



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 131ST EDITION

OCTOBER 31, 2025

OSG AND ATC FLEET UPDATE

REST HOURS & REALITY



[HTTPS://WWW.SURVEYMONKEY.COM/R/82W9X25](https://www.surveymonkey.com/r/82W9X25)



EARLIER THIS WEEK WE HELD OUR MONTHLY COMMITTEE MEETINGS WITH THE OSG AND ATC BARGAINING COMMITTEES. ON THE AGENDA WAS A FRANK DISCUSSION ABOUT OPA-90 AND STCW WORK/REST HOUR COMPLIANCE IN THE FLEET. WE HEARD A MIXED PICTURE ACROSS THE FLEET: SOME SHIPS HAVE A CULTURE OF STAYING COMPLIANT AND ENSURE THEIR LDOs GET COMPENSATORY REST, OTHERS NOT SO MUCH, AND A FEW ARE DOING THE BEST THEY CAN — A LITTLE GIVE AND TAKE DEPENDING ON THE SITUATION.

TO GET THE FULL PICTURE OF WHERE THE FLEET IS ON THIS ISSUE WE ARE CONDUCTING A CONFIDENTIAL SURVEY FOR ALL LICENSED DECK OFFICERS WORKING ABOARD OVERSEAS SHIPHOLDING GROUP (OSG) AND ALASKA TANKER COMPANY (ATC) VESSELS.

THE OIL POLLUTION ACT OF 1990 (OPA-90) AND THE STCW MANILA AMENDMENTS WERE NOT WRITTEN FOR PAPERWORK'S SAKE. HEAVY OPERATIONAL TEMPOS OFTEN PUT UNDUE PRESSURE ON THE LDOs ON BOARD TO PUSH BEYOND THE LIMITS OF THE REGULATIONS. THE WORK/REST HOUR REQUIREMENTS UNDER THE OIL POLLUTION ACT OF 1990 (OPA-90) WERE CREATED IN RESPONSE TO MAJOR OIL SPILLS, MOST NOTABLY THE *EXXON VALDEZ* DISASTER. LAWMAKERS RECOGNIZED THAT CREW FATIGUE WAS A KEY SAFETY RISK, SO OPA-90 ESTABLISHED STRICTER STANDARDS TO ENSURE MARINERS RECEIVE ADEQUATE REST TO PREVENT ACCIDENTS CAUSED BY HUMAN ERROR.



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THE STCW MANILA AMENDMENTS, AS AMENDED AND ADOPTED IN 2010, STRENGTHENED INTERNATIONAL STANDARDS FOR MARINER REST HOURS AND FATIGUE MANAGEMENT. THESE LAWS REQUIRE THAT EVERY LICENSED DECK OFFICER RECEIVE ADEQUATE REST AND THAT THEIR WORK HOURS BE ACCURATELY RECORDED. THEY WERE BORN OUT OF HARD LESSONS FROM CATASTROPHIC INCIDENTS WHERE FATIGUE AND OVERWORK CONTRIBUTED TO ENVIRONMENTAL DISASTERS AND LOSS OF LIFE.

WHEN REST-HOUR RULES ARE IGNORED OR FALSIFIED IT ALSO PUTS THE RESPONSIBILITY AND LIABILITY SQUARELY ON THE LDO, REGARDLESS OF WHERE THE PRESSURE TO "MAKE IT WORK" COMES FROM.

WE WANT TO HEAR DIRECTLY FROM YOU. THE UNION'S WORK/REST COMPLIANCE AND FATIGUE SURVEY WILL HELP US DOCUMENT REAL CONDITIONS ABOARD THE OSG AND ATC FLEETS

SCAN OR CLICK BELOW TO TAKE OUR SURVEY.



[HTTPS://WWW.SURVEYMONKEY.COM/R/82W9X25](https://www.surveymonkey.com/r/82W9X25)

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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Mr. Mark Tabbutt
Chairman, Seafolk
410 Alaskan Way South
Suite 708
Seattle, WA 98104

Dear Mr. Tabbutt:

MLK Labor AFL-CIO, which represents more than 150 affiliate unions and 150,000 union workers in King County, urges Seafolk to direct its subsidiary companies—Overses Shipholding Group (OSG) and Alaska Tanker Company (ATC)—to negotiate in good faith with Masters, Mates & Pilots, AFL-CIO and reach a fair agreement regarding employment terms and



April 1, 2025

Dear Mr. Tabbutt:

The Alaska, Oregon, and Washington chapters of the AFL-CIO, representing nearly 1,000 affiliated unions with hundreds of thousands of union workers, call on SALTCHUK to let your subsidiary companies Overseas Shipholding Group (OSG) and Alaska Tanker Company (ATC) to bargain in good faith with Masters, Mates & Pilots, AFL-CIO and reach a fair agreement on terms and conditions of employment.

MLK Labor AFL-CIO asks for your assistance in the construction of the following letter to the author of receipt by email.



