



MM&P Notice to Members

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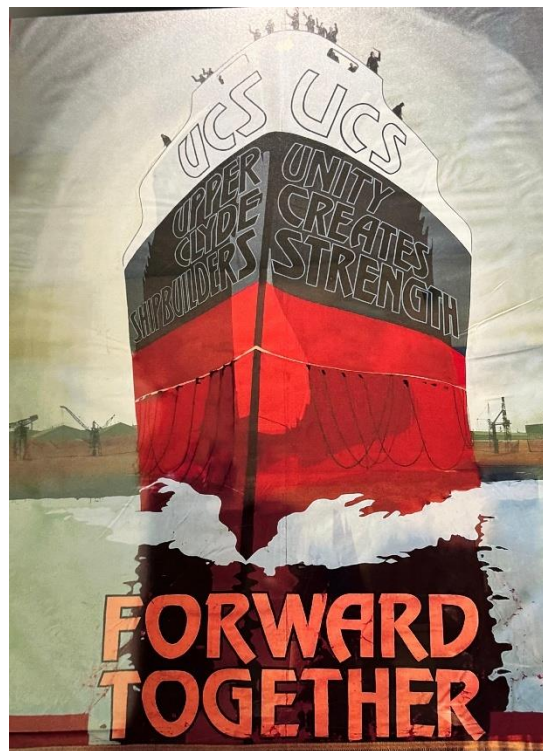
410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 130TH EDITION

OCTOBER 24, 2025

OSG AND ATC FLEET UPDATE

UNION BENEFITS: MORE THAN JUST FINANCIAL



BEING IN A UNION MEANS THAT YOUR WAGES, BENEFITS, AND WORKING CONDITIONS ARE COLLECTIVELY BARGAINED. IT ALSO MEANS YOU HAVE RIGHTS AND PROTECTIONS ON THE JOB.

THE NATIONAL LABOR RELATIONS ACT (NLRA) STATES THAT UNION MEMBERS HAVE THE RIGHT TO ENGAGE IN CONCERTED ACTIVITY FOR THE PURPOSES OF COLLECTIVE BARGAINING, OR OTHER MUTUAL AID OR PROTECTION. WHAT DOES THIS MEAN?



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“CONCERTED ACTIVITY” MEANS YOU’RE DOING SOMETHING WITH ONE OR MORE FELLOW LDOs. YOU’RE NOT ALONE.

“FOR THE PURPOSES OF COLLECTIVE BARGAINING, OR OTHER MUTUAL AID OR PROTECTION” IS THE “WHY” OF THE ACTIVITY – WHAT IS THE GOAL?

THERE ARE MANY ACTIONS YOU AND YOUR FELLOW LDOs CAN TAKE THAT ARE LEGALLY PROTECTED ACTIVITIES. YOU CAN TALK TO EACH OTHER ABOUT AN UNSAFE WORKING CONDITION. [SIGNING A PETITION](#) IS A PROTECTED ACTIVITY. WEARING UNION PARAPHERNALIA SUCH AS T-SHIRTS, HATS, OR STICKERS IS ALSO PROTECTED.

UNDER THE NLRA, IT IS ILLEGAL FOR AN EMPLOYER TO RETALIATE AGAINST A WORKER FOR ENGAGING IN LEGALLY PROTECTED CONCERTED ACTIVITY. SOME EXAMPLES OF RETALIATION INCLUDE DEMOTING, REDUCING SALARY, BEING DISCIPLINED, BEING GIVEN A LESS DESIRABLE ASSIGNMENT OR SCHEDULE, OR GETTING FIRED.

THROUGH OUR CONCERTED ACTIVITY AND COLLECTIVE ACTION, WE’VE ALREADY SHOWN THE POWER OF STANDING TOGETHER. BECAUSE OF OUR UNITY, OSG BACKED DOWN FROM IMPOSING DRASTIC INCREASES TO YOUR HEALTH INSURANCE AND FROM PAYING THIRD MATES SUBSTANDARD WAGES UNDER A SO-CALLED “PROBATIONARY PERIOD”.

IMAGINE WHAT WE CAN ACCOMPLISH TOGETHER WHEN WE BARGAIN SHOULDER TO SHOULDER WITH THE COMPANY. YOU, THE LDO, HAVE POWER — AND THE COMPANY DEPENDS ON YOUR SKILLS AND PROFESSIONALISM TO REMAIN PROFITABLE.

