



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 139TH EDITION

DECEMBER 26, 2025

OSG AND ATC FLEET UPDATE

NLRB QUORUM RESTORED AFTER A YEAR OF DELAY

AFTER NEARLY A YEAR WITHOUT A STATUTORY QUORUM, THE NATIONAL LABOR RELATIONS BOARD HAS ONCE AGAIN REGAINED THE ABILITY TO ACT ON STALLED CASES NATIONWIDE. THE LOSS OF QUORUM FOLLOWED THE UNJUST TERMINATION OF BOARD MEMBER GWYNNE WILCOX, WHICH ABRUPTLY REDUCED THE BOARD BELOW THE THREE MEMBERS REQUIRED BY LAW TO ISSUE DECISIONS. AS A RESULT, REQUESTS FOR REVIEW, REPRESENTATION DISPUTES, AND APPEALS—INCLUDING THOSE IMPACTING OSG AND ATC LICENSED DECK OFFICERS—WERE LEFT IN LIMBO THROUGH MUCH OF 2025, NOT BECAUSE THE LAW WAS UNCLEAR, BUT BECAUSE THE BOARD WAS RENDERED UNABLE TO FUNCTION.

THAT PARALYSIS ENDED ON DECEMBER 18, 2025, WHEN THE U.S. SENATE CONFIRMED JAMES D. MURPHY AND SCOTT MAYER TO THE BOARD, RESTORING A LAWFUL QUORUM ALONGSIDE SITTING MEMBER DAVID PROUTY. WITH A FULLY FUNCTIONING BOARD ONCE AGAIN IN PLACE, THE NLRB CAN FINALLY BEGIN ADDRESSING THE BACKLOG CREATED DURING THE QUORUM LAPSE AND MOVE FORWARD ON LONG-DELAYED CASES. WHILE IT WILL TAKE TIME TO WORK THROUGH MONTHS OF ACCUMULATED APPEALS, THIS RESTORATION REMOVES A MAJOR PROCEDURAL ROADBLOCK. FOR OSG AND ATC LDOS WHO HAVE WAITED PATIENTLY WHILE THE COMPANY'S REQUEST FOR REVIEW STALLED THE PATH TO A FIRST CONTRACT, THIS MARKS A CRITICAL TURNING POINT. MM&P REMAINS FULLY COMMITTED TO STANDING WITH YOU AND PRESSING FORWARD UNTIL YOUR COLLECTIVE VOICE IS SECURED IN A BINDING AGREEMENT.



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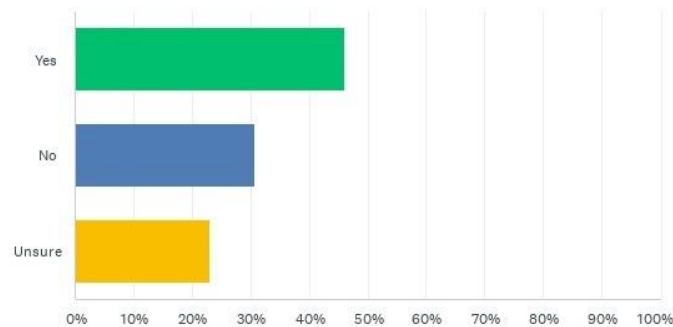
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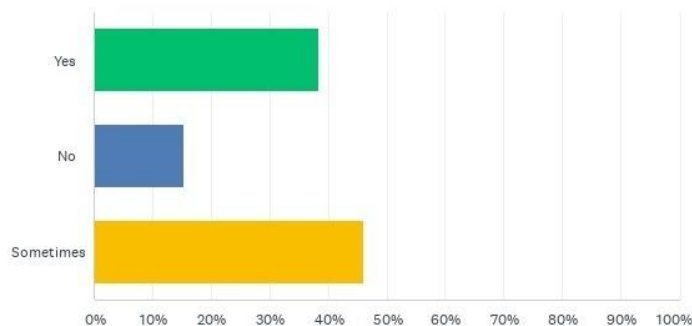
MM&P Work/Rest Compliance and Fatigue Survey Results as of 12/26/2025

SURVEY QUOTE OF THE WEEK: "IT'S A MINOR ISSUE THAT CAN LEAD TO A MAJOR ISSUE. THERE IS NO EXCEPTION OR ASSISTANCE OFFERED WHEN WORK/REST HOURS AREN'T IN COMPLIANCE. THE ANSWER IS ALWAYS TO MANAGE HOURS BETTER WHEN THERE IS OFTEN NO POSSIBLE WAY TO MANAGE ANY DIFFERENTLY. IT'S THE SAME OLD ADAGE OF WANTING THE CAKE AND EATING IT TOO. THE OPERATION MUST HAPPEN AT ANY COST BUT WHY ARE YOUR HOURS NOT IN COMPLIANCE?"

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?



