



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 140TH EDITION

JANUARY 2, 2026

OSG AND ATC FLEET UPDATE

A NEW YEARS RESOLUTION TO A NEW CONTRACT



AS 2025 COMES TO AN END, WE ENTER THE NEW YEAR WITH A RENEWED COMMITMENT AND A CLEAR RESOLUTION: TO SECURE A FAIR, FIRST CONTRACT THAT REFLECTS THE SKILL, RESPONSIBILITY, AND SACRIFICE OF THE LICENSED DECK OFFICERS AT OSG AND ATC. THE PAST YEAR TESTED OUR PATIENCE, BUT IT ALSO STRENGTHENED OUR RESOLVE—AND WE PROVED WHAT COLLECTIVE ACTION CAN ACHIEVE WHEN, JUST TWO WEEKS AFTER DEMANDING TO BARGAIN OVER UNILATERAL HEALTHCARE CHANGES, OSG AND ATC REVERSED COURSE, RESTORED EXISTING PLAN PREMIUMS AND CO-PAYS, AND BACKED AWAY FROM CUTS THAT WOULD HAVE AMOUNTED TO A WAGE REDUCTION. AS SHIPMATES, 2026 WILL BE THE YEAR WE STAND TOGETHER, STAY UNITED, AND BARGAIN OUR FIRST CONTRACT.



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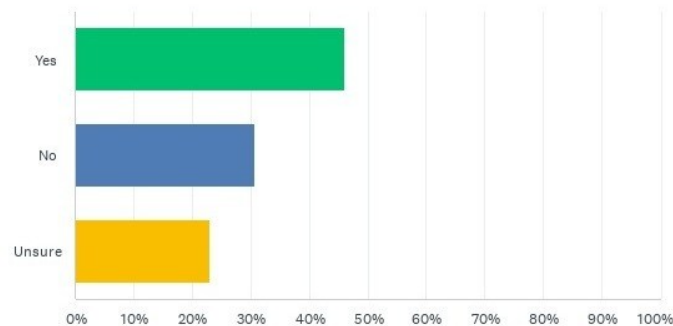
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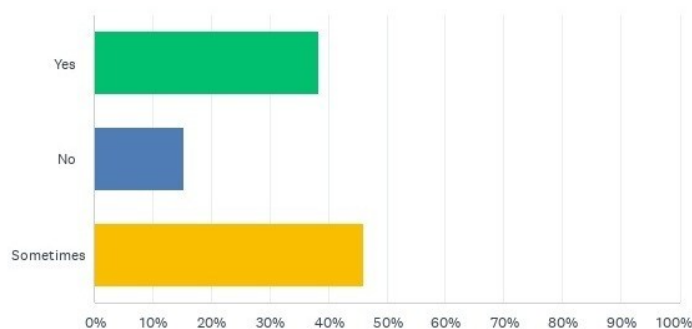
MM&P Work/Rest Compliance and Fatigue Survey Results as of 1/2/2026

SURVEY QUOTE OF THE WEEK: "... COMING IN/OUT OF PORT, DOING CARGO, AND ALL THE OTHER THINGS THAT COME ALONG WITH A PORT STAY IS WHAT BLOWS THE HOURS. ON OTHER VESSELS WITH OSG I'VE SAILED ON, IT IS NOT UNCOMMON TO WORK 15+ HOUR DAYS. SHORT RUNS WHERE YOU'RE DOING CARGO TWICE A WEEK, WASHING TANKS BETWEEN PORTS, ETC. THE CHIEF MATE WILL ALWAYS ADJUST THE HOURS SO WE "STAY" IN COMPLIANCE. ON SEVERAL OCCASIONS, THIS PARTICULAR CHIEF MATE ANNOUNCED TO US "WE ARE ALL GOING RED TODAY" IT'S A SYSTEMATIC PROBLEM WITHIN OSG, AND A RUNNING JOKE WITH ANYONE WHO'S BEEN AROUND LONG ENOUGH, THAT THE HOURS ARE ALWAYS FUDGED. I DON'T MIND WORKING THE LONG HOURS, I JUST WISH WE GOT PAID EXTRA FOR IT..."

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?