THE EXPECTATION OF PROFESSIONALISM AND COMMITMENT SHOULD GO BOTH WAYS. JUST AS WE SHOW UP AND DO OUR JOBS, THE COMPANY MUST ALSO ACT PROFESSIONALLY — BY SITTING DOWN AND BARGAINING WITH US IN GOOD FAITH AS REQUIRED BY LAW.

LET’S MAKE WAY TOGETHER TOWARDS A FIRST CONTRACT.



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SAVE THE DATE! MM&P OFFSHORE HOLIDAY PARTIES

DEAR ATC AND OSG LDOs,

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

PORT	TIME	LOCATION	RSVP To
CHARLESTON	DEC 2, 11:30-15:30	KICKIN' CHICKEN – 1179 SAM RITTENBERG BLVD., CHARLESTON, SC 29407	CHARLESTON@BRIDGEDECK.ORG
NEWARK	DEC 5, 11:30-15:30	NEWARK UNION HALL – 570 BROAD ST., SUITE 701, NEWARK, NJ 07102	AVICTORIO@BRIDGEDECK.ORG
BOSTON	DEC 9, 11:30-15:30	BOSTON UNION HALL – 2 CHANNEL ST., UNIT 505, BOSTON, MA 02210	BOSTON@BRIDGEDECK.ORG
OAKLAND	DEC 9, TIME & LOCATION TBC	—	VSCHAIBLE@BRIDGEDECK.ORG
HOUSTON	DEC 10, 11:00	ESTEBAN'S CANTINA – 402 W MAIN ST., LEAGUE CITY, TX 77573	HOUSTON@BRIDGEDECK.ORG
HONOLULU	DEC 11, TIME TBC	HONOLULU HALL – 521 ALA MOANA BLVD., STE 254, HONOLULU, HI 96813	RSWINDELL@BRIDGEDECK.ORG
LOS ANGELES	DEC 12, TIME TBC	LA HALL – 533 N MARINE AVE., WILMINGTON, CA 90744	WKARNES@BRIDGEDECK.ORG
NORFOLK	DEC 16, 11:30-15:30	DOCKSIDE SEAFOOD – 3311 SHORE DRIVE, VIRGINIA BEACH, VA 23451	NORFOLK@BRIDGEDECK.ORG
SEATTLE	DEC 16, TIME TBC	SEATTLE HALL	KWILHELM@BRIDGEDECK.ORG
MIAMI / POMPANO	DEC 18, 11:30-15:30	UMBERTO'S – 3051 E COMMERCIAL BLVD., FORT LAUDERDALE, FL 33308	POMPANO@BRIDGEDECK.ORG



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OVER 1.25 MILLION UNION WORKERS REPRESENTED BY MLK LABOR, THE ALASKA, WASHINGTON, AND OREGON AFL-CIOS, CONTRA COSTA AND SAN FRANCISCO LABOR COUNCILS, AND THE TRANSPORTATION TRADES DEPARTMENT OF THE AFL-CIO STAND IN SOLIDARITY WITH THE LICENSED DECK OFFICERS AT ATC AND OSG, WHO ARE REPRESENTED BY THE INTERNATIONAL ORGANIZATION OF MASTERS, MATES & PILOTS (MM&P). THE UNITED STEELWORKERS (USW)—WHO REPRESENT THE OIL TERMINAL WORKERS WHERE ATC AND OSG SHIPS REGULARLY BERTH—ALSO SUPPORT US IN OUR VOYAGE TO A FIRST CONTRACT. WE ALL STAND WITH CONGRESSWOMAN JAYAPAL IN CALLING ON ATC AND OSG TO WITHDRAW THEIR APPEALS AND BARGAIN IN GOOD FAITH, AS REQUIRED BY THE NATIONAL LABOR RELATIONS ACT.





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PLEASE [CLICK THIS LINK](#) TO SIGN ELECTRONICALLY.

1,060 SIGNATURES AND COUNTING...

