



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 141ST EDITION

JANUARY 9, 2026

OSG AND ATC FLEET UPDATE

A YEAR-END REVIEW OF THE ATC/OSG FELLOWSHIP PROGRAM

WE ARE PROUD TO SHARE THAT OVER THE PAST TWO YEARS, THE MM&P ATC-OSG LDO FELLOWSHIP PROGRAM HAS NOW PROVIDED MORE THAN \$32,000 IN REIMBURSEMENTS TO LDOs UPGRADING TO CHIEF MATE. WE CREATED THE FELLOWSHIP BECAUSE MANY OF YOU TOLD US THAT THE COMPANY'S REIMBURSEMENT SYSTEM WAS PUSHING THE FULL COST OF UPGRADE TRAINING ONTO INDIVIDUAL MARINERS AND DELAYING ADVANCEMENT FOR THOSE WHO COULDN'T AFFORD TO FRONT THOUSANDS OF DOLLARS OUT-OF-POCKET.

ALMOST A YEAR AFTER WE ROLLED OUT THE FELLOWSHIP, THE COMPANY ROLLED OUT A NEW REIMBURSEMENT POLICY OF ITS OWN. THE NEW POLICY WAS AN IMPROVEMENT OVER THE OLD SYSTEM: INSTEAD OF FORCING LDOs TO PAY UP FRONT AND HOPE FOR REIMBURSEMENT LATER, THEY BEGAN PAYING CLASS COSTS DIRECTLY. BUT AS MANY OF YOU QUICKLY POINTED OUT, THE POLICY ALSO CAME WITH STRINGS — MULTI-YEAR EMPLOYMENT COMMITMENTS, REPAYMENT CLAUSES OF UP TO \$30,000, AND CONDITIONS THAT LEAVE THE COMPANY HOLDING ALL THE LEVERAGE IF AN LDO RESIGNS, IS TERMINATED, OR FACES MEDICAL OR FAMILY HARDSHIP. IN OTHER WORDS, THE NEW POLICY IS BETTER THAN THE LAST ONE, BUT IT STILL MISSES THE POINT: UPGRADING YOUR LICENSE SHOULDN'T REQUIRE SIGNING A CONTRACT OR GAMBLING ON WHETHER LIFE THROWS YOU A CURVEBALL.

AND THAT'S WHY THE FELLOWSHIP MATTERS. IT WAS BUILT TO BRIDGE THE GAP UNTIL WE NEGOTIATE A PROPER TRAINING BENEFIT INTO A FIRST-CLASS CONTRACT THAT RESPECTS MARINERS, ALIGNS WITH INDUSTRY STANDARDS, AND DOESN'T WEAPONIZE REPAYMENT CLAUSES OR LOYALTY CONTRACTS. THIRTY-TWO THOUSAND DOLLARS IS MORE THAN A MILESTONE — IT REPRESENTS REAL SOLIDARITY, REAL MUTUAL AID, AND A REAL BELIEF THAT ADVANCEMENT SHOULDN'T BE LIMITED TO THOSE WHO CAN AFFORD IT OR THOSE WILLING TO SIGN THEIR CAREERS AWAY FOR THREE TO FIVE YEARS.

TOGETHER, WE ARE MOVING TOWARD A FIRST CONTRACT — AND WE WON'T STOP UNTIL WE SECURE IT.



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OSG AND ATC LDOs CAN UPGRADE TO CHIEF MATE THROUGH THE MM&P LICENSE ADVANCEMENT FELLOWSHIP BY APPLYING FOR MM&P MEMBERSHIP VIA COMPROLLER@BRIDGEDECK.ORG AND MMPINFO@BRIDGEDECK.ORG FOR REIMBURSEMENT. THE FELLOWSHIP REIMBURSES 50% OF NON-REIMBURSED TRAINING COSTS UP TO \$10,000 PER LDO FOR APPROVED COURSES. FOR MORE INFORMATION, EMAIL MMPINFO@BRIDGEDECK.ORG.



