



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 132ND EDITION

NOVEMBER 7, 2025

OSG AND ATC FLEET UPDATE



MM&P PRESIDENT CAPTAIN DON JOSBERGER MEETS WITH ILA PRESIDENT HAROLD DAGGET AND EXECUTIVE VICE PRESIDENT DENNIS DAGGET.

NLRB BOARD UPDATE

AS OF OCTOBER 2025, THE NATIONAL LABOR RELATIONS BOARD (NLRB) REMAINS WITHOUT THE THREE-MEMBER QUORUM NEEDED TO ISSUE MAJOR RULINGS, LEAVING MANY PENDING UNION CASES — INCLUDING OURS — ON HOLD. THE SENATE HELP COMMITTEE RECENTLY ADVANCED TWO NOMINEES, JAMES MURPHY TO THE BOARD AND CRYSTAL CAREY AS GENERAL COUNCIL. NOMINEE SCOTT MAYER'S CONFIRMATION STALLED, DELAYING THE PROCESS. MAYER'S NOMINATION HAS FACED PUSHBACK FROM SEVERAL SENATORS CONCERNED ABOUT HIS PRIOR WORK REPRESENTING MANAGEMENT IN LABOR DISPUTES AND HIS ANTI-UNION RECORD ON COLLECTIVE BARGAINING RIGHTS. SOME LAWMAKERS ON BOTH SIDES OF THE AISLE HAVE CALLED FOR ADDITIONAL HEARINGS TO REVIEW HIS PAST STATEMENTS AND RULINGS IN LABOR-RELATED CASES. UNTIL THE SENATE CONFIRMS AT LEAST TWO MORE MEMBERS, THE BOARD CANNOT ISSUE FINAL DECISIONS, THOUGH



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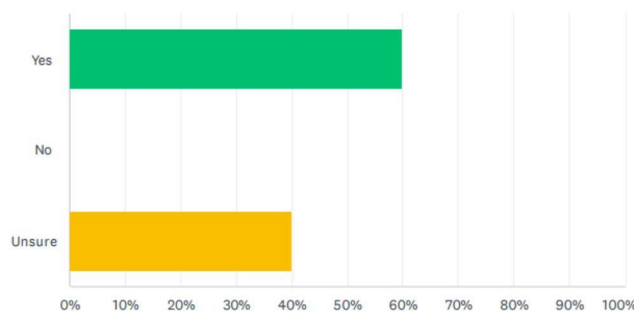
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REGIONAL OFFICES CONTINUE TO HANDLE ROUTINE INVESTIGATIONS AND ELECTIONS. THIS PAUSE HAS CREATED A GROWING BACKLOG. MEANING ONCE CONFIRMATIONS OCCUR, RULINGS COULD COME SWIFTLY AND IN LARGE NUMBERS.

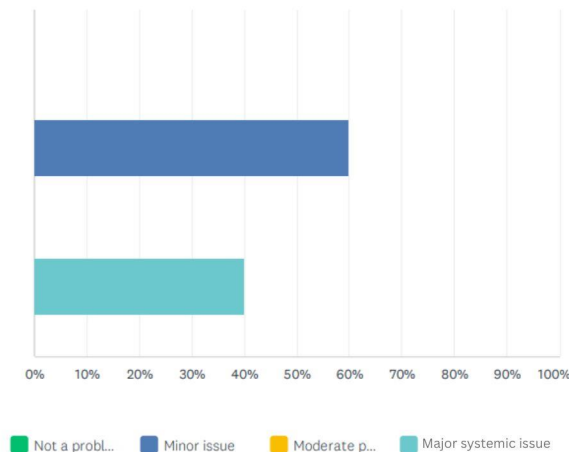
CHECKOUT THE FIRST RESULTS OF OUR REST HOUR SURVEY AS OF 11/7/25:

MM&P Work/Rest Compliance and Fatigue Survey – OSG & ATC Fleet

Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



In your opinion, how serious is the issue of work/rest hour falsification across your fleet?