PETITION TO CEO SAMUEL NORTON AND PRESIDENT & COO TIMOTHY DIPIETROPOLO
OVERSEAS SHIPHOLDING GROUP AND ALASKA TANKER COMPANY

WE, THE UNDERSIGNED LICENSED DECK OFFICERS OF OVERSEAS SHIPHOLDING GROUP (OSG) AND ALASKA TANKER COMPANY (ATC), ALONGSIDE THE LEADERSHIP AND MEMBERSHIP OF THE MASTERS, MATES, AND PILOTS (MM&P) UNION, RESPECTFULLY CALL ON CEO SAMUEL NORTON AND PRESIDENT & COO TIMOTHY DIPIETROPOLO TO ENGAGE IN GOOD-FAITH NEGOTIATIONS WITH US.

ON APRIL 19, 2024, CEO SAMUEL NORTON ADDRESSED THE OSG AND ATC FLEET IN AN EMAIL, STATING:

"TO AVOID ANY CONFUSION AND TO REPEAT THE MESSAGE THAT I HAVE COMMUNICATED SEVERAL TIMES OVER THE PAST FEW WEEKS: IT IS UP TO THE LDOs TO DECIDE IF THEY WANT A UNION, AND IF SO, WHICH UNION. OSG RECOGNIZES AND RESPECTS THE RIGHT OF OUR EMPLOYEES TO DECIDE WHETHER THEY WILL BE REPRESENTED BY A UNION. WE ALSO NOTE THAT ABOUT HALF OF OUR LDOs ARE SUPERVISORY AND HAVE DIFFERENT RIGHTS AND RESPONSIBILITIES. THAT SAID, OSG WILL ACCEPT THE REPRESENTATION DECISIONS OF OUR LDOs, INCLUDING, SHOULD IT BE THE CASE, THE RIGHT TO REMAIN UNREPRESENTED."

WE HAVE EXERCISED THAT RIGHT AND VOTED FOR MM&P REPRESENTATION IN A FREE AND FAIR ELECTION, CERTIFIED BY THE NATIONAL LABOR RELATIONS BOARD (NLRB). EVERY DAY, WE REPORT TO DUTY ABOARD YOUR VESSELS WITH DEDICATION AND PROFESSIONALISM, ENSURING THE SAFE AND EFFICIENT OPERATION OF OSG AND ATC VESSELS—CONTRIBUTING DIRECTLY TO THE COMPANY'S SUCCESS AND REPUTATION.

NOW, WE ASK THAT YOU STAND BY YOUR WORD AND RESPECT OUR DECISION. WE URGE YOU TO MEET WITH US WITHOUT DELAY TO BEGIN MEANINGFUL NEGOTIATIONS. OUR SHARED OBJECTIVE IS THE CONTINUED SUCCESS OF OSG AND ATC, AND WE ARE COMMITTED TO WORKING COLLABORATIVELY TOWARD A FAIR AND JUST AGREEMENT.



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IN THE NEWS

MM&P LICENSED DECK OFFICERS TAKE COMMAND OF CMA-CGM PHOENIX

MM&P LICENSED DECK OFFICERS ARE IN THE PROCESS OF TAKING THE CONN OF APL'S CMA-CGM PHOENIX.

FOLLOWING MM&P'S VICTORY IN ITS JURISDICTIONAL DISPUTE BEFORE THE AFL-CIO, MM&P DISPATCHED A FULL COMPLEMENT OF OFFICERS TO JOIN THE PHOENIX ON ITS ARRIVAL IN NEW YORK ON OCTOBER 18.

MASTER JULIEN MAUREL JOINED THE NEWLY REFLAGGED VESSEL AS EXPECTED IN NEW YORK.

APL, HOWEVER, DEFERRED BOARDING OF CHIEF MATE BEN DAY, SECOND MATE TYLER NEMSDALE AND THIRD MATE NATHANIEL GASS TO THE VESSEL PORT CALL IN NORFOLK LATER IN THE WEEK.

MM&P HAS OBJECTED TO THE DELAY IN COMPLIANCE WITH THE COLLECTIVE BARGAINING AGREEMENT AND WILL BE SEEKING DAMAGES FOR THESE MEMBERS IN ARBITRATION.

MM&P ALSO DISPATCHED PORT RELIEF OFFICERS TO THE VESSEL IN NEW YORK, WHICH THE COMPANY REFUSED. MM&P WILL ALSO SEEK DAMAGES FOR THOSE LDOs IN ARBITRATION.

