



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 133RD EDITION

NOVEMBER 14, 2025

OSG AND ATC FLEET UPDATE



A TALE OF TWO INDUSTRIES

WHETHER IN THE YARD, AT SEA, OR ALONGSIDE IN PORT, ALL OF US ARE LIMITED BY THE NUMBER OF SAFE WORKING HOURS IN A DAY. WE'VE ALL EXPERIENCED FLIGHT DELAYS CAUSED BY AIRLINE CREWS "TIMING OUT," BECAUSE THE AVIATION INDUSTRY UNDERSTANDS THAT FATIGUE IS A CRITICAL SAFETY ISSUE. WE SHOULD EXPECT THE SAME LEVEL OF PROTECTION IN OUR INDUSTRY.

THE FEDERAL AVIATION ADMINISTRATION (FAA) TREATS FATIGUE AS A DIRECT THREAT TO SAFETY, WITH STRICT LIMITS ON FLIGHT HOURS, DUTY PERIODS, AND MANDATORY REST THAT FORCE PILOTS TO "TIME OUT" THE MOMENT THOSE LIMITS ARE REACHED—NO QUESTIONS ASKED AND NO RETALIATION ALLOWED. IN CONTRAST, THE MARITIME INDUSTRY RELIES ON MINIMAL STCW STANDARDS THAT CAN BE REDUCED, SPLIT, OR OVERRIDDEN BY OPERATIONAL PRESSURE, LEAVING MARINERS ROUTINELY WORKING FAR LONGER HOURS WITH FAR FEWER PROTECTIONS.

AVIATION USES SCIENCE-BASED FATIGUE RISK SYSTEMS AND REAL ENFORCEMENT; MARITIME RELIES LARGELY ON PAPERWORK COMPLIANCE AND TRUST. THIS STARK DIFFERENCE IS WHY AIRLINE CREWS ARE PULLED FROM DUTY WHEN FATIGUED, WHILE MARINERS ARE OFTEN EXPECTED TO PUSH THROUGH EXHAUSTION AT SEA—DESPITE THE SAFETY RISKS BEING JUST AS REAL.

BY OUR NATURE AS LICENSED DECK OFFICERS WE ALL WANT TO GET THE JOB DONE. WE ARE OPERATORS, BUT FATIGUE TOO OFTEN BECOMES AN UNSPOKEN PART OF THE JOB. IT BECOMES THE NORM AND AN EXPECTATION BY EMPLOYERS FOR LONG PERIODS OF TIME. BE VIGILANT AND BE HONEST WHEN DOCUMENTING YOUR WORK/REST HOURS. FATIGUE PUTS YOU, THE LIVES ENTRUSTED TO YOUR CARE AND YOUR LIVELIHOOD AT RISK.



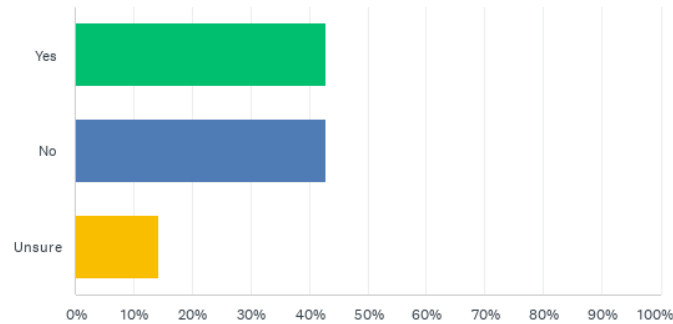
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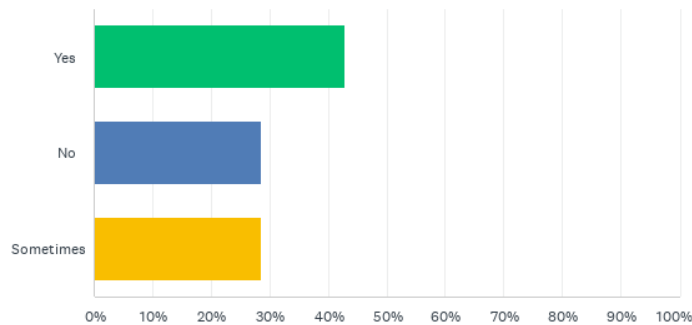
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CHECKOUT THE RESULTS OF OUR REST HOUR SURVEY AS OF 11/14/25:

