

Vol. 61, No.4
Winter 2025



The Master, Mate & Pilot

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



Best Wishes for 2026

The Master, Mate & Pilot

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About the Cover

Captain Brian Hope of the Association of Maryland Pilots is an accomplished artist specialized in nautical scenes. His painting of the launch *Severn* departing Annapolis Harbor graces the cover of this issue of the magazine, as well as MM&P's 2025 holiday card. We thank Captain Hope for his generosity in sharing his beautiful artwork year after year with everyone in the MM&P community!

- COVER DESIGN BY DONNA MCCORMICK

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FROM THE PRESIDENT

Union Brothers and Sisters,

At the close of the year, I have the privilege of attending some of the holiday events that take place in the MM&P hiring halls. When I served as Secretary-Treasurer I was well aware of the cost of maintaining and staffing the halls, but it is only as President that I have come to fully appreciate how fortunate all of us—members and officials alike—are that MM&P has retained its hiring hall network.

Members and applicants can freely express their opinions and even their frustrations (depending on the moment and on individual experience) only in the halls. The halls are also where union officials receive members' valuable feedback and share information on negotiations, contracts, and the challenges we face. The halls are also where new applicants obtain valuable knowledge and advice on day-to-day operations and the tradition of seamanship.

It is anticipated that MLL will be swapping nine ships commencing in the second half of 2026. These 9000-TEU ships will include three 2014 built and six 2026 built, the latter with dual-fuel capability. MLL's billion-dollar investment in fleet upgrades is extremely significant for MM&P as historically the company has put its newbuilds under foreign flag and only cascaded older tonnage to the US fleet.

To my mind, this new opportunity is a direct result of our members' professionalism and their bravery in carrying cargo through the Red Sea without hesitation in the midst of recent events. By the same token, MARAD's recognition of the bravery of American mariners is underlined by the Merchant Marine Expeditionary Medal Program. MM&P members and other American merchant mariners have once again demonstrated to the world that they, like their predecessors, will always deliver—In Peace and in War.

I'm proud to report that after nearly four months and many meetings, the proposed MLL/E-Ships contract is out for ballot ratification. In the highest MM&P tradition, your Vice President Atlantic, Captain Thomas Larkin, succeeded in constituting a rank-and-file bargaining committee representing every billet. I am very proud of this committee's work and its ability to present a united front in furthering the interests of our members. This team has negotiated a superb agreement which includes substantial increases in wages and improvements in working conditions.

MM&P Associate International Counsel Jennifer Stair provided valuable advice throughout the entire negotiating process and further strengthened future bargaining provisions.

The MLL side, to its credit, bargained in good faith and demonstrated respect and professionalism throughout the process.

Slowly and steadily, the Ships for America Act continues to move forward. The House legislation (HR 3151) has attracted 116 cosponsors to date: 51 Republicans and 65 Democrats. The Senate bill (S 1541) has 11 cosponsors: six Republicans and five Democrats.

A factor preventing further action on the SHIPS Act is the Administration's delay in releasing its Maritime Action Plan.

Since the Administration has agreed to delay for one year the imposition of fees on Chinese-built, Chinese-owned and Chinese-controlled vessels calling at US ports, a significant source of revenue to fund the SHIPS Act and especially its shipbuilding requirements is in flux.

In addition, by delaying the imposition of these fees, the economic incentive for companies to build vessels in the United States as opposed to China has been eliminated.

Finally, members of the House of Representatives and the Senate are waiting for the release of the Maritime Action Plan to determine whether the Administration supports or opposes the key elements of the SHIPS for America Act. The president of MIRAID, our very own Jim Patti, will continue to meet with members of Congress and their staff to encourage them to cosponsor and support this legislation.

As your President, I was invited to attend the People Over Profit Anti-Automation summit held by the International Dockworkers Council and the International Longshoremen's Association. MM&P was one of the few seafaring unions to send representation to the summit, and its presence was greatly appreciated. Seagoing labor shares the concern of the longshore unions that an ill-advised rush to automate, along with the large-scale incorporation into operations of AI, could well have the effect of eliminating good jobs.

As an example, the bridges of vessels coming into the MM&P fleet are now being outfitted with cameras. The union does not support cameras on the bridge and will continue to negotiate the impact of such installations on our working conditions.

The ILA President and Executive Vice President both recognized our union's support for longshoremen and opposition to the full automation of terminals.

In closing, I want to reiterate: The challenges we face will not abate. The struggle to protect the jobs and working conditions of our members will continue. Each of us must participate in these efforts by respecting the terms of our negotiated contracts, continuing to demonstrate the professionalism and integrity that MM&P members are known for, contributing to our PCF and upholding the provisions of the MM&P Constitution.

Fraternally,
Donald F. Josberger
MM&P International President



NEWS BRIEFS

SLNC Star Saves Crew of Drifting Fishing Boat

The crew of *SLNC Star* saved a group of fishermen who had been adrift for several days without fuel, food or water.

The rescue began on the night of Oct. 9, when the *Star* received a distress message from the fishing boat *Roosa Kusum 02*, which was approximately 8 nm away. The MM&P licensed deck officers aboard *SLNC Star* were Captain Dave McLean, Chief Mate Chris Nowak, Second Mate Abigail Solomos and Third Mate Connor Donnelly.

Once onsite, the crew determined that the small craft was not in immediate danger of sinking and that no one on board was injured. McLean decided that for the safety of everyone involved, further action should be delayed until the weather conditions had improved.

Shore-based company personnel and all relevant authorities were kept informed of the situation while the *Star* stood by with the smaller boat in sight. Sources on shore confirmed that the fishing vessel belonged to a company in Sri Lanka, Winarali Marine, and that there were no other support vessels in the vicinity.

The following day the weather had improved, so a first approach to the distressed vessel was made. The captain of the fishing boat was brought aboard the *Star* after proper security protocols had been established and it had been determined that there was no threat to the vessel or its crew. The language barrier was overcome, McLean said, “thanks to Google translate and Starlink.”

The fishing boat captain said his vessel had been adrift for five days and had run out of both food and water two days previously. He called the fishing fleet’s home office and was told that another company boat could arrive at the earliest in five to seven days. He was also permitted to call his family.

It was determined that the fishing boat only needed fuel, and after consultation with the company’s designated person ashore and Military Sealift Command, it was agreed to fuel the vessel. Underway fueling operations began at 0934. The *Roosa Kusum 02* was provided with about 2,000 liters of MGO, provisions and fresh water, and *SLNC Star* was able to resume its scheduled run at 1150 on Oct. 10.

Chief Mate Chris Nowak, Second Mate Abigail Solomos and Third Mate Connor Donnelly with the captain of the stranded fishing boat. He was brought on board to call his family and the fishing company after all security protocols had been met.



The fishing boat had been adrift for several days without water, food or fuel.