April 3rd, 2025

High Tabbutt, Chairman of Seafolk
Seafolk
410 Alaskan Way South
Suite 707
Seattle, WA 98104

The Central Costa Labor Council, AFL-CIO, representing 84 affiliate unions with over 80,000 union workers across Costa Costa County, shares our frustration in the actions taken by Seafolk subsidiaries, Overseas Shipholding Group and Alaska Tanker Company against their workforce who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.

PROBIA LAMAR,
President, Seafolk
1000 Alaskan Way South
Seattle, WA 98104
Phone: 206.461.1000
Fax: 206.461.1001
www.seafolk.com

Congress of the United States
House of Representatives
Washington, DC 20515

UNITED STATES SENATE
WASHINGTON, DC 20540
Phone: 202.224.2000
Fax: 202.224.2001
www.senate.gov

June 4, 2025

Mr. Mark Tabbutt
Chairman
SALTCHUK
410 Alaskan Way South, Ste 708
Seattle, WA 98104

Captain Don Ineberger
International President
Masters, Mates & Pilots, AFL-CIO
360 Maritime Blvd., Suite B
Lanham Heights, MD 21090

Dear Mr. Tabbutt and Captain Ineberger:

I write regarding the ongoing negotiations between Seafolk subsidiaries Alaska Tanker Company (ATC) and Overseas Shipholding Group (OSG) and the International Organization of Masters, Mates & Pilots, AFL-CIO (IOMMP). IOMMP represents approximately 140 licensed deck officers working aboard ATC and OSG vessels in domestic and international trade. Given that it is the policy of the United States to facilitate collective bargaining under the National Labor Relations Act (NLRA), I respectfully urge both sides to bargain in good faith to reach a fair contract as a timely matter.

I have heard from my constituents that Seafolk subsidiaries, ATC and OSG, are refusing to bargain. The bargaining unit at ATC was deemed to be appropriate following a decision by the Regional Director of the Seattle Office of the National Labor Relations Board (NLRB) and the OSG bargaining unit was deemed to be appropriate following the decision of the Regional Director of the Tampa Office of the

April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer
Seafolk Resources, Inc.
410 Alaskan Way S, Ste 600
Seattle, WA 98104

Dear Mr. Tabbutt:

The 37 unions that comprise the Transportation Trades Department, AFL-CIO ("TTD") call on Seafolk Resources, Inc. ("Seafolk") and its recently rebranded affiliate, Overseas Shipholding Group, Inc. ("OSG") and Alaska Tanker Company ("ATC") to resume bargaining in good faith with the International Organization of Masters, Mates & Pilots, AFL-CIO ("IOMMP").

Months ago, in what is the largest organizing campaign of merchant marine officers in at least the last fifty years, Chief Mates, Second Mates, and Third Mates employed by ATC and OSG voted overwhelmingly for the IOMMP representation. These licensed deck officers are responsible for the safe transportation of Alaskan crude oil and a multitude of essential products to markets and end-users in U.S. Coast and Inland, as well as to ports and U.S. naval vessels around the world. These highly trained professional mariners are essential to the U.S. maritime shipping industry.

Over a year ago, after six months of company-sponsored delay pertaining to the election, on January 18, 2024, ATC Licensed Deck Officers voted overwhelmingly for IOMMP to be their bargaining representative. On October 22, 2024, after similar delays (only one year after the election petition was filed), Licensed Deck Officers at OSG made the same decision.

We stand in full solidarity with Masters, Mates & Pilots members who have been trying to bargain in good faith. We are disappointed to learn that both Overseas Shipholding Group and Alaska Tanker Company have chosen to file a Request for Election, setting an agenda but to delay the implementation of a choice already made by the majority of the employees. This delay is in



Transportation Trades Department, AFL-CIO



Mike Smith
Chair, National 50 Bargaining Region

May 22, 2025

Mark Tabbutt
Chairman
Seafolk
410 Alaskan Way South
Suite 707
Seattle, WA 98104
mark@seafolk.com

Dear Mr. Tabbutt:

PUGET SOUND PORTS COUNCIL

UNITED THROUGH AGREEMENT | AFL-CIO | P.O. BOX 301212



Mr. Mark Tabbutt, Chairman
SALTCHUK
410 Alaskan Way South, Ste 708
Seattle, WA 98104
mark@seafolk.com

June 12, 2025

On behalf of the Puget Sound Ports Council, IOMMP, AFL-CIO, we write to express our frustration in the actions taken by Seafolk subsidiaries, Overseas Shipholding Group and Alaska Tanker Company against their workforce who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.

The Puget Sound Ports Council is made up of 13 affiliate unions, including those working aboard OSG, ATC and other Seafolk subsidiaries.

We are grateful for the actions of Seafolk and we are disappointed. We stand in full solidarity with



Educate. Empower.

April 3, 2025

Mark Tabbutt, Chairman of Seafolk
Seafolk
410 Alaskan Way South, Ste 707
Seattle, WA 98104

Dear Mr. Tabbutt:

The San Francisco Labor Council, AFL-CIO, representing 60 affiliate unions with over 100,000 union workers in San Francisco, shares our frustration in the actions taken by Seafolk subsidiaries, Overseas Shipholding Group and Alaska Tanker Company against their workforce who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.