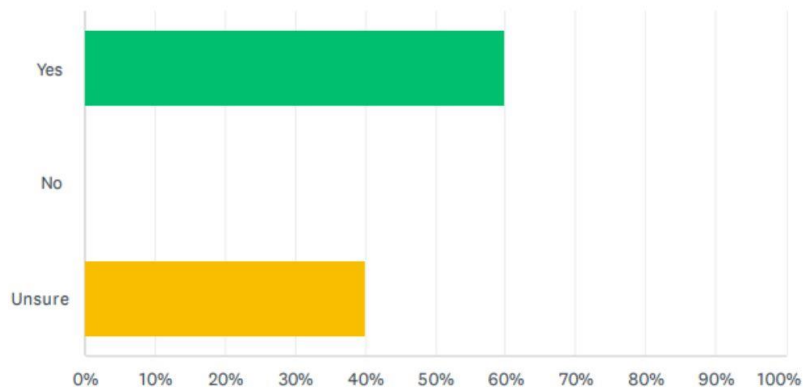
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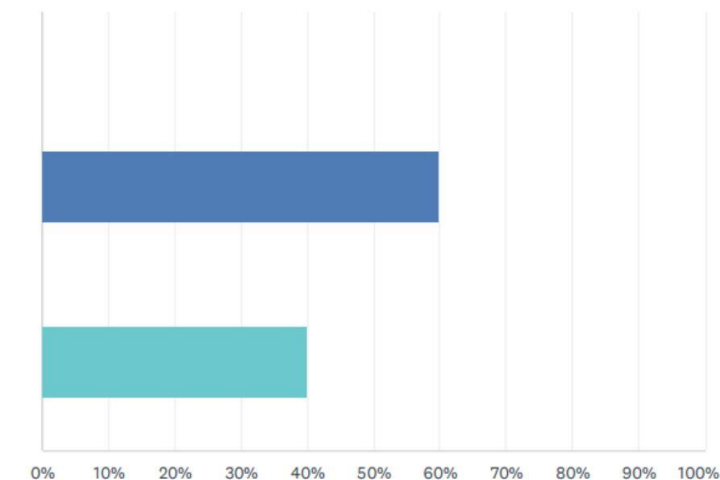
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MM&P Work/Rest Compliance and Fatigue Survey – OSG & ATC Fleet

Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



In your opinion, how serious is the issue of work/rest hour falsification across your fleet?



Legend:
 ■ Not a probl...
 ■ Minor issue
 ■ Moderate p...
 ■ Major systemic issue



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TAKE THE MM&P WORK/REST COMPLIANCE AND FATIGUE SURVEY

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
400 Alaskan Way South
Suite 700
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—Overseas 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 SALTCHUCK to tell 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.

As IOPM, we thank you for your attention to the construction of the Seafolk vessels and the well-being of our workers.



April 30, 2025

High Tabbutt, Chairman of Seafolk
Seafolk
400 Alaskan Way South
Suite 700
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 workers who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.

PROBIA LAMAR,
President, Seafolk
400 Alaskan Way South
Suite 700
Seattle, WA 98104

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

June 4, 2025

Mr. Mark Tabbutt
Chairman
SALTCHUCK
400 Alaskan Way South, Ste 700
Seattle, WA 98104

Captain Don Ineberger
International President
Masters, Mates & Pilots, AFL-CIO
360 Maritime Blvd., Suite B
Lanham Heights, MD 20886

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 (IOMP). IOMP 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

UNITED STEELWORKERS
Washington, DC 20001
202-224-2000



May 22, 2025

Mark Tabbutt
Chairman
Seafolk
400 Alaskan Way South
Suite 700
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
SALTCHUCK
400 Alaskan Way South, Ste 700
Seattle, WA 98104
mark@seafolk.com

June 12, 2025

On behalf of the Puget Sound Ports Council, IOPM, AFL-CIO, we write to express our frustration in the actions taken by Seafolk subsidiaries, Overseas Shipholding Group and Alaska Tanker Company against their workers 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 your distribution. We stand in solidarity with



April 2, 2025

Mark Tabbutt, Chairman of Seafolk
Seafolk
400 Alaskan Way South, Ste 700
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 workers who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.



April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer
Seafolk Resources, Inc.
400 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 ("IOMP").

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 IOMP representation. These licensed deck officers are responsible for the safe transportation of Alaskan crude oil and a multitude of sensitive products to markets and end-users in U.S. Coast and Hawaii, as well as to ports and U.S. naval vessels around the world. These highly trained professional mariners are essential to the U.S. merchant marine 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 IOMP to be their bargaining representative. On October 22, 2024, after similar delays (only one year after the election process was held), 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



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

1,063 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

UNIONS REITERATE SUPPORT FOR SHIPS ACT IN TESTIMONY FOR SHIPBUILDING HEARING

MARITIME LABOR UNIONS SUBMITTED WRITTEN TESTIMONY LAST WEEK TO A SENATE COMMITTEE THAT IS WEIGHING STRATEGIES TO STRENGTHEN AMERICA'S SHIPBUILDING INDUSTRY.

PASSAGE OF THE SHIPS ACT IS CRITICAL TO THE ATTEMPT TO SHORE UP THE AMERICAN MARITIME INDUSTRY IN GENERAL AND SHIPBUILDING IN PARTICULAR, THE UNIONS SAID.

THEY THANKED THE SPONSORS OF THE SHIPS ACT, SEN. MARK KELLY (D-ARIZ.) AND SEN. TODD YOUNG (R-IND.), AS WELL AS THE MEMBERS OF CONGRESS WHO HAVE SIGNED ON AS COSPONSORS.

THEY URGED CONGRESS TO ACT QUICKLY ON THE SHIPS ACT, WARNING THAT "WITHOUT THE CRITICALLY IMPORTANT INITIATIVES CONTAINED IN THIS LEGISLATION, VESSELS MAY BE FORCED TO LEAVE THE US FLAG, WORSENING THE SHORTAGE OF PROFESSIONAL MARINERS AVAILABLE TO THE DEPARTMENT OF DEFENSE.