Victory for Unions in Fight to Restore Federal Workers' Bargaining Rights

A federal judge has ruled in favor of MM&P and other unions that went to court in July to protect the labor rights of their federal employee members.

Following a Sept. 30 hearing, Judge Paul Friedman granted the unions' request for a preliminary injunction to block the application to their members of an Executive Order issued by President Trump that took away the labor rights of hundreds of thousands of Department of Defense employees.

The Judge found that President Trump had exceeded his authority when he tried to exclude MM&P FEMG members from federal sector labor law.

"[W]hen people are deprived for a substantial period of time of their right to arbitrate their grievances, to bargain collectively, and the unions are deprived of their ability to have dues withheld from paychecks, that harm is really... irreparable," Judge Friedman said in his ruling.

Federal civilian workers have had the legal right to collectively bargain with their government-agency employers since the early 1960s. Judge Friedman noted in his decision that when Congress passed the Federal Relations Labor Act, "it found specifically that collective bargaining was a good thing."

"They applauded unions," he said. "They found that labor organizations and collective bargaining in the civil service are in the public interest."

The administration had argued in its Executive Order that allowing federal workers to have union representation was a threat to national security.

The Judge ruled, however, that "the EO's breadth was in furtherance of unrelated policy goals," adding that the President "acted beyond the narrow national security related bounds of the

exclusion provisions and did so to achieve improper goals, such as retaliating against unions and protected activities."

The unions' lawsuit, which alleged that the EO violated the US Constitution and the Administrative Procedure Act, named as defendants President Trump and Secretary of Defense Peter Hegseth, among other administration officials.

"MM&P will challenge any attempt to take away our members' right to collective bargaining," said MM&P President Don Josberger.

"Thanks to Judge Friedman's decision, MM&P can continue to ensure that our members are treated fairly, lawfully, and with the dignity and respect all workers deserve."

"The unions partner with government agencies to further the shared goals of protecting and serving our nation," said MM&P FEMG Vice President Dave Narby. "This symbiotic relationship has proven to benefit the mariner and thereby national security by improving readiness."

"Congress explicitly found that collective bargaining, labor organizations and federal unions are in the public interest and it is unlawful to undercut them by executive fiat," said MM&P Government Fleet Representative Randi Ciszewski.

"Judge Friedman's finding recognizes the essential contributions that our FEMG members and their families make daily to serve our great nation by restoring their inherent right to union representation."

Note to MM&P FEMG members: Please pay your dues directly to MM&P to remain a member in good standing until the government restores dues withholding. Thank you for your support and please do not hesitate to contact your MM&P officials on any matter.



NEWS BRIEFS (CONTINUED)

MM&P Licensed Deck Officers Take Command of *CMA CGM Phoenix*!

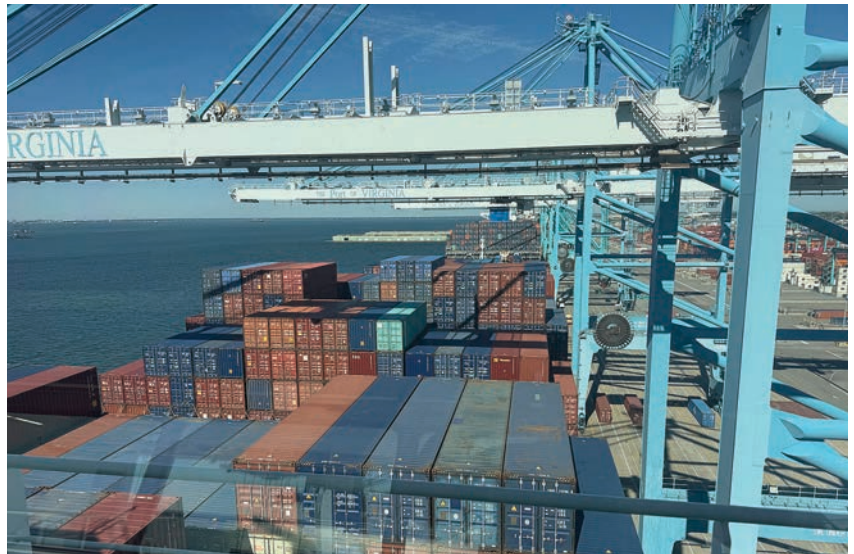
MM&P licensed deck officers are at the conn of APL's *CMA CGM Phoenix*. Atlantic Ports Vice President Tom Larkin boarded the vessel in Norfolk and spent time talking with our members. The ship is scheduled to serve in the company's India America Express (INDAMEX) service connecting the US East Coast to South Asia.



MM&P deck officers aboard *APL Phoenix* in the port of Norfolk. (Left to right) Second Mate Tyler Nemsdale, Third Mate Nate Gass, Captain Julien Maurel and Chief Mate Ben Day.



APL Phoenix Captain Julien Maurel with MM&P Atlantic Ports Vice President Tom Larkin.



At 9,300 TEU capacity, the *Phoenix*—a Neo-Panamax vessel—is the largest ever US commercial containership. 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 Pledges Support for Global Alliance to Protect Port Workers' Jobs

MM&P officials joined leaders of the International Longshoremen's Association and other longshore and maritime unions in Lisbon in November at a two-day summit focused on fending off job threats from port automation.

Hundreds of union representatives from more than 60 countries attended the summit, including MM&P President Don Josberger and MM&P Gulf Ports & Government Contracts Vice President Jeremy Hope. They were joined by industry experts and academics specialized in the impact of automation on jobs.

The ILA and the International Dockworkers Council are spearheading the effort to fight port automation on a global level. Both express support for port modernization but say the transformation to greener, more efficient terminals will not be allowed to happen at the expense of longshore jobs.

Unions at the summit are calling on ports "to craft a formula for integrating dock workers into their technological investments." They adopted an action plan based on the premise that most port automation is aimed at eliminating jobs and maximizing profits, rather than the achievement of employers' stated goal of improving efficiency.

The group is establishing a labor alliance committed to halting any automation project that involves job loss or violates workers' rights, with dockworkers acting in concert to shut down operations if employers attempt to impose automation without consulting unions.

"If any company decides to implement job-destroying automation in any port whose workers are part of this new alliance, we will confront it with a global strike of three to four weeks," said ILA President Harold J. Daggett.

"If their strategy is global, ours must be too," said IDC International Labor Coordinator Jordi Aragunde. "Wherever there is a port, there will be an organized union."



ILA Executive Vice President Dennis Daggett, ILA President Harold Daggett and MM&P President Don Josberger at the Global Alliance to Protect Port Workers' Jobs. Unions at the summit called on ports "to craft a formula for integrating dock workers into their technological investments." They adopted an action plan based on the premise that most port automation is aimed at eliminating jobs and maximizing profits, rather than the achievement of employers' stated goal of improving efficiency.