Q15 Do you feel you can report fatigue or rest-hour violations without fear of retaliation?



Q7 Are your logged hours an accurate reflection of the hours you actually work and rest?



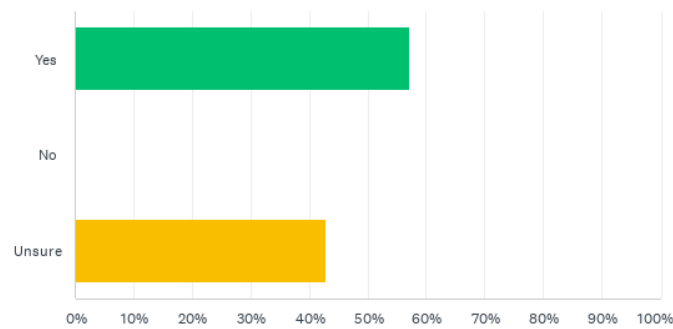


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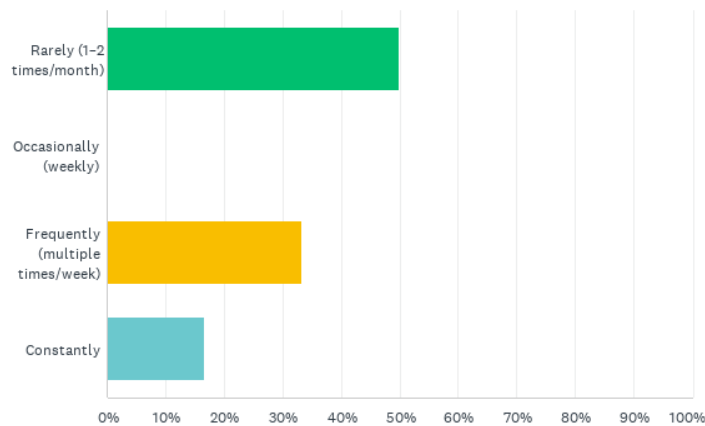
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Q11 Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



Q12 If yes, how frequently would you estimate these violations occur?





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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, Salsbick
410 Alaskan Way South
Suite 701
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 Salsbick 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 SALSBUICK 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 the report to be sent.



Reached from
Mr. Mark Tabbutt
410 Alaskan Way South
Suite 701
Seattle, WA 98104

April 3rd, 2025

High Tabbutt, Chairman of Salsbick
Salsbick
410 Alaskan Way South
Suite 701
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 Salsbick 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.

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

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

June 4, 2025

Mr. Mark Tabbutt
Chairman
SALSBUICK
410 Alaskan Way South, Ste 701
Seattle, WA 98104

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

Dear Mr. Tabbutt and Captain Ineberger:

I write regarding the ongoing negotiations between Salsbick 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 Salsbick 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
May 22, 2025



May 22, 2025

Mark Tabbutt
Chairman
Salsbick
410 Alaskan Way South
Suite 701
Seattle, WA 98104
mark@salsbick.com

Dear Mr. Tabbutt:

PUGET SOUND PORTS COUNCIL

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



Mr. Mark Tabbutt, Chairman
SALSBUICK
410 Alaskan Way South, Ste 701
Seattle, WA 98104
mark@salsbick.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 Salsbick 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 Salsbick subsidiaries.

We are grateful for the actions of Salsbick and we are confident that we will reach a fair agreement.



