



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 137TH EDITION

DECEMBER 12, 2025

OSG AND ATC FLEET UPDATE

NLRB QUORUM NEARING RESTORATION

FOR MORE THAN A YEAR, WE HAVE BEEN FORCED TO WAIT WHILE OUR CASE SAT IN LIMBO AT THE NATIONAL LABOR RELATIONS BOARD—NOT BECAUSE OF A LACK OF MERIT, BUT BECAUSE THE BOARD ITSELF HAS LACKED THE QUORUM REQUIRED TO ACT. THAT LOGJAM MAY FINALLY BE BREAKING. THE SENATE HELP COMMITTEE HAS ADVANCED THE PENDING NLRB BOARD NOMINATIONS, CLEARING THE NOMINEES FOR CONSIDERATION BY THE FULL SENATE. ONCE CONFIRMED, THESE APPOINTMENTS WOULD RESTORE THE THREE-MEMBER QUORUM NECESSARY FOR THE BOARD TO ISSUE DECISIONS AND MOVE FORWARD ON LONG-DELAYED CASES LIKE OURS.

ACCORDING TO SENATE LEADERSHIP SCHEDULING, THE CONFIRMATION VOTES FOR THE TWO BOARD NOMINEES ARE EXPECTED IN THE COMING WEEKS, WITH THE CLEAR GOAL OF RESTORING A FUNCTIONING NLRB AS SOON AS POSSIBLE. IF THE SENATE CONFIRMS BOTH NOMINEES, THE BOARD WILL ONCE AGAIN BE ABLE TO ACT ON APPEALS, REPRESENTATION CASES (LIKE OURS), AND UNFAIR LABOR PRACTICE MATTERS THAT HAVE BEEN FROZEN FOR OVER A YEAR. THIS VOTE REPRESENTS A CRITICAL STEP TOWARDS FINALLY HAVING OUR VOICES HEARD AND OUR RIGHTS RESTORED - NOT DELAYED BY POLITICS OR DELIBERATE OBSTRUCTION BY THE COMPANY. IF JUSTICE IS DONE, OUR CASE WILL BE DECIDED ON THE LAW AND THE FACTS, AND THE COMPANY WILL BE ORDERED TO BARGAIN WITH US.





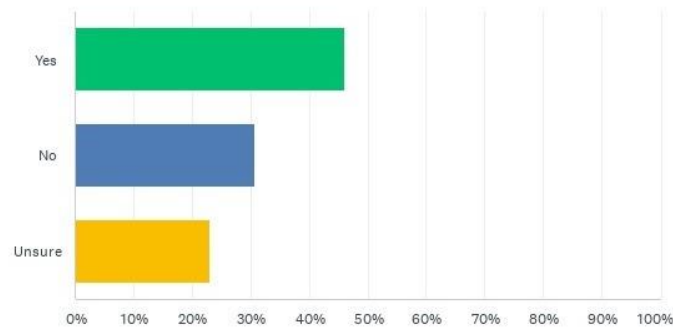
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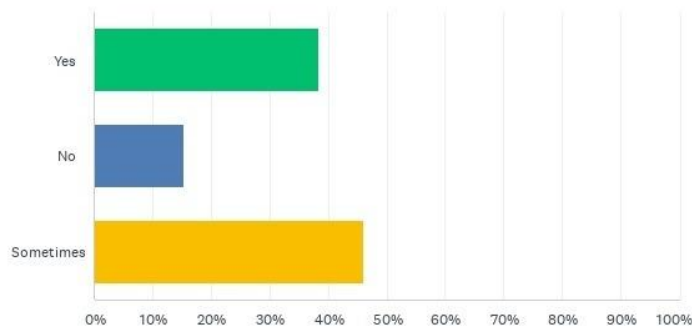
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MM&P WORK/REST COMPLIANCE AND FATIGUE SURVEY RESULTS AS OF 12/12/2025

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?