Representative Rick Larsen Visits MITAGS-West

Washington State Congressman Rick Larsen, ranking member of the House Transportation and Infrastructure Committee, visited MITAGS-West to view the facilities and talk with staff. (Left to right): Director of Student Services and Apprenticeships Jenny Pitzen, Director of Business Development John Kjaerulff, MITAGS-West Director Emily Hopkins, Larsen, Pacific Maritime Region Vice President Dan Twohig, Dan McKisson (ILWU) and MM&P Secretary-Treasurer J. Lars Turner. "It was great to share our industry and our training facility with Congressman Larsen," Turner said. "He is a longtime supporter of the maritime industry and US mariners."



NEWS BRIEFS (CONTINUED)

MM&P-Crewed *Allied Pacific* Completes Far East Mission

MT Allied Pacific completed its mission in the Pacific in support of the Navy's fuel needs with the underway replenishment of *USS George Washington*. The tanker is not a prepositioned vessel, but an asset that can be fully utilized in theater.

"Our vessel transferred over one million gallons of JP5 during a marathon seven hours alongside the *George Washington*," said Master Edward "Ted" Markuske.

"While all the crew members are of vital importance to successful UNREP operations, the planning, direction and safe execution falls especially hard on the MM&P members who bear the ultimate responsibility for the ship's successful cargo/navigation operations."

"Filling these jobs with qualified MM&P members has a direct impact on the support of military operations," he said. "MM&P-crewed ships are capable and ready participants in the TSP and in MSC's long-term tanker charter fleet."



MT Allied Pacific completed an underway fuel replenishment operation with *USS George Washington* during its recent mission in support of the US Navy.

Second Mate Sara Sharkey and Chief Mate Mark Harper. Third Mate Travis Leatherwood, Third Mate Frank Downs and Third Mate Byron Armstrong also participated in the mission.

PMR Members Talk Maritime With Washington State Representative



MM&P Pacific Maritime Region Vice President Dan Twohig went to Juneau to ride the *MV LeConte* to Hoonah with Washington State Congresswoman Emily Randall. Randall, a Democrat, is co-chair of the Congressional Ferry Caucus, which was formed to ensure that the issues surrounding the waterborne commerce of ferry-dependent communities are represented in Washington, DC. “Congresswoman Randall and I were able to discuss maritime issues all day,” Twohig said. “It was a great trip.” (Left to right) Troy Sherrill of AMHS management, Twohig, Shannon Adamson, Randall, Captain Kristina Mogel and Second Mate Sam Shragge. Mogel was the first and is still the only female master sailing for the Alaska Marine Highway System.

USNS Seay Invites Young Visitors to Tour a Working Ship

The crew of *USNS Seay* held a local Jacksonville “overnight” for the Navy J-ROTC, says Captain James Mixon, who shared photos of the event. “The youths came aboard, stayed the night and were exposed to and involved in the many facets of a working ship.”



Lifesaving training.



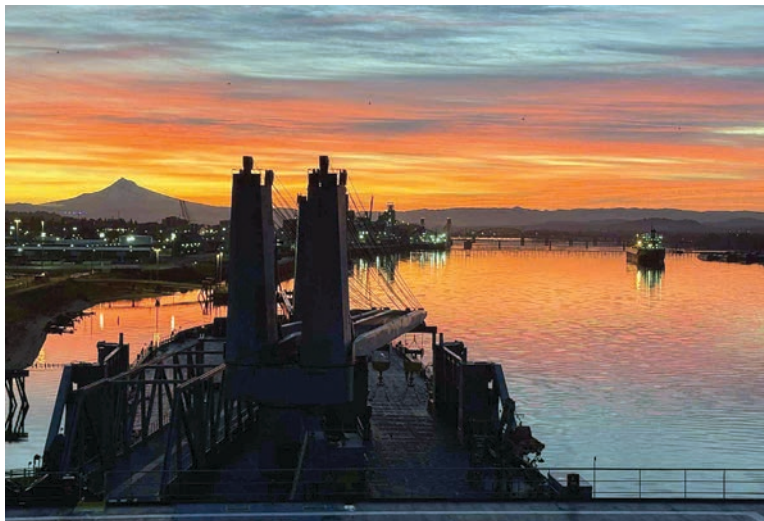
Making monkey's paws.



First aid training.

NEWS BRIEFS (CONTINUED)

USNS Watkins Docked in Washington



Chief Mate Gabrielle Salazar shared photos of *USNS Watkins*. (Left to right) Chief Engineer Felix Tapales, Salazar, Captain Luther Barker and First Engineer Kwaku Addae. *USNS Watkins*, a Watson-class LMSR, is the first ship in the Navy named after Army Master Sgt. Travis E. Watkins, who was awarded the Medal of Honor posthumously for leadership when an overwhelming enemy force broke through and isolated 30 men from his unit in Korea from Aug. 31 to Sept. 3, 1950.

Washington State Pilot Exam for Grays Harbor and Puget Sound Districts

On Monday, April 13, 2026, at 0800 PDST, the Washington State Board of Pilotage Commissioners will administer to qualified applicants a knowledge-based test (KBT or written exam) to be followed by a simulator evaluation for those eligible. The KBT will be administered via live remote proctor in your local area and the simulator evaluation will be held in Seattle.

Applicants who meet or exceed the cut score set by the Board on the KBT and simulator evaluation will be placed on a waiting list to be called into a pilot training program as needed. Successful completion of the pilot training program is required to qualify for issuance of a state pilot license for the applicable pilotage district.

The simulator evaluation is scheduled to be held in the simulator at MITAGS West the week of April 27–May 1, 2026.

Applications are available at <https://pilotage.wa.gov/2026-exam-application>, or by written or email request to:

Board of Pilotage Commissioners
2901 Third Avenue, Suite 500
Seattle, WA 98121

Fax: 206-515-3906
E-mail: PilotageInfo@wsdot.wa.gov



Any inquiries regarding the application contents or process must be made in writing. The complete application must be received by the Board office by 2359 PDST on March 13, 2026, unless prior written permission to file an application at a later time is obtained from the Board.

For the 2026 exam, you may complete your application by email, mail or you may deliver your application in-person via appointment. The 2026 Washington State Marine Pilot Exam and licensing process will be governed by and administered pursuant to Chapter 363-116 WAC.

Port Call!



In early October, when *Maersk Detroit* called Houston, MM&P LDOs met aboard the vessel to discuss old times. (Left to right) *Maersk Detroit* Captain Evan Barbis with Houston Pilots Rohit Malhotra and Nicholas Gasper. Malhotra was formerly captain of the *Maersk Detroit* and Gasper is also a former Maersk captain. “We all had a great trip reminiscing the good times with MM&P and Maersk,” Gasper said.

A Visit to King County Water Taxi



MM&P Secretary-Treasurer J. Lars Turner and Pacific Maritime Region Vice President Dan Twohig boarded the King County Water Taxi *Sally Fox* to meet with union members and take a ride. (Left to right) Turner, Captain G.W. Rogers and Twohig. “It was a pleasure to spend time with our members who work aboard the *Sally Fox*,” Turner said. “They provide a valuable service for people traveling between Seattle and West Seattle.”

