers, May He Rest In Peace. He is survived by his brother John Dalziel, nephews Jack Dalziel and Mark Burr, and nieces Fran Dalziel and Alyssa Burr.

Paul Gregware Jr., 96, Aug. 11. A resident of Jeffersonville, Ind., he shipped out of the New York-New Jersey Hall. He last sailed as master of the *SS American* Racer, which was operated by US Lines. A pensioner since 1980, he was a man of unwavering honesty and warm hospitality. He was a true gentleman in every sense of the word. He had a remarkable ability to connect with others and always left a lasting impression of kindness and respect on everyone he met. He is survived by Soon Ja, his wife of 49 years, his son Mark, daughter Susan Ross, grandchildren Ashley, Dan, Megan and Tyler, and his beloved cousin Mary Ellen Stanton.

William T. Hoffman, 97, Sept. 13. A resident of Haddonfield, N.J., he was an avid reader and cribbage player, and an active member of the Haddonfield 65 Club. He was very proud of his grandchildren and enjoyed the time he spent with them. Survivors include Karen, his wife of 52 years, daughter Kristan Hoffman, and three grandchildren, Julia, Jeremy and Kyle Henskens.

Kerry C. O'Brien, 82, Nov. 10. He sailed aboard a wide range of merchant vessels, rising to the rank of master. He also served in the Navy, retiring as a chief warrant officer in 2002. A skilled craftsman, he followed in his father's footsteps as a carpenter, sailmaker, and rigger. Besides his membership in MM&P, he was a member of the United Brotherhood of Carpenters & Joiners and taught in the Carpenter Apprentice Program. He was a lifelong freemason and an advocate for veterans, volunteering at the California Veterans Home and the San Francisco VA Medical Center. He visited wounded service members at Bethesda Naval Hospital and Walter Reed and was recognized as a "Home Front Hero" in Sacramento. A respected leader in several organizations, he founded the Navy League's Pacific Coast Merchant Marine Council and served as its charter president. A man of deep faith, he lived by the principles of James 1:22, "Do not merely listen to the word, and so deceive yourselves. Do what it says." He is survived by his beloved wife, Aniana, and his children, Daniel, Kathleen, Conor, and Sean.

Dennis K. Shypertt, 86, June 12. A resident of Hood River, Ore., and a pensioner since 1999, he first shipped out of San Francisco at the age of 19 as an ordinary seaman. During the Vietnam War, he worked on supply ships carrying ammunition and equipment to Saigon and up the Mekong River. He joined MM&P in 1973 and received his 50-year membership pin in 2023. He last sailed for Patriot as master of the *Cape Island.* A gifted storyteller, he spun many a tale about the wild and crazy things he got mixed up in either by accident or on purpose during the course of his career, following only two rules: the stories needed to be 300 words or less, and they had to include a lie. He loved trying new foods and learning new skills: he worked as a bouncer in a bar in Saigon, owned a bar in Iquitos, Peru, and operated a tour boat on the Amazon River. At home in Hood River, Ore., he enjoyed helping his wife of 40 years, Patricia, in her millinery business and spending time with his sons, Todd and Kit. He enjoyed 24 years of active retirement life with his family and friends, and felt touched by the fact that his grandson, Camden, seemed to love adventure as much as he did.



Thomas F. Murphy, 88, Aug. 12. He was the first Shreveport native to graduate from the U.S. Merchant Marine Academy at Kings Point. Upon graduation, he served on active duty in the Navy. After that, he sailed out of New Orleans in all licensed deck officer positions with Lykes Bros. Steamship Co., during which time he served as master of 23 ships. At age 31, he was the youngest master in their fleet of 60 vessels sailing internationally. He maintained his Naval Reserve commission, retiring with the rank of captain. He was a 33rd degree Scottish Rite Mason, past master of Broadmoor Masonic Lodge. He served as a member of the Caddo Bossier Parishes Port Commission, including as president in 2014 and 2015. His grandchildren and friends called him "Captain," because he said he was used to answering to that name during the 40 years he spent at sea. He thoroughly enjoyed his "crew" of grandchildren, watching them develop into the fine young people that they are. Survivors include his wife and best friend, Carolyn Sanford Murphy, his daughter Elizabeth Murphy Tamplin and her husband Rex, grandchildren Sarah, Emma and Murphy, and many relatives and friends.

Roberto H. Salomon, 85, July 6. A pensioner since 2004 and a resident of Plantation, Fla., he last sailed as third mate for Patriot. He is survived by Olimpia Salomon.

John P. Sturgis, 97, Sept. 1. A resident of Chesapeake, Va., he became a pensioner in 1988 after sailing out of New Orleans for Lykes Brothers Steamship Company. He last shipped out as master of the *SS Leticia Lykes.*

Daniel Trujillo, 85, May 20. A resident of Arvada, Colo., he became a pensioner in 2002. He last sailed out of Baltimore as second mate aboard the *Sealand Independence.*

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MM&P salutes the union members, pensioners and employees who are making our voice heard in Washington, D.C.

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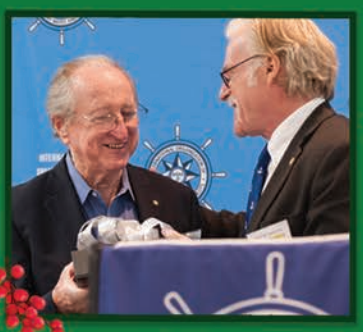
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