



# MM&P Notice to Members

Email: [mmpinfo@bridgedeck.org](mailto:mmpinfo@bridgedeck.org)

410-582-7046

## OSG FLEET & ATC FLEET NEWSLETTER 143RD EDITION

JANUARY 23, 2026

### OSG AND ATC FLEET UPDATE

#### FIRST OSG BARGAINING COMMITTEE MEETING OF THE YEAR!

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

DURING THE MEETING, OSG LDOs EMPHASIZED THE IMPORTANCE OF ONGOING COMMUNICATION AND TRANSPARENCY. IN RESPONSE, WE INVITE ALL OSG LDOs IN THE BARGAINING GROUP TO JOIN OUR NEW MM&P OSG LDO WHATSAPP CHAT. THIS GROUP WILL BE USED TO SHARE UPDATES ON OUR PROGRESS TOWARD A FIRST CONTRACT AND TO DISCUSS THE CONTRACT PRIORITIES THAT MATTER MOST TO YOU. ALL LDOs IN THE BARGAINING GROUP ARE WELCOME TO JOIN. PLEASE SCAN THE QR CODE TO PARTICIPATE.

Join the MM&P OSG LDOs  
WhatsApp Group





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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](mailto:COMPROLLER@BRIDGEDECK.ORG) AND [MMPINFO@BRIDGEDECK.ORG](mailto: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](mailto:MMPINFO@BRIDGEDECK.ORG).



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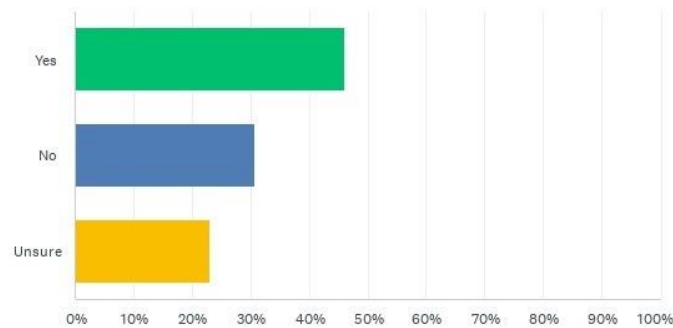
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## MM&P Work/Rest Compliance and Fatigue Survey Results as of 1/23/2026

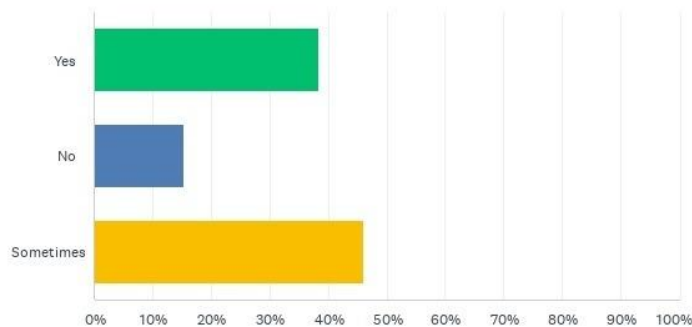
SURVEY QUOTE OF THE WEEK: IN REFERENCE TO QUESTION 19 ANY ADDITIONAL COMMENTS, EXAMPLES, OR SUGGESTIONS YOU WOULD LIKE TO SHARE REGARDING FATIGUE, MANNING, OR REST-HOUR COMPLIANCE:

“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?