New MM&P Alaska Rep Meets With Members in Ketchikan



When the union’s new Pacific Maritime Region Representative Jerry Holder met with licensed deck officers who sail for the Alaska Marine Highway System earlier this year, he was able to watch the ferry system’s LDO scheduling process, known as the Scroll. “The process is very interesting since they need to fill all the jobs while taking into account each member’s individual pilotage levels,” says UIG-PMR Vice President Dan Twohig. In the photo (left to right) Chief Mate Brody McNeil, Holder, Captain Jay Pearson and Captain James Hildre.

NEWS BRIEFS (CONTINUED)

APL Negotiating Committee Meets at MM&P Headquarters



The members of the committee that is negotiating with APL include MM&P licensed deck officers, union officials and legal counsel. (Left to right) Don Marcus, Catherine Livi, J. Lars Turner, Melany Velleca, Lisa Demidovich, Jen Stair, John Taylor and Doug McCarrel. The committee has incorporated member and applicant feedback about the contracts into the negotiations with the company. The work has been informed by questions and grievances put forth by members over the course of the existing contract, discussions at union meetings and conversations with other rank-and-file members who work at APL.

Meeting in San Juan



MM&P International President Don Josberger attended meetings in San Juan with The San Juan Bay Pilots Association and McAllister Towing. Captain Jake Elstrom, a longtime member of the San Juan Bay Pilots Association, is pictured while undocking the *Odyssey of the Seas*.

MM&P Participates in Maine Maritime Career Fair



MM&P Great Lakes & Gulf Region Vice President Ed Lulko and Brett Duley, assistant engineer at Grand River Navigation, at Maine Maritime's Fall Career Fair. The maritime academies' career fairs give midshipmen an opportunity to discuss their post-graduation career options with union and company representatives. Lulko is one of numerous MM&P members, officials and retirees who visit the career fairs each year to share information about the industry with the young men and women who will sail in the MM&P fleet in the future.

Offshore Familiarization Course Draws Crowd of Enthusiastic Applicants



Eighteen MM&P applicants participated in the Offshore Familiarization Course that was held in October in Los Angeles/Long Beach. The course is held on a rotating basis in the MM&P halls. Shown here with the union officials who teach the course are (*back row*) Austin Wheeler, Jacob Gross, Raymond Hines, Sorin Wyszpolski, Henry Duncanson, William Rogers, Randall Ruple and Pacific Ports Coast Agent John Taylor; (*middle row*) Ian Brown, Matt Chase, Alex Racine, Brenden Broder, Richard Ferris, Pacific Ports Vice President Melany Velleca; (*front row*) Presley Boyd, Carolina Gamarra-Jackson, Toni Alvarez, Kristofer Muhr, Christopher Shintani and Jacob Matthews.

Maritime College Honors MM&P Pilots Group Vice President Tim Ferrie



MM&P President Don Josberger (*left*) and FEMG Vice President Dave Narby (*right*) were among the industry leaders who turned out on September 15 to salute Pilots Group Vice President Tim Ferrie at the 2025 SUNY Admiral's Dinner. The event, which gives the school an opportunity to raise critical scholarship funds for current and future students, honors individuals who have made a significant contribution to the industry. Ferrie is currently the president of the United New Jersey Sandy Hook Pilots Benevolent Association and the vice president of the MM&P Pilots Membership Group.

MM&P Sponsors Scholarship in Memory of a Departed Friend



A golf outing in memory of Patrick Warren Baeszler, a friend to many in the union, funds a scholarship to help young mariners pay the cost of attending a maritime academy. Participants in the most recent event are *(left to right)* MM&P International Representative Roger Lash, AMG Vice President Keith Poissant, Representative Anthony Turzio, Shop Steward Eddie Boyle and MM&P President Don Josberger.

ITF Adds Three Countries to Its Flag-of-Convenience List

The International Transport Workers' Federation has added three countries to its flag-of-convenience shipping list: The Gambia, Dominica and Niue. Most ships registered in the three are owned by entities that have no link whatsoever to the nation that operates the registry.

Flag-of-convenience registries generally evade oversight responsibilities—seafarer welfare and vessel maintenance, for example—on the ships that fly their flags. “If you are a flag state and you take registration fees, then you have an obligation to ensure that the rights of seafarers on vessels under your flag are respected,” says Steve Trowsdale, ITF inspectorate coordinator.

“Let there be no doubt that the ITF is watching and that our global network of inspectors will do everything in their power to protect the seafarers on these vessels.”

The ITF's anti-FOC campaign has two elements:

- a political campaign aimed at eliminating the FOC system by achieving global acceptance of a genuine link between the flag a ship flies and the nationality or residence of its owners, managers and seafarers;
- an operational campaign designed to ensure that seafarers who serve on FOC ships, whatever their nationality, are protected from exploitation by shipowners.

Over the years, the ITF's maritime and longshore union affiliates have developed a set of policies that seek to establish minimum acceptable standards for seafarers working on FOC vessels. These standards form the basis of the ITF's Collective Bargaining Agreement, which sets the wages and working conditions for crews on FOC vessels.

Compliance with ITF agreements is monitored by a network of over 140 ITF inspectors in more than 125 ports throughout the world. Every year the ITF and its affiliated unions recover millions of dollars in back pay and compensation for death or injury on behalf of seafarers who have nowhere else to turn.

Rescue of 14,000 Aboard a US Merchant Ship Commemorated at MITAGS

The rescue of thousands of Korean refugees by the crew of an American merchant ship was commemorated at MITAGS in December. The commemoration was held on the 75th anniversary of the rescue, which took place at Hungnam, North Korea, in December 1950.

The SS *Meredith Victory*, a World War II era merchant ship under the command of Captain Leonard LaRue, was one of nearly 150 vessels that sailed to Hungnam on a mission to evacuate US and United Nations troops, supplies and equipment.

Once onsite, LaRue decided instead to evacuate as many men, women, and children as would fit onto the ship to save them from certain death at the hands of Chinese and North Korean military forces.

“What began as a military retreat became one of the greatest rescues of refugees in history,” explains Fr. Sinclair Oubre of the Apostleship of the Sea of the United States. After making room for about 14,000 refugees to cram into the cargo holds and the entire main deck, the crew left Hungnam on Dec. 23, 1950, on a three-day voyage to safety.

When Captain LaRue retired, he became a Benedictine monk and took the name of Brother Marinus. A cause for his canonization as a saint is now underway.

“I think often of the voyage,” he would later reflect. “I think how such a small vessel was able to hold so many persons and surmount endless perils without harm to a soul. And, as I think, the clear,



Among the speakers at the commemoration was Burley Smith (*left*), who participated in the rescue while sailing as junior third officer aboard the *Meredith Victory*. Smith, a Kings Point grad who is now 97 years old, offered a first-person account of the rescue. He is shown here during a break in the proceedings with MM&P President Don Josberger.

unmistakable message comes to me that on that Christmastide, in the bleak and bitter waters off the shores of Korea, God’s own hand was at the helm of my ship.”