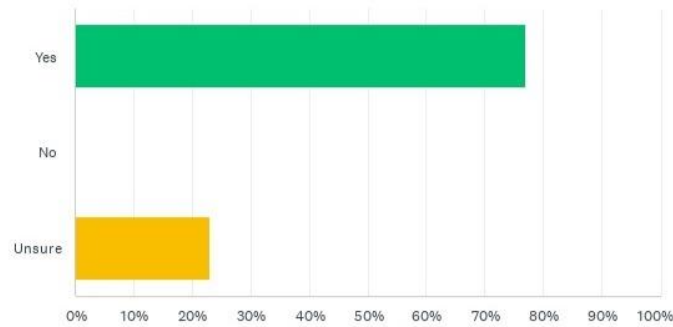


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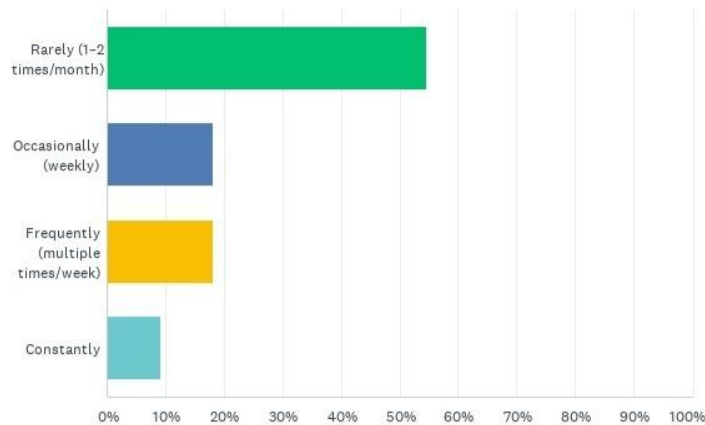
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Q11 Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



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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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, 2020

Dear Mr. Tabbutt:

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

As TTD is not a fair labor law, we encourage you to take the time to meet with us to discuss our concerns and to reach a fair agreement.



April 9th, 2020

High Tabbutt, Chairman of Seafolk
Seafolk
400 Alaskan Way South
Suite 700
Seattle, WA 98104

Dear Mr. Tabbutt:

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.

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

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

June 4, 2020

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

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

Dear Mr. Tabbutt and Captain Inberger:

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

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

UNITED STEELWORKERS
Washington, DC 20001
202-224-2000



May 22, 2020

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

Dear Mr. Tabbutt:

PUGET SOUND PORTS COUNCIL

400 Alaskan Way South, Ste 700
Seattle, WA 98104

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

June 12, 2020

On behalf of the Puget Sound Ports Council, 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 confident that we will reach a fair agreement.



Transportation Trades Department, AFL-CIO

April 2, 2020

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 ("IOMP").

Months ago, in what is the largest organizing campaign of merchant marine officers in at least the last fifty years, Chief Mate, Second Mate, and Third Mate employed by ATC and OSG voted overwhelmingly for the IOMP representation. These licensed deck officers are responsible for the safe transportation of Alaska crude oil and a multitude of petroleum products to refineries 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. economy and national security.

Over a year ago, after six months of company-sponsored delay pertaining to the election, on January 18, 2019, ATC Licensed Deck Officers voted overwhelmingly for IOMP to be their bargaining representative. On October 22, 2019, 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



April 3, 2020

Mark Tabbutt, Chairman of Seafolk
Seafolk
400 Alaskan Way South, Ste 700
Seattle, WA 98104

Dear Mr. Tabbutt:

The San Francisco Labor Council, AFL-CIO, representing 60 affiliate unions with over 100,000 union workers in San Francisco, shares our frustration in the actions taken by Seafolk subsidiaries, Overseas Shipholding Group and Alaska Tanker Company against their 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

SENATE CONFIRMS STEPHEN CARMEL AS 21ST US MARITIME ADMINISTRATOR

THE SENATE ON THURSDAY CONFIRMED STEPHEN CARMEL, AN EXPERIENCED MARINER WHO MOST RECENTLY SERVED AS A SENIOR VICE PRESIDENT AT MAERSK LINES LTD., TO LEAD THE MARITIME ADMINISTRATION.

HIS CONFIRMATION COMES AT A CRITICAL TIME FOR THE INDUSTRY AS THE ADMINISTRATION AND CONGRESS DISCUSS THE URGENT NEED TO STRENGTHEN AND EXPAND THE AMERICAN MERCHANT MARINE.

MM&P JOINED THE REST OF MARITIME LABOR AND THE AFL-CIO TRANSPORTATION TRADES DEPARTMENT IN CONGRATULATING HIM ON HIS SENATE CONFIRMATION.

"STEPHEN CARMEL BRINGS DEEP INDUSTRY KNOWLEDGE AND A LIFELONG COMMITMENT TO THE US FLAG FLEET," THE UNIONS SAID IN A STATEMENT.