AT 9,300 TEU CAPACITY, THE CMA-CGM PHOENIX—A NEO-PANAMAX VESSEL—IS THE LARGEST EVER US COMMERCIAL CONTAINERSHIP.



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IT MEASURES APPROXIMATELY 1,079 FEET LONG AND 151 FEET WIDE, WITH A GROSS TONNAGE OF 110,000 AND A DEADWEIGHT CAPACITY OF ABOUT 130,000 TONS.

MM&P DEFENDED OUR MEMBERS' EMPLOYMENT JURISDICTION ABOARD THE SHIP IN A SUCCESSFUL AFL-CIO ARTICLE XX HEARING AND APPEAL THAT TOOK PLACE THIS SUMMER AND WAS CONCLUDED IN SEPTEMBER WITH MM&P'S VICTORY.

ADDITIONALLY, MM&P TOOK A GRIEVANCE TO ARBITRATION CHALLENGING APL'S REFUSAL TO HONOR MM&P'S CONTRACTUAL JURISDICTION ABOARD THE VESSEL.

THAT GRIEVANCE IS CURRENTLY IN ARBITRATION.

THE SAILORS' UNION OF THE PACIFIC (SUP) AND THE MARINE FIREMEN'S UNION (MFW) ALSO FILED GRIEVANCES AGAINST APL FOR SIMILAR VIOLATIONS OF THEIR CONTRACTUAL JURISDICTION.

"FROM THE BEGINNING, MM&P MADE IT CLEAR TO APL AND ANYONE REFUSING TO RESPECT OUR CONTRACTUAL JURISDICTION THAT WE WOULD NOT REST UNTIL OUR MEMBERS' RIGHTS WERE VINDICATED," SAID MM&P PRESIDENT DON JOSBERGER.

"MM&P'S EFFORTS, AND THOSE OF THE SUP AND THE MFW, ARE THE REASON WE ARE BACK WHERE WE BELONG."

THE SHIP IS SCHEDULED TO SERVE IN THE COMPANY'S INDIA AMERICA EXPRESS (INDAMEX) SERVICE CONNECTING THE US EAST COAST TO SOUTH ASIA.

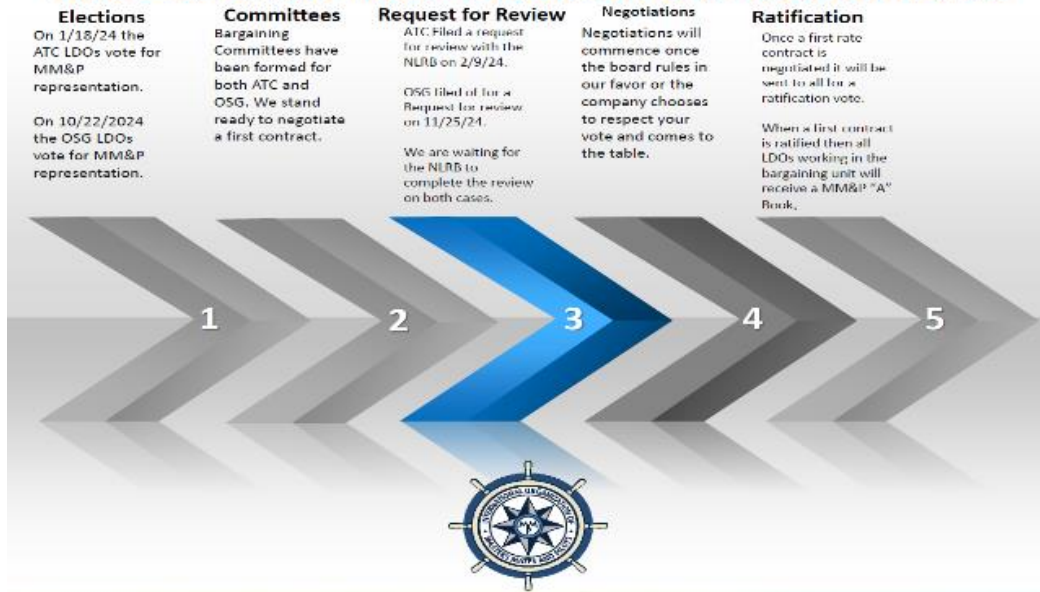


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OSG and ATC First Contract PROGRESS BAR



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 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-newsletters/>