During the 75th anniversary commemoration, Burley Smith, former third officer aboard the *Meredith Victory*, offered a first person account of the rescue.

The MM&P Disaster Relief Fund Is There When Disaster Strikes

The MM&P Disaster Relief Fund stands ready to help MM&P families affected by disasters such as the Los Angeles wildfires.

Please consider making a contribution to the Disaster Relief Fund today. Contributions to the fund are generally tax deductible. Consult your tax advisor.

To contribute to the MM&P Disaster Relief Fund, go to bridgedeck.org and look for Disaster Relief in the menu bar.

If you are an MM&P member who has been negatively affected by a recent disaster, contact your MM&P Area Vice President.

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 in 2024. 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.

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 vessels 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 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.

The researchers made the following recommendations:

- 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 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.



Almost half the seafarers who did get shore leave said they spent less than three hours ashore, with the average being under two hours.



STUDY SHOWS “JONES ACT” STYLE LAWS EXIST IN 105 COUNTRIES

THE JONES ACT ENSURES AMERICA IS SUPPORTED BY SHIPS THAT ARE:



AMERICAN-BUILT



AMERICAN-OWNED



AMERICAN-CREWED



AMERICAN-FLAGGED

CABOTAGE LAWS, LIKE **THE JONES ACT**, ARE THE GLOBAL STANDARD, COVERING 85% OF THE WORLD'S COASTLINES ACROSS EVERY MAJOR POLITICAL AND ECONOMIC SYSTEM.



“Countries appear no longer to be viewing cabotage as merely economic policy, but also as essential to national security and strategic autonomy in an increasingly unstable geopolitical environment.”

DEIRDRE FITZPATRICK,
STUDY CO-AUTHOR

Cabotage Laws of the World (2025)

cab-o-tage

noun

Reserves domestic waterborne transport for vessels that are **tied to the nation they serve**, reflecting a global principle that countries control their own internal transportation routes.

CABOTAGE IS THE *NORM* NOT THE EXCEPTION

105 countries across the world use similar laws to secure maritime supply chains and control critical infrastructure.

As global competition intensifies, nations are strengthening, ***not dismantling*** cabotage.

WHY OTHER NATIONS HAVE CABOTAGE:



Source: Seafarers' Rights Institute, *Cabotage Laws of the World (2025)*

Many thanks to the American Maritime Partnership for sharing this infographic.

A new study by Seafarers' Rights International shows that laws like the Jones Act exist in 105 countries. Cabotage laws are the global standard, covering 85 percent of the world's coastlines across every major political and economic system.

Cabotage reserves domestic waterborne transport for vessels that are tied to the nation they serve. This reflects a global principle that countries control their own domestic transportation routes.

“Countries appear no longer to be viewing cabotage as merely economic policy, but also as essential to national security and strategic autonomy in an increasingly unstable geopolitical

environment,” says Deirdre Fitzpatrick, coauthor of the study, *Cabotage Laws of the World*.

Countries across the world use similar laws to secure maritime supply chains and control critical infrastructure. As global competition intensifies, nations are strengthening, not dismantling, cabotage.

MM&P and MIRAID are both members of the American Maritime Partnership, a coalition working to defend the Jones Act and support and strengthen America's domestic maritime industry.

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

Board of Trustees Meetings

The last scheduled meetings of the Board of Trustees for 2025 took place Oct. 7-8, 2025. The Trustees have scheduled their 2026 meeting dates as follows: March 10-11, June 9-10 and Oct. 6-7.

Have You Tried the New Plan Office Member Portal?

The Plan Office recently announced the launch of the 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 Explanation of Benefits (EOB) statements and your Eligibility status;
- Access your Vacation Computation Sheets;
- Find and download important documents whenever you need them.

And 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, send an email to HELP@mmpplans.com or call 410-850-8638.

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 2025 no later than Wednesday, Dec. 17, 2025, at 3:00 p.m. EST. All requests for 2025 Vacation and PRO payments received after this date and time will be held until Jan. 2, 2026, for processing and will therefore be taxable in 2026. 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 2025

The Health & Benefit Plan will have an Open Enrollment from Nov. 1, 2025, to Dec. 31, 2025, for coverage effective Jan. 1, 2026. 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 2025-26 school year. Completed applications must be returned to the Plan Office by November 30, 2025. For more information, contact Jessica Chadwell at the Plan Office at jchadwell@mmpplans.com or 410-850-8624 or Mayra Robles at mrobles@mmpplans.com or 410-850-8641.

Earnings Limitations for Pensioners and/or Dependents Under Age 65

As a reminder, pensioners and/or their covered dependents must notify the Plan that 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 for in the Health & Benefit Rules and Regulations, the pensioner annual earnings limitation effective Jan. 1, 2026, will increase from \$47,000 to \$49,000.

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 \$49,000 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 \$24,480. 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.

New Medicare Changes in 2026: Prior Approval Required for These 17 Services

Beginning **Jan. 1, 2026**, certain medical procedures under **Traditional Medicare (Medicare Part A and Medicare Part B)** will require **prior authorization** in six US states. This means your healthcare provider must obtain approval from Medicare **before** performing specific services—otherwise, coverage may be denied.

This update also affects individuals with **Medigap plans** such as **Plan G** or **Plan N**, if they're using Traditional Medicare coverage.

The change is part of a pilot initiative called WISeR (Wasteful and Inappropriate Services Reduction), which is designed to curb medical overuse and detect potential fraud.

Which States Will See These Medicare Changes In 2026?

Residents in the following six states will be included in the initial rollout:

Arizona	New Jersey	Ohio
Oklahoma	Texas	Washington

Which Medical Services Are Affected?

A total of 17 types of procedures will now need prior approval. These services are often flagged for being overused or not always medically necessary. Here's what's on the list:

- Electrical Nerve Stimulators (NCD 160.7)
- Sacral Nerve Stimulation for Urinary Incontinence (NCD 230.18)
- Phrenic Nerve Stimulator (NCD 160.19)
- Deep Brain Stimulation for Essential Tremor and Parkinson's Disease (NCD 160.24)
- Vagus Nerve Stimulation (NCD 160.18)
- Induced Lesions of Nerve Tracts (NCD 160.1)
- Hypoglossal Nerve Stimulation for Obstructive Sleep Apnea (LCDs L38307, L38312, L38385)
- Epidural Steroid Injections for Pain Management (excluding facet-joint injections) (LCDs L39015, L39242, L36920)
- Percutaneous Vertebral Augmentation (PVA) for Vertebral Compression Fracture (VCF) (LCDs L34106, L38201, L35130)
- Cervical Fusion (LCDs L39741, L39762, L39793)
- Arthroscopic Lavage and Arthroscopic Debridement for the Osteoarthritic Knee (NCD 150.9)
- Incontinence Control Devices (NCD 230.10)
- Diagnosis and Treatment of Impotence (NCD 230.4)
- Percutaneous Image-Guided Lumbar Decompression for Spinal Stenosis (NCD 150.13)
- Skin and Tissue Substitutes (general category)
- Application of Bioengineered Skin Substitutes to Lower Extremity Chronic Non-Healing Wounds (LCD L35041)
- Wound Application of Cellular and/or Tissue-Based Products (CTPs), Lower Extremities (LCD L36690)

For these treatments, physicians will be required to submit documentation **before** the service is performed. If approval isn't granted, coverage could be denied—leaving patients to pay out of pocket.