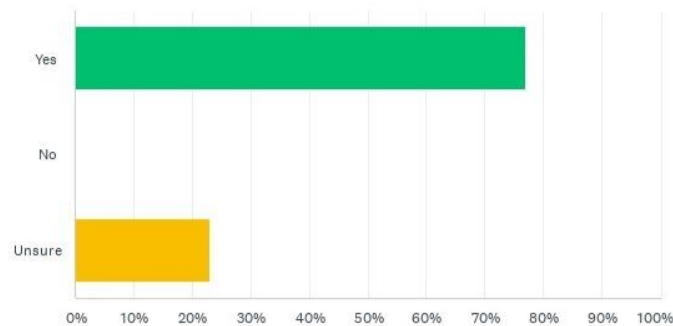


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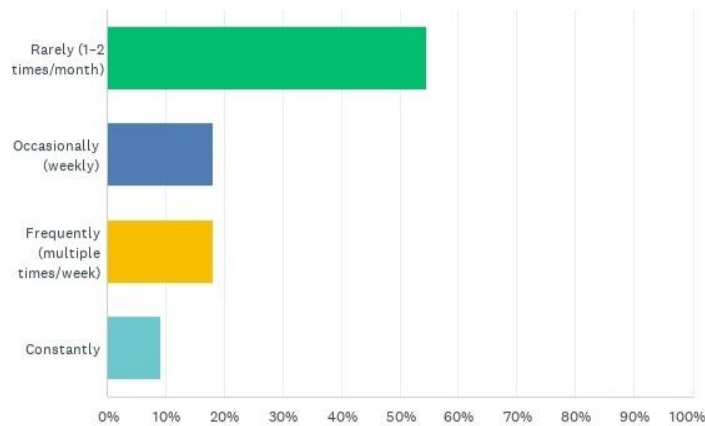
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Q11 Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



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, 12:00 – 15:00	FAT LADY- 201 WASHINGTON STREET, OAKLAND, CA	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 11:00 – 14:00	HONOLULU HALL – 521 ALA MOANA BLVD., STE 254, HONOLULU, HI 96813	RSWINDELL@BRIDGEDECK.ORG
LOS ANGELES	DEC 12, TIME 11:00	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, 11:00-15:30	SEATTLE HALL – 15280 52 ND AVE SOUTH, SUITE 100, SEATTLE, WA 98188	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.

MLK Labor AFL-CIO asks for your assistance in the construction of the following letter to the officials of recipient to read:



Reached from:
Mr. Mark Tabbutt
400 Alaskan Way South
Suite 700
Seattle, WA 98104

April 3rd, 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 workforce who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.

PROSULA LAVORATO,
FEDERAZIONE ITALIANA
DEI LAVORATORI
NELLA CATEGORIA DEI MARINAI
E DELLE SCELTE DI MARE
NELLA CATEGORIA DEI MARINAI
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Congress of the United States
House of Representatives
Washington, DC 20515

UNITED STEELWORKERS
OF AMERICA
LOCAL 1000
1000 10th Street
Seattle, WA 98104

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 21090

Dear Mr. Tabbutt and Captain Ineberger:

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

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



Transportation Trades Department, AFL-CIO

April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer
Seafolk Resources, Inc.
400 Alaskan Way S, Ste 700
Seattle, WA 98104

Dear Mr. Tabbutt:

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

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

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



Mike Smith
Chair, National 50 Bargaining Region

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

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

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



April 3, 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 an affiliate union with over 100,000 union workers in San Francisco, shares our frustration in the actions taken by Seafolk subsidiaries, Overseas Shipholding Group and Alaska Tanker Company against their workforce who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.



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

1,066 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

NMC ANNOUNCES WEBSITE CHANGES TO STREAMLINE MMC APPLICATION PROCESS

THE NATIONAL MARITIME CENTER HAS ANNOUNCED CHANGES DESIGNED TO MAKE IT FASTER AND EASIER TO APPLY FOR A MERCHANT MARINER CREDENTIAL.