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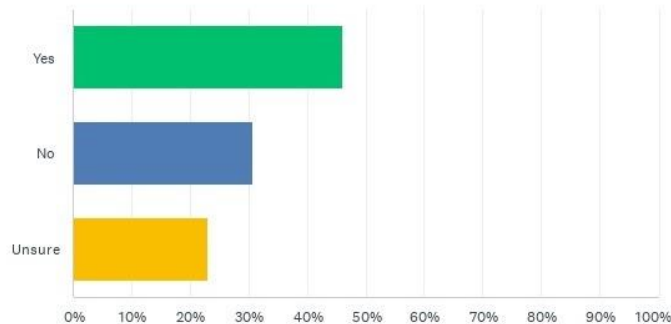
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MM&P Work/Rest Compliance and Fatigue Survey Results as of 1/9/2026

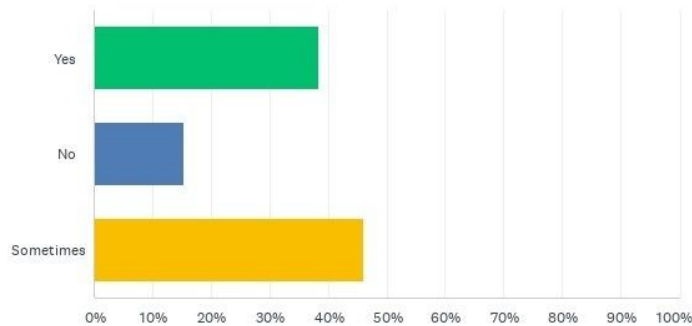
SURVEY QUOTE OF THE WEEK: IN REFERENCE TO QUESTION 19 ANY ADDITIONAL COMMENTS, EXAMPLES, OR SUGGESTIONS YOU WOULD LIKE TO SHARE REGARDING FATIGUE, MANNING, OR REST-HOUR COMPLIANCE:

"COMMERCIAL PRESSURE FROM CHARTER WITH NO PUSH BACK FROM OFFICE OR MANAGEMENT TO DELAY DOCKINGS/UNDOCKINGS WHILE SHORTENED PORT STAYS AND INCREASED REQUIREMENTS ARE PLACED ON THE SHIP. IE: DOCKING AT MIDNIGHT, UNDOCKING 18 HOURS LATER TO SHIFT TO ANCHOR FOR BUNKERING AND THEN CONDUCT LARGE STORING OPERATIONS AT THE SAME TIME. THEN DOCK AGAIN LESS THEN 24 HOURS LATER."

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?



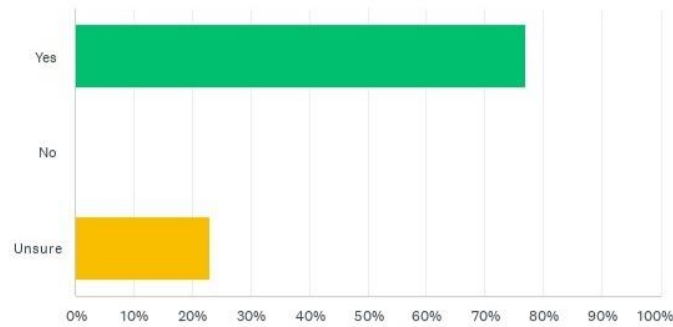


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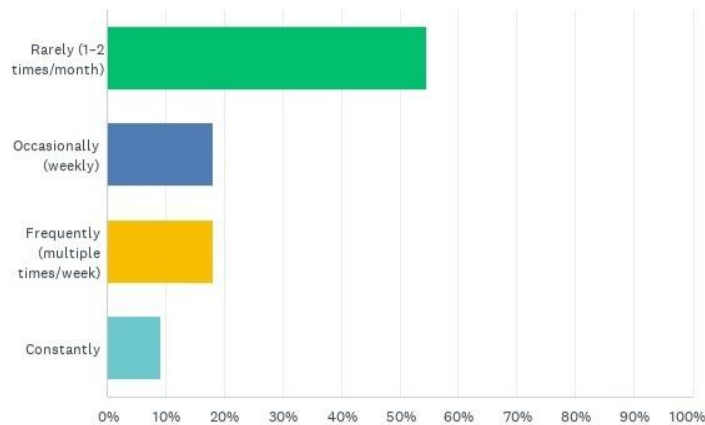
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Q11 Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



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
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 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.

As IOMMP, we thank you for your attention to the construction of the Seafolk vessels and the well-being of our members.



April 30, 2025

High Tabbutt, Chairman of Seafolk

Seafolk
410 Alaskan Way South
Suite 707
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 workers who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.

Seafolk
410 Alaskan Way South
Suite 707
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 workers who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.

