



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 142ND EDITION

JANUARY 16, 2026

OSG AND ATC FLEET UPDATE

FIRST BARGAINING COMMITTEE MEETING OF THE YEAR!

THE ATC BARGAINING COMMITTEE MET THIS WEEK TO WELCOME A NEW MEMBER OF THE TEAM AND CONDUCT A REVIEW OF THE NEWLY RATIFIED MLL CONTRACT ALONG WITH BROADER MM&P CONTRACT UPDATES FROM RANK-AND-FILE MEMBERS OF THE MLL BARGAINING COMMITTEE. COMMITTEE MEMBERS PROVIDED FEEDBACK ON THE NEWLY IMPLEMENTED HEALTH PLAN, RECEIVED A STATUS REPORT ON THE WORK/REST HOUR SURVEY, AND SHARED OPERATIONAL CONCERNS DURING OPEN DISCUSSION. THE COMMITTEE ALSO REVIEWED CURRENT NLRB DEVELOPMENTS.

COMMITTEE MEMBERS HIGHLIGHTED SEVERAL TANGIBLE IMPROVEMENTS SINCE THE UNION VOTE, INCLUDING CONSECUTIVE PAY INCREASES OVER THE PAST TWO YEARS AND THE ESTABLISHMENT OF A FORMAL TRAINING REIMBURSEMENT PROGRAM. WHILE HEALTH BENEFITS DID NOT IMPROVE, MEMBERS NOTED THAT EFFORTS BY MM&P HELPED PREVENT PROPOSED CUTS, PRESERVING THE EXISTING LEVEL OF COVERAGE WITH SLIGHTLY LOWER COST. OFFICERS ALSO REPORTED BETTER TRAVEL ARRANGEMENTS TO AND FROM VESSELS, MORE REASONABLE ROUTING, AND FEWER OBSTACLES WHEN SECURING RENTAL CARS FOR RELIEFS.

AS COMMITTEE MEMBERS DISCUSSED, THE NEXT STEP IS ENSURING THESE GAINS ARE SECURED IN A BINDING COLLECTIVE BARGAINING AGREEMENT—SO THAT THE PROGRESS MADE CANNOT BE TAKEN AWAY AT MANAGEMENT'S DISCRETION OR REVERSED IN FUTURE BUDGET CYCLES. OUR COMMITTEE STANDS READY TO BARGAIN A FIRST-CLASS CONTRACT WITH ATC.



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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 COMPTROLLER@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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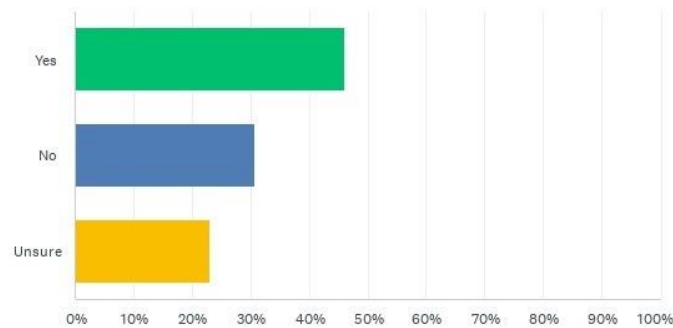
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MM&P Work/Rest Compliance and Fatigue Survey Results as of 1/16/2026

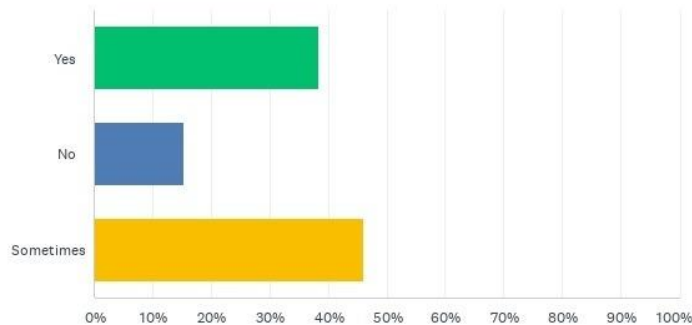
SURVEY QUOTE OF THE WEEK: IN REFERENCE TO QUESTION 19 ANY ADDITIONAL COMMENTS, EXAMPLES, OR SUGGESTIONS YOU WOULD LIKE TO SHARE REGARDING FATIGUE, MANNING, OR REST-HOUR COMPLIANCE:

“SHIPS THAT OPERATE IN THE RED FREQUENTLY ARE NOT REPORTING IT AND SHOULD BE PLANNING BETTER OR SHUTTING DOWN OPERATIONS TO ALLOW FOR PROPER REST HOURS.”

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?