NEXT YEAR, THE AGENCY WILL UNVEIL A WEBSITE REDESIGN THAT HIGHLIGHTS THE NMC'S MAJOR PRODUCTS AND SERVICES: MERCHANT MARINER CREDENTIALS, MEDICAL CERTIFICATES, COURSES, AND EXAMINATIONS.

THE REDESIGN WILL FEATURE STREAMLINED NAVIGATION, A NEW MENU AND ENHANCED SEARCH FUNCTIONALITY THAT MAKES IT POSSIBLE TO GET ESSENTIAL INFORMATION WITH JUST 1 OR 2 CLICKS OF THE MOUSE.

CENTRAL TO THE REDESIGN WILL BE A NEW HOW TO APPLY PATHWAY THAT GUIDES USERS THROUGH THE APPLICATION PROCESS.

STARTING IN JANUARY, THERE WILL ALSO BE SIGNIFICANT IMPROVEMENTS TO THE APPLICATION SUBMISSION PROCESS.



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A NEW APPLICATION SUBMISSION AND AWAITING INFORMATION PORTAL, KNOWN AS ASAP, WILL PROVIDE A FAST, SECURE, AND CONVENIENT WAY TO SUBMIT APPLICATIONS ONLINE.

YOU WILL BE ABLE TO USE THE PORTAL TO SUBMIT A MERCHANT MARINER CREDENTIAL APPLICATION OR A MEDICAL CERTIFICATE APPLICATION, OR TO UPLOAD ADDITIONAL DOCUMENTS FOR AN EXISTING APPLICATION.

"THE PROCESS IS SIMPLE," NMC SAYS. "THIS IS A ONE-STOP PORTAL TO SUBMIT YOUR DOCUMENTS DIRECTLY TO NMC—NO MORE EMAILING ATTACHMENTS."

JUST COMPLETE A SHORT FORM ACCESSIBLE VIA THE NEW WEBSITE, UPLOAD YOUR DOCUMENTS, AND CLICK "SUBMIT."

ANOTHER ENHANCEMENT WILL BE THE DELIVERY OF MEDICAL CERTIFICATES VIA EMAIL.

THE SWITCH TO EMAILING MEDICAL CERTIFICATES WILL ELIMINATE MAILING DELAYS AND THE NEED TO REQUEST DUPLICATE CERTIFICATES.

THIS ENHANCEMENT WILL ALLOW MARINERS TO SAVE THEIR MEDICAL CERTIFICATE DIRECTLY TO A MOBILE DEVICE AND PRINT IT AT THEIR CONVENIENCE.

"THESE IMPROVEMENTS ARE DESIGNED TO SIMPLIFY THE PROCESS, REDUCE WAITING TIMES, AND GIVE YOU MORE CONTROL OVER YOUR DOCUMENTS," THE AGENCY SAID IN A STATEMENT.

"WE ARE COMMITTED TO PROVIDING YOU WITH EXCEPTIONAL SERVICE AND ANTICIPATE THESE OFFERINGS WILL BRING ADDED CONVENIENCE, FASTER PROCESSING, AND IMPROVED ACCESS TO THE SERVICES MARINERS RELY ON MOST."

ADDITIONAL DETAILS WILL BE SHARED ON THE NMC WEBSITE IN THE FUTURE.

IN THE MEANTIME, IF YOU HAVE QUESTIONS, CONTACT THE NMC CUSTOMER SERVICE CENTER, MONDAY THROUGH FRIDAY 8:00 A.M. TO 5:30 P.M. EST BY USING THE NMC ONLINE CHAT SYSTEM, EMAILING IASKNMC@USCG.MIL OR CALLING 1-888-IASKNMC (427-5662).



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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?

Click on the link below for past editions of the newsletters:

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