Why Is This Happening?

The main goals of this policy include:

- Preventing unnecessary or high-risk procedures
- Lowering healthcare costs by avoiding waste
- Combating Medicare fraud

Masters, Mates & Pilots Plans

- Using advanced tools, like AI, to streamline request reviews (with final decisions still made by human reviewers)

What It Could Mean for You

- Doctors might need extra time to get necessary approvals
- Some treatments could be delayed due to administrative steps
- Patients may face more paperwork and longer wait times
- The WISeR program is scheduled to run through **2031**. If proven effective, it may be expanded to more states or additional services.

Key Takeaways: Pros & Cons

Benefits

- Helps eliminate fraudulent or unnecessary care
- Encourages more appropriate and cost-effective treatment
- May improve patient safety by requiring thorough review

Drawbacks

- Potential for delays in receiving needed treatments
- More administrative work for healthcare providers
- Could cause frustration for both patients and doctors

If you live in one of the six pilot states, now is a good time to talk with your healthcare provider about how this change might impact your future care. Planning ahead can help you avoid surprises once these new requirements go into effect.

Pension Plan

Some pension plan participants may not realize that they may be eligible to receive a monthly pension benefit. If you know anyone on the list below, please tell them to call a Pension Plan Benefit Advisor at 410-850-8647 to see if they are eligible to receive a benefit.

MM&P Pension and APP—Members Vested & Over 65

Michael A. Anderson	Jeffrey A. Breyer
Vincent Cantwell	J. Corrigan
Bernard C. Fogg	Gregory A. Karr
Edward T. Matlack	Jeffrey G. Olson
Ronald E. Riley	William P. Vause
Ian W. Young	

A&G Pension—Members Vested & Over 65

Jorge L. Aponte	Mario Arroyo	Juan Berberena
Victoria Brown	Alicia Christian	Carol L. Cousins
W. Coyle	Douglas Crockett	David Dillion
Elizabeth P. Evans	W.J. Fitzgerald	R.M. Fry
Gloria O. Hawkins	Joyce Hogue	Joseph B. Jones

John R. Kessler	K.F. Krauthaim	Gordon M. Norton
Helen P. Outten	Humbelinda Reyes	Concepcion Reynoso
Darlene Rubenstein	Christine P. Sprouse	Allen R. Swafford
Sandra Taylor	Gregory Toyer	J.H. Wendel
Joseph D. Williams	Richard Wilson	Henry Worner IV

Northwest Marine Pension—Members Vested & Over 65

Michael J. Abbot	Brian Armstrong	Joan F. Atkinson
Carl N Balke	David B. Barnes	John R. Barrett
Catalino D. Barril	Lawrence W. Bartel	James R. Bay
Robert G. Bay	Michael T. Beech	Jeffrey A. Blank
Michael J. Bond	Bruce S. Carnahan	Loran M. Caston
David R. Corrie	Ronald B. Crabtree	Scott W. Craig
Russell E. Crider	Robert J. Cruise	Brinley J. Davies
Richard W. Davis	Daniel T. Dinsmore	Ronald G. Dionne
Warren E. Easom	Dave A. Ellefsen	Michael J. Erickson
Terje Eriksen	Allan T. Ettinger	Beverly J. George
Paul C. Grandy	Christopher M. Green	Steven D. Hales
Jeffrey P. Hall	Leslie W. Hargitt	Grady Lee Harker
Philip B. Jackson	Richard H. Jackson	Randy L. James
Larry G. Johnson	Ronald S. Johnson	Peter C. Juhlin
Timothy W. Kardonsky	Gregory R. Kay	Bobby L. Kimball
John C. King	Michael R. Kipp	Ronald F. Krause
Mark Ladue	William C. Lane	Ben R. Latham
Tim T. Lavinge	Gordon M. Lindblad	Jeffrey S. Loehr
Teodose N. Lupu	Robert A. Lynch	Scott L. Manley
Daron V. Marsh	David A. Martin	Paul S. Mayo
Larry W. McCormick	Charles E. McLeod	Ronda S. McMahon
William H. Medlyn	Jeff G. Mentee`	Peter A. Miele
James W. Mikkelsen	Scott E. Mitchell	Fred Montez
Matt C. Mulvey	David E. Nelson	Victor T. Nelson
Eric A. Oberg	Gregory S. O'Claray	Chuck R. Patching
Rick A. Paulson	Gifford J. Peratrovich	William A. Petrich
Robert S. Reynolds	Donald E. Ring	Clayton W. Ritter
Alan D. Robitsch	Robert T. Rollman	Jack A. Sanford
Nick A. Schmidt	Earl T. Scott	Hugh H. Smith
Steven L. Snead	Thomas R. Snyder	Randall K. Storey
Thomas W. Streeper	Thomas Sweeney	Philip E. Taylor
Thomas N. Thomayer	Carlos G. Valadez	Michael C. Warren
Paul M. West	Joseph D. Whitlock	Donald T. Wilcox
Corey E. Williams	Harold R. Williams	Joel L. Wilthof
Steven E. Woods	Mark R. Worthy	Daniel J. Young

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

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*	Steven Morgan*
Marlinda Atkinson	Rosalind Utterback*
Barbara Curtiss*	Constantinos Vafiades

2024 Annual Pension Confirmation Forms Needed for Plan Year 2023

Joseph Bourell*
Carole Carbonella
Aaron Hairston*
Donald Jacoby*
Maria Valentin

2025 Annual Pension Confirmation Forms Needed for Plan Year 2024

Ethel Brown	Daniel Byers*
David Drinkwater*	Virginia Dudley
Carol Herndon*	Effie Koukeas
Anthony Lafayette	Diane Lindberg
Sheila Lindholm	Cesar Montes
Michelle Olin*	Elida Parks*
Elisabeth Pedersen	Keith Restle
Stephen Rosenboom*	Kathleen Shebley*
Grant Thomas	William Thompson III*
William Walls	

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

All MM&P Plans

Email Addresses for the Plan Office

Over the past few months, we have had some changes in personnel. For your reference, below please find the email addresses for the