"WHEN WE LOSE US-FLAG VESSELS AND THE SHIPBOARD BILLETS THEY PROVIDE, TRAINED AND EXPERIENCED AMERICAN MARINERS LOSE THEIR JOBS, THEIR INCOME AND THEIR ABILITY TO PROVIDE FOR THEIR FAMILIES," THE UNIONS WROTE.



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"WHEN THIS HAPPENS, THEY HAVE NO CHOICE BUT TO LEAVE OUR INDUSTRY AND FIND EMPLOYMENT SOMEPLACE ELSE.

"FOR OUR GOVERNMENT, THIS MEANS THAT A SUFFICIENT NUMBER OF AMERICAN MARINERS WILL NO LONGER BE THERE THE NEXT TIME THE NEED TO SUPPORT AMERICAN TROOPS AND AMERICA'S INTERESTS ABROAD ARISES."

THE UNIONS SAID THE INTERNATIONAL SHIPBUILDING INDUSTRY, LIKE THE REST OF THE INTERNATIONAL MARITIME INDUSTRY, "IS NOT A LEVEL PLAYING FIELD WHERE ALL VESSELS OPERATE UNDER THE SAME SET OF RULES AND COMPLY WITH THE SAME OPERATIONAL, MANNING AND TAX REQUIREMENTS.

"US-FLAG VESSELS ARE FORCED TO COMPETE AGAINST FOREIGN-STATE OWNED AND CONTROLLED VESSELS AND OTHER FLAG OF CONVENIENCE VESSEL OPERATIONS, AS WELL AS THOSE VESSELS RECEIVING SIGNIFICANT TAX RELATED AND OTHER ECONOMIC INCENTIVES THAT HELP THEM SECURE LARGER AMOUNTS OF THE WORLD'S FOREIGN TRADE."

TO THIS END, THEY URGED CONGRESS TO INCREASE US-FLAG CARGO PREFERENCE SHIPPING REQUIREMENTS FOR ALL TAXPAYER-FUNDED GOVERNMENT CARGO TO 100 PERCENT, AS CALLED FOR IN THE SHIPS ACT.

THEY ALSO CALLED FOR:

- MEASURES THAT RESULT IN THE CARRIAGE OF A GREATER PORTION OF AMERICA'S FOREIGN TRADE ON US SHIPS;
- CONSIDERATION OF TAX INCENTIVES FOR AMERICAN MARINERS AND US SHIPPING COMPANIES;
- ADJUSTMENT OF DUTIES ON IMPORTED CARGO CARRIED ON US-FLAG VESSELS AS PART OF BILATERAL AND MULTILATERAL TRADE NEGOTIATIONS.

THE LETTER WAS SIGNED BY MM&P, AMO, MEBA, MFOU, SIU, SUP, THE AFL-CIO TRANSPORTATION TRADES DEPARTMENT AND THE AFL-CIO MARITIME TRADES DEPARTMENT.

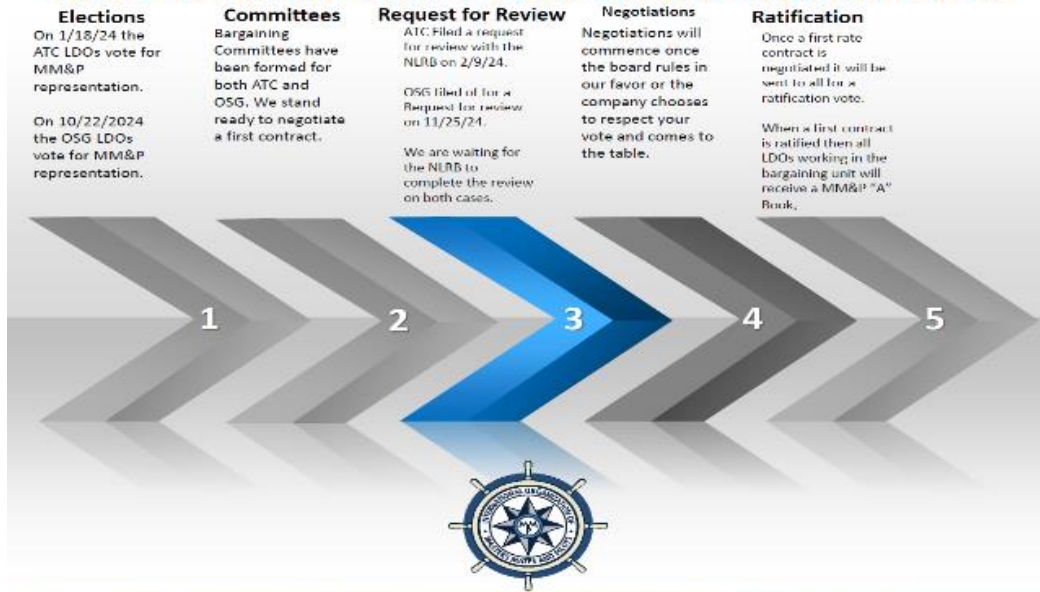


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OSG and ATC First Contract **PROGRESS BAR**



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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<https://bridgedeck.org/osg-newsletters/>