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

1,062 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

WHITE HOUSE NOMINEE FOR MARITIME ADMINISTRATOR TESTIFIES BEFORE SENATE COMMITTEE

PRESIDENT TRUMP'S NOMINEE TO HEAD MARAD, STEPHEN CARMEL, TOLD THE SENATE COMMERCE COMMITTEE DURING A HEARING LAST WEEK THAT URGENT ACTION IS NEEDED TO SHORE UP THE US-FLAG FLEET AND THE AMERICAN MERCHANT MARINE.

CARMEL, AN MLL EXECUTIVE, IS A FORMER SHIP CAPTAIN WHO HAS SAILED WITH MILITARY SEALIFT COMMAND AND MARITIME OVERSEAS CORPORATION.

THE SENATE COMMERCE COMMITTEE CONVENED DESPITE THE GOVERNMENT SHUTDOWN TO CONSIDER HIS NOMINATION, ALONG WITH THOSE OF TWO FEDERAL MARITIME COMMISSION APPOINTEES.

"I BELIEVE THAT YOUR NOMINATION REPRESENTS AN IMPORTANT MILESTONE FOR MARAD," SAID SEN. TODD YOUNG (R-IND.), WHO COSPONSORS THE SHIPS FOR AMERICA ACT WITH SEN. MARK KELLY (D-ARIZ.).



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"YOU HAVE A UNIQUE EXPERIENCE AND A PERSPECTIVE THAT YOU CAN BRING TO BEAR ON THE CHALLENGES WE FACE AND A FAMILIARITY WITH THE COMMERCIAL INDUSTRY THAT WE DESPERATELY NEED AT THIS TIME."

IN RESPONSE TO LEGISLATORS' QUESTIONS, CARMEL SPOKE OF THE BENEFITS THAT THE SHIPS FOR AMERICA ACT COULD BRING AND UNDERLINED THE FACT THAT THE US-FLAG FLEET URGENTLY NEEDS MORE SOURCES OF CARGO.

"THE STATE OF OUR SHIPPING AND SHIPBUILDING INDUSTRIES—STARTING WITH SHIPPING—IS BASICALLY ON A LIFELINE," CARMEL TOLD SENATORS.

"WE DO NOT CARRY OUR OWN COMMERCE. FLAT OUT. A MERCHANT MARINE IS SUPPOSED TO BE CARRYING A NATION'S COMMERCE AND WE NEED TO FIND A WAY TO GET BACK THERE."

CARMEL'S NOMINATION IS EXPECTED TO BE PUT FORWARD TO THE FULL SENATE FOR A FINAL CONFIRMATION VOTE.

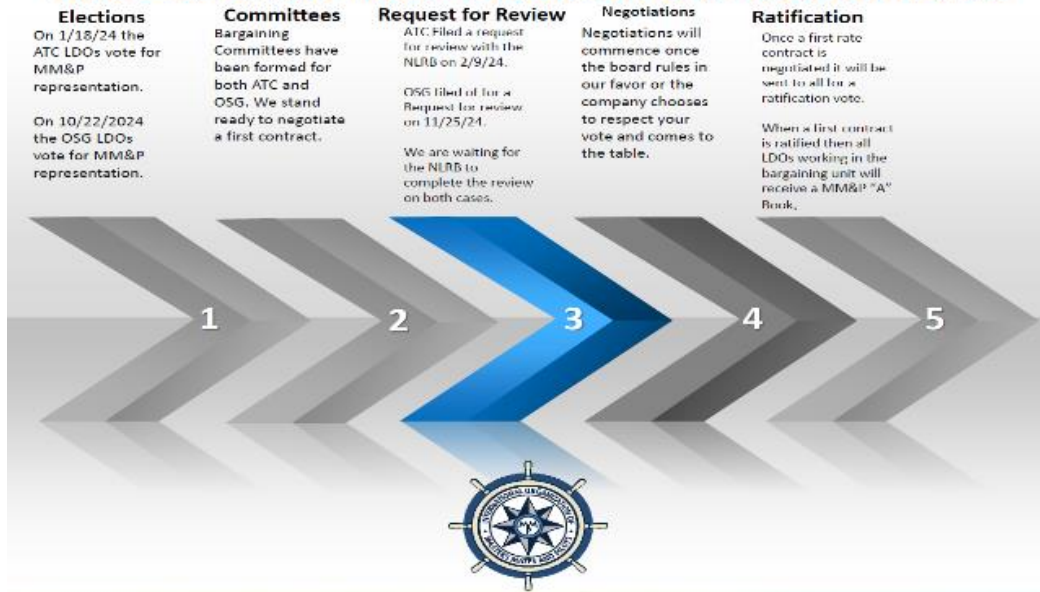


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OSG and ATC First Contract PROGRESS BAR



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](mailto:mmpinfo@bridgedeck.org) OR CALL 410-582-7046

Looking for more information about MM&P?

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