"STRONG LEADERSHIP AT MARAD IS ESSENTIAL, PARTICULARLY AS THE ADMINISTRATION IS WORKING TO DEVELOP A MARITIME ACTION PLAN TO RESTORE AMERICAN MARITIME DOMINANCE, AND AS CONGRESS SEEKS TO REVITALIZE THE MARITIME SECTOR THROUGH



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LEGISLATIVE EFFORTS SUCH AS THE SHIPS FOR AMERICA ACT, WHICH HAS RECEIVED OVERWHELMING BIPARTISAN SUPPORT.

“CARMEL’S EXPERIENCE IN SHIPPING AND LOGISTICS POSITION HIM WELL TO LEAD MARAD DURING A TIME WHEN OUR NATION AIMS TO BOOST ITS GLOBAL MARITIME AND SHIPBUILDING CAPACITY, GROW ITS FLEET OF AMERICAN-FLAGGED SHIPS, AND ADDRESS UNFAIR COMPETITION FROM COUNTRIES LIKE CHINA.

“MARITIME LABOR LOOKS FORWARD TO COLLABORATING WITH ADMINISTRATOR CARMEL TO ENHANCE AMERICAN MARITIME CAPABILITIES, CREATE MORE JOB OPPORTUNITIES IN THE MARITIME WORKFORCE, AND ENSURE THAT THE US REMAINS COMPETITIVE AND A LEADER IN GLOBAL SHIPPING.”

CARMEL IS A KINGS POINT GRADUATE AND ONE OF THE FEW MARAD ADMINISTRATORS WHO COMES TO THE LEADERSHIP ROLE AS A LICENSED DEEP SEA SHIP’S MASTER.

AFTER SAILING AS A CAPTAIN OF DEEP-SEA TANKERS, HE SERVED IN A VARIETY OF OPERATIONS AND FINANCE POSITIONS AT MLL, AS WELL AS ON A NUMBER OF ADVISORY BOARDS.

“THE MARITIME SECTOR—INCLUDING OUR HARDWORKING MARINERS, PORT AND TERMINAL WORKERS, INLAND WATERWAY WORKERS, AND GREAT LAKES SAILORS—IS ESSENTIAL TO MOVING GOODS FOR THE AMERICAN PEOPLE AND SAFEGUARDING OUR NATIONAL SECURITY,” CARMEL SAID IN A STATEMENT AFTER HE WAS CONFIRMED.

“I LOOK FORWARD TO ADVANCING THIS VITAL INDUSTRY THAT UNDERPINS OUR ECONOMY AND SUSTAINS AMERICAN LIFE.”

THE SENATE ON THURSDAY ALSO APPROVED THE NOMINATION OF LAURA DiBELLA TO THE FEDERAL MARITIME COMMISSION FOR A TERM EXPIRING JUNE 30, 2028.

DiBELLA HAS SERVED IN A NUMBER OF ECONOMIC AND BUSINESS ROLES IN THE MARITIME AND OTHER INDUSTRIES.

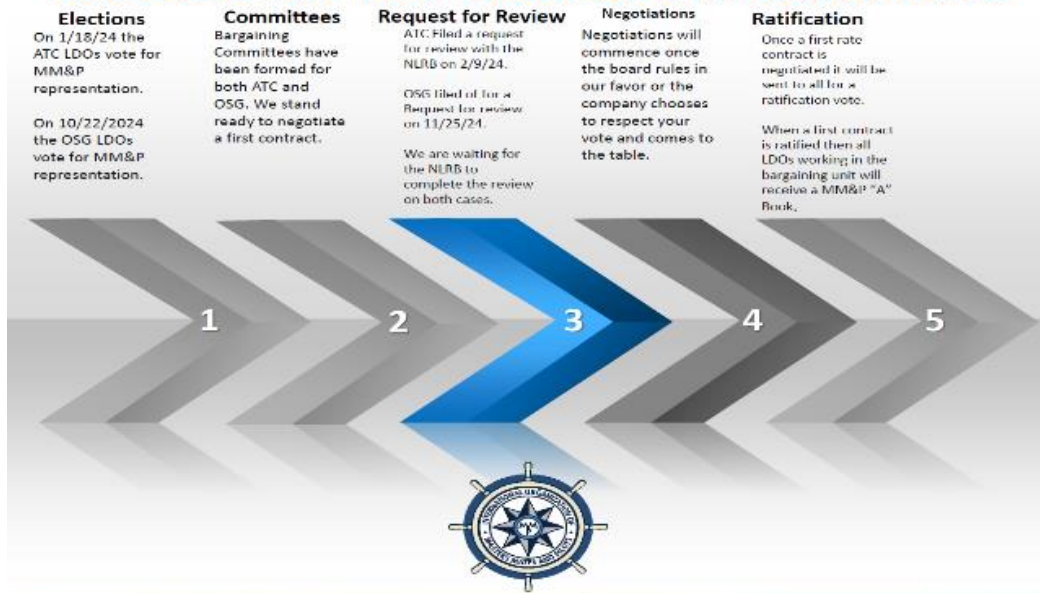


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OSG and ATC First Contract **PROGRESS BAR**



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 OR CALL 410-582-7046

Looking for more information about MM&P?

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