Plan supervisors. The general email address for the Plan Office is: PlanOffice@mmppplans.com. If you have questions that need to be answered by the department supervisor/manager, please see below:

Patrick McCullough, Administrator
PMcCullough@mmppplans.com

Ken Ryan, Deputy Director
KRyan@mmppplans.com

Romney Pattison, Plan Controller
RPattison@mmppplans.com

Michael McCullough, Director of Operations & IT
MMcCullough@mmppplans.com

Jessica Chadwell, Health & Benefit Manager
JChadwell@mmppplans.com

Mayra Robles, Health & Benefit Supervisor
MRobles@mmppplans.com

Dave Romano, Supervisor Vacation, Pension, APP, IRAP
DRomano@mmppplans.com

Heather Miceli, Benefits Manager-Retirement
HMiceli@mmppplans.com

Cathy Bradley – Human Resources Manager
CBradley@mmppplans.com

Plan Amendments

AMENDMENT NO. 170 TO THE M.M.& P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

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

- Article IV (Benefit Provisions), Part B (Prescription Drug Benefit), Section 5 (Exclusions) is amended by adding the following new subsection N, to clarify the Plan's coverage for glucagon-like peptide-1 receptor agonists:**

N. Glucagon-like peptide-1 receptor agonists (GLP-1 agonists), except for GLP-1 agonists approved by the FDA for the treatment of type-2 diabetes when prescribed for such purpose.
- Effective June 18, 2025, Amendment 166 is hereby repealed in its entirety.**

Masters, Mates & Pilots Plans

AMENDMENT NO. 13 TO THE M.M.&P. PENSION PLAN RULES AND REGULATIONS

Effective January 1, 2023 unless otherwise indicated below, the following provisions of the Rules and Regulations are amended as follows:

1. Article I (Definitions) shall be amended by adding the following as Section 1.23:

Section 1.23 Required Age.

The term "Required Age" shall mean:

- (a) Age 70½ in the case of any Participant who attains such age before January 1, 2020.
 - (b) Age 72 in the case of any Participant who attains age 70½ after December 31, 2019 and age 72 before January 1, 2023.
 - (c) Age 73 in the case of any Participant who attains age 72 after December 31, 2022, and age 73 before January 1, 2033.
 - (d) Age 75 in the case of any Participant who attains age 73 on or after January 1, 2033.
2. Article V (Participant and Spouse Pension and Benefits to Survivors), Section 5.04 (Pre-retirement Surviving Spouse Pension - Before Age 55), subsection (d) shall be amended by replacing "70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020)" with "the Required Age."
 3. Article V (Participant and Spouse Pension and Benefits to Survivors), Section 5.04 (Pre-retirement Surviving Spouse Pension - Before Age 55), subsection (g)(ii) shall be amended by replacing "70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020)" with "the Required Age."
 4. Article V (Participant and Spouse Pension and Benefits to Survivors), Section 5.05 (Pre-retirement Surviving Spouse Pension - After Age 55), subsection (c) shall be amended by replacing "70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020)" with "the Required Age."
 5. Article VI (Applications, Benefit Payments, and Retirement), Section 6.07 (Commencement of Benefits), subsection (c)(ii) shall be amended by replacing each instance of "age 70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020)" with "the Required Age."
 6. Effective June 1, 2021, Article VI (Applications, Benefit Payments, and Retirement), Section 6.19 (Actuarial Adjustment for Delayed Retirement), subsection (a) shall be deleted in its entirety and replaced with the following (with added language in bold italics):
 - (a) Effective January 1, 1997, if a Participant, after reaching Normal Retirement Age, fulfills all conditions for the commencement of benefit payments as provided under

the Plan except for the making of an "Application" for the benefit and the furnishing of all required information or proof, as provided in Sections 6.01 and 6.02 of this Article, the benefit to which the Application relates will be actuarially increased for each complete calendar month between:

- (i) the later of the Participant's Normal Retirement Age or the date the Participant is eligible to make an Application for the benefit, and
- (ii) the first day of the first full month after the Participant makes the application and fulfills all Plan requirements for the benefit. However, no actuarial increase will be provided for any calendar month included in a period where the Participant has his benefit suspended pursuant to Section 6.09 of this Article or any calendar month included in a calendar year where the Participant earns pension credit under Section 6.10 (b) of this Article or under Article IV herein. ***Notwithstanding the foregoing, the applicable day under this subsection (ii) shall be no later than the April 1 of the calendar year following the calendar year that the participant attains age 70-1/2.***

AMENDMENT NO. 10 TO THE M.M.&P. ADJUSTABLE PENSION PLAN RULES AND REGULATIONS

Effective January 1, 2023 unless noted otherwise, the following provisions of the Rules and Regulations are amended as follows:

1. Article I (Definitions) Section 1.30 ("Required Beginning Date") shall be amended by removing the definition entirely and replacing it with the following (with removed language struck through and added language in bold italics):

REQUIRED BEGINNING DATE. For Participants who attain age 70 ½ between January 1, 1999 and December 31, 2019, the "Required Beginning Date" means April 1 of the calendar year ***next*** following ***the later of*** the year such Participant reaches age 70 ½ or the Participant's Retirement. For Participants who attain age 70 ½ on or after January 1, 2020, the "Required Beginning Date" is April 1 of the calendar year ***next*** following ***the later of*** the year such Participant reaches ~~age 72~~ ***the Required Age*** or the Participant's Retirement. Notwithstanding the foregoing, the Required Beginning Date of a Participant who is a 5% owner is April 1 of the calendar year next following the calendar year in which the Participant reaches age 70 ½ (~~age 72 for Participants who attain age 70 ½ on or after January 1, 2020~~) ***the Required Age***.

2. Article I (Definitions) shall be amended by adding the following as Section 1.37:
 1.37 REQUIRED AGE. “Required Age” means:
 - A. Age 70½ in the case of any Participant who attains such age before January 1, 2020.
 - B. Age 72 in the case of any Participant who attains age 70½ after December 31, 2019 and age 72 before January 1, 2023.
 - C. Age 73 in the case of any Participant who attains age 72 after December 31, 2022, and age 73 before January 1, 2033.
 - D. Age 75 in the case of any Participant who attains age 73 on or after January 1, 2033.
3. Effective June 1, 2021, Article V (Pension Benefits), Section 5.09 (Mandatory Distributions), Subsection A. shall be amended by replacing each instance of “age 70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020)” with “age 70 ½.”
4. Article VII (Death Benefits), Section 7.01 (Qualified Pre-Retirement Survivor Annuity Pension), Subsection A.4. (Pre-retirement Surviving Spouse Pension- Before Age 55) shall be amended by replacing “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020)” with “the Required Age.”
5. Article VII (Death Benefits), Section 7.01 (Qualified Pre-Retirement Survivor Annuity Pension), Subsection B.3. (Pre-retirement Surviving Spouse Pension - After Age 55) shall be amended by replacing “70 ½ (age 72 for Participants who attain age 70 ½ on or after January 1, 2020)” with “the Required Age.”