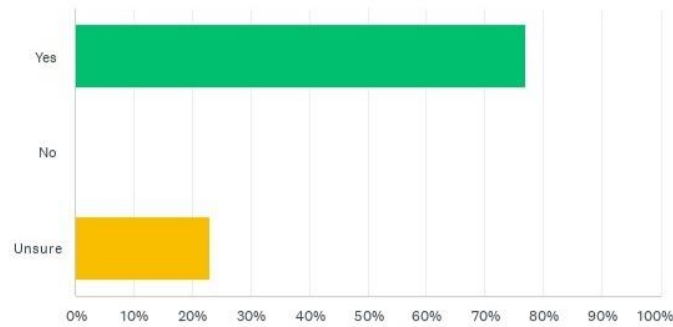


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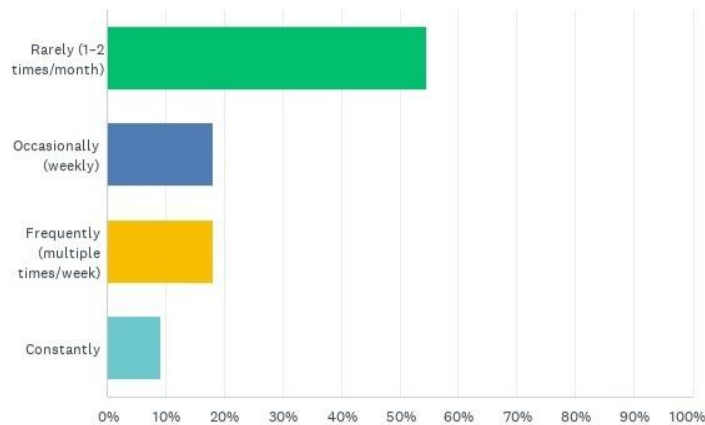
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Q11 Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



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.

MLK Labor AFL-CIO is the construction of the following letter is not an offer of membership to read



Reached from
Mr. Mark Tabbutt
410 Alaskan Way South
Suite 708
Seattle, WA 98104

April 3rd 2025

High Tabbutt, Chairman of Seafolk
Seafolk
410 Alaskan Way South
Suite 708
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 workers who have chosen the Masters, Mates & Pilots, AFL-CIO to be their bargaining representatives.

PROBIA LAMAR,
President, American
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 21086

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

UNITED STEELWORKERS
May 22, 2025



Mike Smith
Chair, National 50 Bargaining Region

May 22, 2025

Mark Tabbutt
Chairman
Seafolk
410 Alaskan Way South
Suite 708
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
410 Alaskan Way South, Ste 708
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 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.



Educate. Empower.

April 3, 2025

Mark Tabbutt, Chairman of Seafolk
Seafolk
410 Alaskan Way South, Ste 708
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.



Transportation Trades Department, AFL-CIO

April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer
Seafolk 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 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 essential products to markets 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. 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



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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

INTERNATIONAL MARITIME ORGANIZATION TO REVIEW STCW

THE INTERNATIONAL MARITIME ORGANIZATION IS UNDERTAKING A COMPREHENSIVE REVIEW OF [STCW](#).

THE [HTW 12 SUBCOMMITTEE](#) WILL BEGIN THE REVIEW AT ITS MEETING OF FEB. 23-7.

THE CURRENT SCOPE OF THE REVIEW IS OUTLINED IN A [DOCUMENT](#) POSTED ON BRIDGEDECK.ORG UNDER LATEST NEWS, IN WHICH OVER 400 STCW "GAPS" HAVE ALREADY BEEN AGREED.

AT THIS POINT, THE REVIEW IS LIMITED TO THESE GAPS.

THE FOCUS OF THE WORK AT HTW 12 IS SPECIFIED IN PARAGRAPH 5 OF THE DOCUMENT.

OTHER GAPS WILL BE REVIEWED LATER IN THE PROCESS.

THE INTERNATIONAL FEDERATION OF SHIPMASTERS' ASSOCIATIONS WILL INFORM MM&P AS THE IMO MOVES THROUGH THE REVIEW PROCESS.



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IF YOU HAVE SPECIFIC VIEWS OR RECOMMENDATIONS RELATED TO THE GAPS OUTLINED IN THE DOCUMENT, PLEASE SEND THEM TO COMMUNICATIONS@BRIDGEDECK.ORG SO MM&P CAN SHARE THEM WITH IFSMA.

THIS WILL ALLOW IFSMA TO BETTER REPRESENT OUR MEMBERS' VIEWS AND CONCERNS DURING THE SESSIONS.

AS BACKGROUND, NOTE THAT THE IMO HTW 11 SUBCOMMITTEE DEVELOPED PHASE 1 OF IDENTIFYING GAPS BACK IN 2023.

THE GAPS WERE THEN FORMALIZED INTO PHASE 2, AS LISTED IN THE DOCUMENT POSTED ON BRIDGEDECK.ORG. THEY CAN BE LOOSELY CATEGORIZED AS FOLLOWS:

- PLACING LANGUAGE IN THE CODE TO ADDRESS HARASSMENT, BULLYING, AND MENTAL HEALTH ISSUES;
- DIGITALIZATION OF SHIP CERTIFICATES, REGISTERS, LICENSES AND MEDICAL CERTIFICATES;
- APPROVALS FOR DISTANCE LEARNING AND E-LEARNING, PARTICULARLY DURING WORLDWIDE EVENTS SUCH AS THE PANDEMIC;
- TIGHTEN UP DEFINITIONS AND CLARITY ON WHETHER SIMULATOR TIME CAN COUNT AS SEA TIME IN SOME CASES;
- CREATE FLEXIBILITY FOR LICENSE REVALIDATION AND MEDICAL CERTIFICATE VALIDITY RULES;
- HARMONIZE DEFINITIONS ACROSS CHAPTERS OF THE STCW CODE;
- CLEAR UP GUIDELINES FOR QUALIFIED PERSON (THIS MAY STRICTLY BE AN INTERNATIONAL ISSUE AS THE USCG HAS ALREADY FORMALIZED GUIDELINES).



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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/>