Transportation Trades Department, AFL-CIO

April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer
Salsbick Resources, Inc.
410 Alaskan Way S, Ste 701
Seattle, WA 98104

Dear Mr. Tabbutt:

The 37 unions that comprise the Transportation Trades Department, AFL-CIO ("TTD") call on Salsbick Resources, Inc. ("Salsbick") 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 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 IOMMP 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



April 3, 2025

Mark Tabbutt, Chairman of Salsbick
Salsbick
410 Alaskan Way South, Ste 701
Seattle, WA 98104

Dear Mr. Tabbutt:

The San Francisco Labor Council, AFL-CIO, representing an affiliate union with over 100,000 union workers in San Francisco, shares our frustration in the actions taken by Salsbick 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.

1,065 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

ONE IN FOUR SEAFARERS GET NO SHORE LEAVE AT ALL

MORE THAN A QUARTER OF THE WORLD'S SEAFARERS DON'T GET ANY SHORE LEAVE AT ALL, ACCORDING TO A NEW REPORT ISSUED BY THE ITF SEAFARERS' TRUST AND WORLD MARITIME UNIVERSITY.

THE REPORT IS BASED ON THE RESPONSES OF ALMOST 6,000 SEAFARERS TO A SURVEY CONDUCTED LAST YEAR.

A THIRD OF THOSE WHO RESPONDED SAID THAT DURING A TYPICAL CONTRACT LASTING 6.6 MONTHS, THEY WERE ABLE TO GO ASHORE ONLY ONCE OR TWICE.

THE CATEGORIES OF MARINERS LEAST LIKELY TO GET ANY SHORE LEAVE AT ALL WERE SHIPS' OFFICERS, TANKER CREWS AND SEAFARERS WORKING IN OFFSHORE OIL AND GAS FIELDS.

ACROSS ALL CATEGORIES, ALMOST HALF THE SEAFARERS WHO DID GET SHORE LEAVE SAID THEY SPENT LESS THAN THREE HOURS ASHORE, WITH THE AVERAGE BEING UNDER TWO HOURS.

ALMOST ALL THE RESPONDENTS (93.5 PERCENT) SAID THEY COULD NEVER SPEND MORE THAN SIX HOURS ASHORE.



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THE BARRIERS TO SHORE LEAVE THAT THE RESPONDENTS CITED MOST FREQUENTLY WERE MINIMAL CREWING, HEAVY WORKLOADS, FREQUENT INSPECTIONS, TIGHT PORT SECURITY, LACK OF SHORE-BASED FACILITIES AND THE HIGH COST OF TRANSPORT.

"THIS SURVEY CONFIRMS OUR FEARS," SAID KATIE HIGGINBOTTOM, HEAD OF THE ITF SEAFARERS' TRUST.

"WE HOPE THAT THESE FINDINGS WILL PROMOTE DISCUSSION AND ACKNOWLEDGEMENT THAT SEAFARERS DESERVE A BREAK FROM THEIR VESSELS.

"ACTION MUST BE TAKEN TO PRESERVE THE POSSIBILITY OF SHORE LEAVE."

AT A TIME WHEN MENTAL HEALTH AND WELLBEING ARE RECOGNIZED AS IMPORTANT CONTRIBUTORS TO HEALTH AND SAFETY ON BOARD, ACCESS TO SHORE LEAVE SHOULD BE PROMOTED TO ENSURE THE SAFE MANAGEMENT OF THE VESSEL AS WELL AS EMPLOYERS' ABILITY TO ATTRACT AND RETAIN CREW, THE RESEARCHERS SAID IN A STATEMENT.

"ALL STAKEHOLDERS, FROM FLAG STATES TO PORT STATES, AGENTS TO SHIPPING COMPANIES AND SEAFARERS THEMSELVES, NEED TO RECOGNIZE THAT THE CURRENT REGIME IS LEADING TOWARDS THE EXTINCTION OF SHORE LEAVE AS A VIABLE CONCEPT."