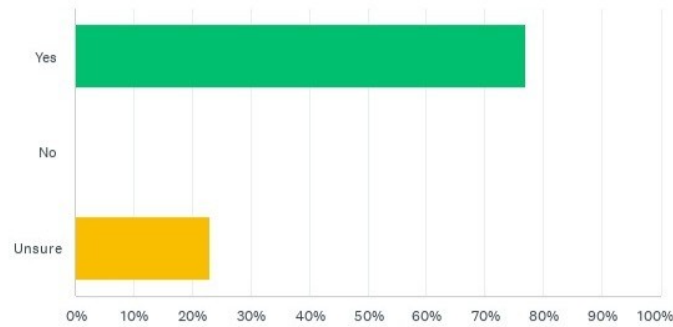


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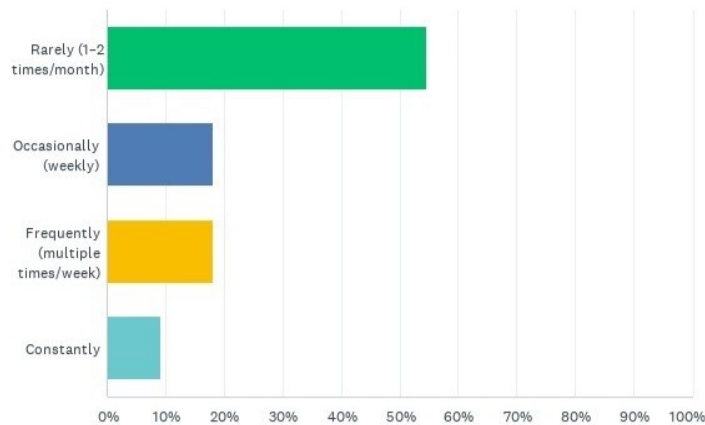
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Q11 Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



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.

<p>STATE REPRESENTATIVE OFFICE: ALEXANDER GREG NANCE</p>	<p>SENATOR OF WASHINGTON HOUSE OF REPRESENTATIVES</p> 	<p>STATE OF WASHINGTON LEGISLATIVE CENTER WASHINGTON, DC 98101 WASHINGTON STATE</p>	<p>Representative Duncan Thomas (WA-D-34) <i>Duncan Thomas</i></p> <p>Representative Lou Berry (WA-D-36) <i>Lou Berry</i></p>	<p>Councilmember Travis Harquardt (King County Council) <i>Travis Harquardt</i></p> <p>Councilmember Alan Harward-Erick (Seattle City Council) <i>Alan Harward-Erick</i></p>												
<p>September 14, 2023</p> <p>Mr. Mark Tabbott Chairman SALTCHUK 430 Alaskan Way South Ste. 310 Seattle, WA 98104 marktabbott.com</p> <p>Re: Support for OSG and ATC Ships' Officers Seeking to Form a Union</p> <p>Dear Mr. Tabbott,</p> <p>We are writing to encourage SALTCHUK to leave the choice made by a majority of the ships' licensed deck officers, employed by SALTCHUK subcontractors OSG and ATC, to join the International Organization of Masters, Mates & Pilots (MM&P).</p> <p>As you are aware, MM&P represents professional maritime workers employed nationwide in the private sector, in state services including the Washington State Ferry system, and the federal government.</p> <p>For many years, the union's training initiatives in Seattle and Baltimore have made important contributions to the industry by training maritime professionals who practice safe and efficient operations.</p> <p>As elected legislators and regulators, we believe the level of stability guaranteed by the employment of highly trained union members benefits the employees as well as the larger community.</p> <p>The National Labor Relations Board has certified the results of the elections in which Overseas Shipholding Group (OSG) and Alaska Tanker Company (ATC) ships' deck officers chose to be represented by MM&P.</p> <p>We call on SALTCHUK and its affiliates to promptly begin bargaining in good faith with the International Organization of Masters, Mates & Pilots.</p> <p>Sincerely,</p> <table border="0"><tr><td> Representative Greg Nance (WA-D-21)</td><td> Senator John Lewis (WA-D-44)</td></tr><tr><td> Representative Leo Pustilnik (WA-D-22)</td><td> Representative John Reed (WA-D-36)</td></tr><tr><td> Representative Alan Berkman (WA-D-34)</td><td> Representative Ernie Goodman (WA-D-45)</td></tr><tr><td> Representative Mike Lantz (WA-D-38)</td><td> Representative Chris Stearns (WA-D-47)</td></tr><tr><td> Representative Cindy Eys (WA-D-11)</td><td> Councilmember Inge Davis (King County Council)</td></tr><tr><td> Representative BK Thomas (WA-D-35)</td><td> Councilmember [unclear] (King County Council)</td></tr></table>					 Representative Greg Nance (WA-D-21)	 Senator John Lewis (WA-D-44)	 Representative Leo Pustilnik (WA-D-22)	 Representative John Reed (WA-D-36)	 Representative Alan Berkman (WA-D-34)	 Representative Ernie Goodman (WA-D-45)	 Representative Mike Lantz (WA-D-38)	 Representative Chris Stearns (WA-D-47)	 Representative Cindy Eys (WA-D-11)	 Councilmember Inge Davis (King County Council)	 Representative BK Thomas (WA-D-35)	 Councilmember [unclear] (King County Council)
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<p>LEGISLATIVE CENTER • 400 WEST • COLUMBIA CENTER • 1000 WEST • 1000 WEST • 1000 WEST</p>																



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Mr. Mark Tabbutt
Chairman, Salsibak
410 Alaskan Way South
Suite 708
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 Salsibak to direct its 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 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 SALSIBAK 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 is asking for feedback on the circumstances of the facilities where a significant number of workers are based.