**AMENDMENT NO. 20 TO THE
M.M.& P. INDIVIDUAL RETIREMENT ACCOUNT PLAN/
M.M.& P. 401(k) ARRANGEMENT
RULES AND REGULATIONS**

The Masters, Mates & Pilots Individual Retirement Account Plan is hereby amended as follows:

Effective July 1, 2025, Article II (Eligibility and Participation) of the Masters, Mates & Pilots 401(k) Arrangement, Section 2.3 (Participation and Deferral Elections), subsection (e) shall be amended by adding the following paragraph at the end thereof:

Effective on or after July 1, 2025, an Employer may elect to permit its Employees to make additional catch-up contributions permitted by the SECURE 2.0 Act of 2022. A Participant employed by an Employer who has made such an election and who will attain age 60, 61, 62 or 63 by the end of a taxable year will have an increased catch-up contribution dollar limit of the greater of \$10,000 or 150% of the age 50 catch-up dollar limit set by the IRS for that taxable year.

PENSIONERS



A. Michael Balister, shipping out of East Coast ports. He last sailed for American President Lines as master of the *APL Adams*.

Jeffrey W. Johnson, a member of the A&G Membership Group, worked for the MITAGS Maintenance Department.

Kjeld Lorentzen, shipping out of West Coast ports. He last sailed for Sunrise/Pasha as second mate aboard the *Horizon Enterprise*.

Jerry Malec, shipping out of West Coast ports. He last sailed for Central Gulf Lines–Seacor as second mate aboard the *Green Bay*.

Harry Martinez-Santiago, a member of the A&G Membership Group, sailed with McAllister.

Jerry Mercado, shipping out of West Coast ports. He last sailed for E-Ships as third mate aboard the *Maersk Montana*.

Stephen L. Turn, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as second mate aboard the *Maersk Denver*.

Douglas C. Wiggins, a member of the A&G Membership Group.

Andrew J. Banks, shipping out of West Coast ports. He last sailed for Matson Navigation as chief mate aboard the *Mokihana*.

Scot A. Couturier, shipping out of East Coast ports. He last sailed for Chesapeake Crewing as master of the *SLNC Pax*.

Harold J. Held, shipping out of East Coast ports. He last sailed for US Ocean–Central Gulf Lines as master of the *Green Wave*.

Richard G. Hoey, shipping out of East Coast ports. He last sailed for E-Ships as master of the *Maersk Montana*.



Directory of MM&P Offices

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CROSS'D THE FINAL BAR

John R. Banta, 90, July 30. A resident of East Wenatchee, Wash., and a pensioner since 1985, he last sailed for Sealand Services aboard the *SS Galveston*.

Charles P. Bland, 86, June 27. A resident of Ocala, Fla., and a pensioner since 1997, he last sailed for American President Lines as master of the *President Jefferson*.



Leo A. "Tony" Brochtrup Jr., 74, July 13. A resident of Woodville, Texas, and a pensioner since 2009, he last sailed for AHL Shipping Company as chief engineer aboard the *Captain H.A. Downing*. He was an avid hunter and fisherman. "He had all sorts of interesting knowledge about the outdoors, enough to make one feel stupid at times, but never presented it in any other

way than that of sharing information. There was never a doubt that Tony enjoyed life and his many friends." Survivors include Frances Louise, his wife of 26 years; daughters Erin and husband David, and Brooke and husband Philip; sons Dane, Clint and wife Eryn, and Adam and wife Lindsay; stepdaughters Denisha, Olivia, Bonnie and husband Colby, and Deirdre; stepson Dayton; grandchildren Andrew, Jacob, Gabriel, Kinley, Claire, Samuel, Lainey, Margaret, Henry and Leo.



Edward V. Burke, 93, June 16. A resident of Largo, Fla., and a pensioner since 1997, he last sailed for Matson Navigation aboard the *SS Maui*. He enjoyed electronics repair, understanding how things worked, and his saltwater aquarium with its coral and exotic fish. "An accomplished trumpet player, music was his second language, and he shared it generously with family and

friends. He enjoyed sharing stories from his life, painting a vivid picture of growing up in Southie, his life on ships and his career as a policeman." In retirement, he settled in Largo with his wife Dorothy. He will be remembered for his humor and generosity. Survivors include his children, stepchildren, and grandchildren.



Georges E. Chalonec, 98, June 28. A resident of West Palm Beach, Fla., and a pensioner since 1991, he last sailed for Puerto Rico Marine Management aboard the *SS Ponce*. "Along with his successful career as a mariner serving in several wars, he wrote and published a book about his life, owned several businesses, and was loved by his family and friends. He loved to learn,

read, cook, fish, sit by the water and contemplate life, and host family and friends. He was a very proud and independent man who will be missed and always remembered."



Jerome B. "Rusty" Kilgore, 97, July 8.

A resident of Fairhope, Ala., and a pensioner since 1992, he last sailed for Waterman Steamship aboard the *USNS Maj. Stephen W. Pless*. Remembered as a staunch supporter of all branches of the US military, he was proud to serve his country as a mariner and deliver supplies to troops in Korea and Vietnam. He loved

telling stories of adventures at sea and on land. He enjoyed chess, reciting poetry, and punching his speed bag. "He enjoyed the rich existence of a bachelor until he met Frances, a loving widow with six children. She and Rusty hit it off, married, and he became happily devoted to his new family." Survivors include his six stepchildren and their spouses, 18 grandchildren, several great-grandchildren, nephews and nieces.

Alton R. McAlister, 85, Aug. 8. A resident of Woodville, Texas, and a pensioner since 2005, he last sailed for American Heavylift as third engineer aboard the *SS Knight*.

Patrick B. O'Leary, 69, June 14. A resident of Jacksonville, Fla., and a pensioner since 2015, he last sailed for American President Lines aboard the *APL Pearl*.

Vladimir A. Petrov, 80, July 2. A resident of Norwalk, Conn., and a pensioner since 2011, he last sailed for Horizon Lines aboard the *Horizon Trader*.

Jill M. Reinauer, 42, Aug. 19. Formerly of Staten Island, N.Y., she worked for the family business, Reinauer Transportation. She is survived by her daughter Gracie, mother Joanne Reinauer, father Craig Reinauer, brother Jason and sister-in-law Diana, brother Craig, nieces Olivia and Emily, and many aunts, uncles, cousins and friends.



Virgil G. Valentine, 93, June 20. A resident of Pleasant Hill, Calif., and a pensioner since 1995, he last sailed for West Coast Shipping Company as master of the *Sierra Madre*. "Virgil excelled at sports in high school, he enjoyed his years at sea, became a captain and piloted ships to port." He is survived by his wife of 70 years, five children, 17 grandchildren, 18 great-grandchildren, and one great-great-grandchild.



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