ANOTHER SURVEY CONDUCTED BY THE ITF SEAFARERS' TRUST SHEDS LIGHT ON THE PROBLEM FROM THE PERSPECTIVE OF 86 ORGANIZATIONS THAT OPERATE SERVICES FOR SEAFARERS IN 25 COUNTRIES.

IT FOUND A 61 PERCENT DECLINE IN TIME SPENT BY SEAFARERS ASHORE IN SEAFARERS' CENTERS.

THE RESEARCHERS HAVE MADE THE FOLLOWING RECOMMENDATIONS:

-- SHIPPING COMPANIES SHOULD ENSURE HUMANE CONDITIONS OF LABOR, AS REQUIRED BY THE INTERNATIONAL LABOR ORGANIZATION AND THE MARITIME LABOR CONVENTION, AND ACTIVELY PROMOTE CREW WELLBEING, INCLUDING ACCESS TO SHORE LEAVE.

-- THE ITF SEAFARERS' TRUST AND OTHER ORGANIZATIONS WITH A SIMILAR MISSION SHOULD CONTINUE TO WORK WITH PORT-BASED WELFARE PROVIDERS TO PROMOTE ADAPTABLE, VIABLE SERVICES WHERE THEY EXIST AND IDENTIFY NEW POSSIBILITIES FOR EXTENDING SERVICES WITHIN PORT AREAS.

-- REGULATORS SHOULD REVIEW REQUIREMENTS ON HOURS OF WORK/REST AND MINIMUM SAFE MANNING TO ENSURE THAT SEAFARERS HAVE SUFFICIENT SHORE LEAVE AND TIME TO REST.

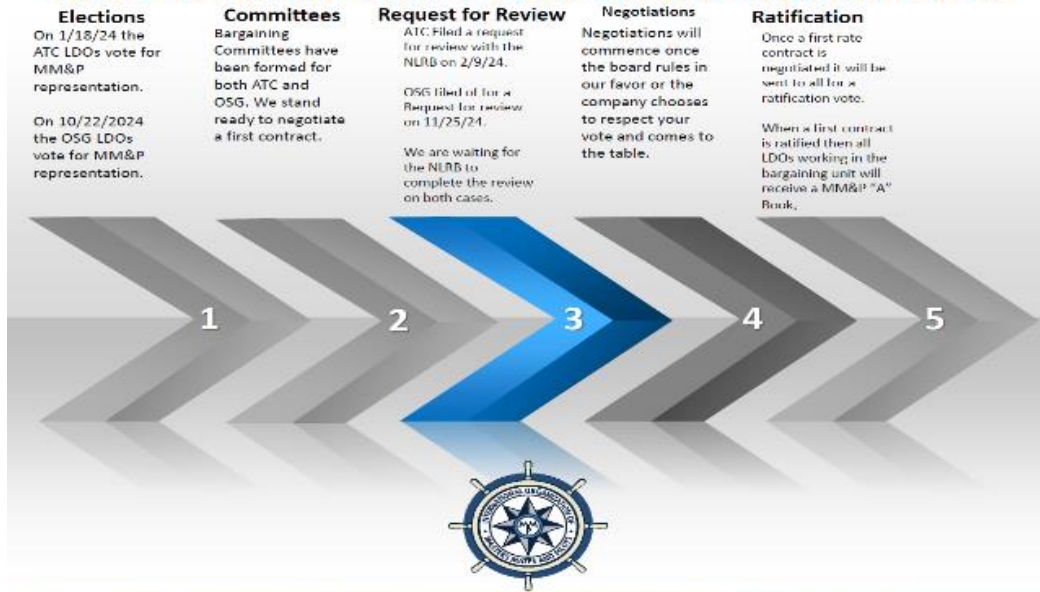


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OSG and ATC First Contract **PROGRESS BAR**



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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