PROBIA 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, 2025

Mr. Mark Tabbutt
Chairman
SALTCHUCK
410 Alaskan Way South, Ste 708
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

April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer
Seafolk Resources, Inc.
410 Alaskan Way S, Ste 600
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 Alaska 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. energy supply chain.

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

UNITED STEELWORKERS
May 22, 2025



Mike Smith
Chair, National 50 Bargaining Region

May 22, 2025

Mark Tabbutt
Chairman
Seafolk
410 Alaskan Way South
Suite 707
Seattle, WA 98104
mark@seafolk.com

Dear Mr. Tabbutt:

PUGET SOUND PORTS COUNCIL
UNITED THROUGH AGREEMENT | AFL-CIO | IUMSWA | IOMMP

May 13, 2025

Mr. Mark Tabbutt, Chairman

SALTCHUCK
410 Alaskan Way South, Ste 708
Seattle, WA 98104
mark@seafolk.com

June 12, 2025

On behalf of the Puget Sound Ports Council, IUMSWA, AFL-CIO, we write to express our frustration in

the actions taken by Seafolk subsidiaries, Overseas Shipholding Group and Alaska Tanker Company against their workers 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.



April 3, 2025

Mark Tabbutt, Chairman of Seafolk

Seafolk
410 Alaskan Way South, Ste 707
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 workers 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 LAUNCHING NEW APPLICATION SUBMISSION PORTAL ON JAN. 26

THE NATIONAL MARITIME CENTER WILL LAUNCH A NEW ONLINE PORTAL TO ALLOW MARINERS TO QUICKLY AND EASILY SUBMIT MERCHANT MARINER APPLICATIONS, MEDICAL CERTIFICATES AND SUPPORTING DOCUMENTS.

THE NEW PORTAL WILL LAUNCH ON MONDAY, JAN. 26, ALONG WITH A NEWLY DESIGNED WEBSITE.

THE TRANSITION TO THE NEW WEBSITE BEGINS ON FRIDAY, JAN. 23. USERS WILL EXPERIENCE A PERIOD OF SYSTEM UNAVAILABILITY DURING THE TRANSITION.

THE NEW PORTAL IS CALLED APPLICATION SUBMISSION AND ADDITIONAL INFORMATION PORTAL, OR ASAP.

HERE IS A [LINK](#) TO A TUTORIAL ON HOW TO USE THE NEW PORTAL. THE AGENCY ADVISES EVERYONE TO REVIEW THE TUTORIAL IN ADVANCE OF THE JAN. 26 LAUNCH.



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AFTER JAN. 26, ASAP WILL BE THE PRIMARY METHOD FOR SUBMITTING APPLICATIONS AND UPLOADING ADDITIONAL DOCUMENTS FOR NEW AND EXISTING APPLICATIONS.

SUBMISSION OPTIONS SUCH AS EMAIL OR FAX WILL BE SIGNIFICANTLY LIMITED AND EVENTUALLY DISCONTINUED AS PART OF THE TRANSITION.

THE NEW WEBSITE IS INTENDED TO OFFER "CLEAR, CUSTOMER-FIRST NAVIGATION," THE AGENCY SAYS, INCLUDING EASIER NAVIGATION, BETTER LAYOUT, BETTER "HOW TO APPLY" GUIDANCE AND

EASIER ACCESS TO CREDENTIALING INFORMATION AND CUSTOMER SUPPORT TOOLS.

THE AGENCY SAID THE IMPROVEMENTS ARE DESIGNED TO SIMPLIFY THE APPLICATION PROCESS, REDUCE WAITING TIMES, AND GIVE MARINERS MORE CONTROL OVER THEIR DOCUMENTS.

FOR MORE INFORMATION, VISIT THE [NMC WEBSITE](#).

IF YOU HAVE QUESTIONS ABOUT ANY OF THE CHANGES, PLEASE 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](#), BY EMAILING IASKNMC@USCG.MIL, OR BY CALLING 1-888-IASKNMC (427-5662).

THE AGENCY SAYS THAT THE NEW FUNCTIONALITIES ARE NOT ASSOCIATED WITH THE ONGOING DEVELOPMENT OF THE USCG NAVITA SYSTEM BUT ARE A SEPARATE EFFORT TO IMPROVE CUSTOMER SERVICE UNTIL NAVITA IS FULLY OPERATIONAL.



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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/>