April 3rd, 2025

Mark Tabbutt, Chairman of Salsibak
Salsibak
410 Alaskan Way South
Suite 708
Seattle, WA 98104

Dear Mr. Tabbutt:

The Central Costa Labor Council, AFL-CIO, representing 86 affiliate unions with over 80,000 union workers across Central Costa County, shares our frustration in the actions taken by Salsibak 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.

FRANK LASKY, Ph.D.
President, American Labor Education Center
1000 Connecticut Ave., N.W.
Washington, DC 20036
202-338-1100
www.americanlabor.org

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

June 4, 2025

Mr. Mark Tabbutt
Chairman
SALSIBAK
410 Alaskan Way South, Ste 708
Seattle, WA 98104

Captain Don Ineberger
International President
Masters, Mates & Pilots, AFL-CIO
700 Maritime Blvd., Suite B
Lanham Heights, MD 21090

Dear Mr. Tabbutt and Captain Ineberger:

I write regarding the ongoing negotiations between Salsibak subsidiaries Alaska Tanker Company (ATC) and Overseas Shipholding Group (OSG) and the International Organization of Masters, Mates & Pilots, AFL-CIO (MM&P). MM&P 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 Salsibak 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

DR. FRANK LASKY, Ph.D.
President, American Labor Education Center
1000 Connecticut Ave., N.W.
Washington, DC 20036
202-338-1100
www.americanlabor.org



Mike Smith
Chair, National 23 Bargaining Region

May 22, 2025

Mark Tabbutt
Chairman
Salsibak
410 Alaskan Way South
Suite 708
Seattle, WA 98104
mark@salsibak.com

Dear Mr. Tabbutt:

PUGET SOUND PORTS COUNCIL
UNITED PUGET SOUND PORTS - AFL-CIO - ILO 808 - 80772

Mr. Mark Tabbutt, Chairman
SALSIBAK
410 Alaskan Way South, Ste 708
Seattle, WA 98104
mark@salsibak.com

June 13, 2025

On behalf of the Puget Sound Ports Council, ILO, AFL-CIO, we write to express our frustration in the actions taken by Salsibak 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 Salsibak subsidiaries.

We are grateful for the actions of Salsibak and urge a resolution. We stand in full solidarity with



April 5, 2025

Mark Tabbutt, Chairman of Salsibak
Salsibak
410 Alaskan Way South, Ste 708
Seattle, WA 98104

Dear Mr. Tabbutt:

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



Transportation Trades Department, AFL-CIO

April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer
Salsibak Resources, Inc.
410 Alaskan Way S, Ste 708
Seattle, WA 98104

Dear Mr. Tabbutt:

The 37 unions that comprise the Transportation Trades Department, AFL-CIO ("TTD") call on Salsibak Resources, Inc. ("Salsibak") and its recently rebranded affiliates, 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 ("MM&P").

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 the MM&P representation. These licensed deck officers are responsible for the safe transportation of Alaskan crude oil and a multitude of petroleum products to refineries 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. economy and national security.

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 the MM&P 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 hear that both Overseas Shipholding Group and Alaska Tanker Company have chosen to file a Request for Election, setting an unjustified delay to delay the implementation of a choice already made by the majority of the employees. This delay is an



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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

MOMENTUM INTO 2026: MM&P MEMBERS RATIFY MAERSK AGREEMENT

MM&P MEMBERS DELIVERED A DECISIVE VICTORY ON DECEMBER 30, 2025, OVERWHELMINGLY VOTING YES TO RATIFY THE NEW AGREEMENT WITH MAERSK LINE, LIMITED AND E-SHIPS. THIS STRONG SHOW OF UNITY REFLECTS THE CONFIDENCE MEMBERS HAVE IN THE GAINS SECURED THROUGH MONTHS OF FOCUSED, DETERMINED BARGAINING.

THE NEW WAGES, BENEFITS, AND WORKING CONDITIONS WILL TAKE EFFECT JANUARY 1, 2026, MARKING A SIGNIFICANT STEP FORWARD FOR MM&P OFFICERS SAILING UNDER THIS AGREEMENT. THE RATIFIED AGREEMENT DELIVERS MEANINGFUL IMPROVEMENTS ACROSS WAGES, OVERTIME, BENEFITS, TRAINING, QUALITY-OF-LIFE PROVISIONS, AND JOB PROTECTIONS, WHILE UNIFYING BOTH COMPANIES UNDER A SINGLE MASTER CONTRACT.



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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/>