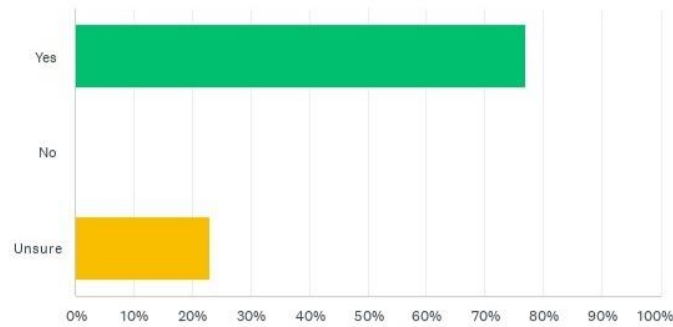


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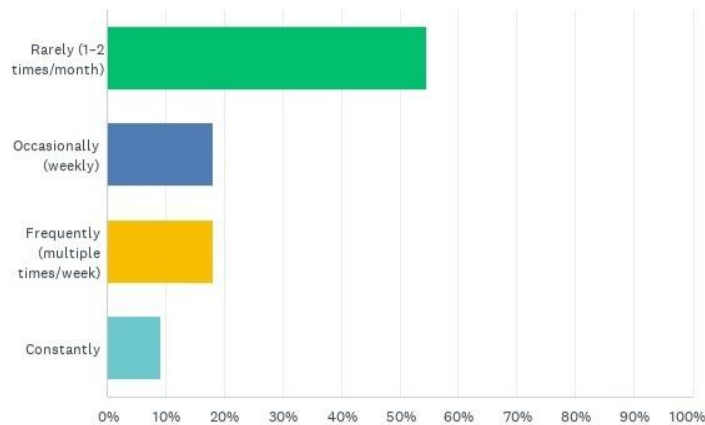
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Q11 Has your vessel ever been non-compliant with STCW or OPA-90 rest-hour limits in the past 12 months?



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, Salsbick  
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 Salsbick 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 SALSBUICK 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.

MLT/MLP/MLK has filed a lawsuit on the construction of the Salsbick vessels in violation of contract to demand



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

April 3rd, 2025

Mr. Tabbutt, Chairman of Salsbick  
Salsbick  
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 Salsbick 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, 2025

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

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

Dear Mr. Tabbutt and Captain Inelinger:

I write regarding the ongoing negotiations between Salsbick 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 Salsbick 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 53 Bargaining Region

May 22, 2025

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

Dear Mr. Tabbutt:

PUGET SOUND PORTS COUNCIL

UNITED THROUGH AGREEMENT | AFL-CIO | P.O. BOX 301212



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

June 12, 2025

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

We are grateful for the actions of Salsbick and urge a resolution. We intend to act accordingly.



Transportation Trades Department, AFL-CIO

April 2, 2025

Mr. Mark Tabbutt, Chief Executive Officer  
Salsbick 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 Salsbick Resources, Inc. ("Salsbick") 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 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 the IOMMP to be their bargaining representative. On October 22, 2024, after similar delays (only one year after the election process was held), 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, 2025

Mark Tabbutt, Chairman of Salsbick  
Salsbick  
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 Salsbick 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

### NEW GUIDELINES INCLUDE STRONGER PROTECTIONS AGAINST SEAFARER CRIMINALIZATION

THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION HAS BEEN WORKING FOR MANY YEARS TO ENSURE THAT WHEN AN ACCIDENT OCCURS, SEAFARERS ARE TREATED FAIRLY BY PUBLIC AUTHORITIES.

IMPROVEMENTS TO THE ORIGINAL GUIDELINES ON FAIR TREATMENT WERE RATIFIED AT THE END OF 2024 BY THE INTERNATIONAL LABOR ORGANIZATION AND THE INTERNATIONAL MARITIME ORGANIZATION.

THE ITF IS NOW WORKING TO ENSURE THAT COUNTRIES INCORPORATE THE NEW, MORE PROTECTIVE GUIDELINES INTO THEIR OWN REGULATIONS AND LAWS.

"WITH THE GROWING PROBLEM OF SEAFARERS BEING DETAINED—FOR EXAMPLE, WHEN SMUGGLED DRUGS ARE FOUND HIDDEN ON THEIR SHIPS—THE GUIDELINES ARE NOW MORE IMPORTANT THAN EVER," SAYS FABRIZIO BARCELLONA, ITF SEAFARERS AND INLAND NAVIGATION COORDINATOR.



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THE CENTRAL FOCUS OF THE GUIDELINES IS TO ENSURE THAT SEAFARERS DETAINED ON SUSPICION OF COMMITTING A CRIME ARE TREATED FAIRLY AND THAT THEY ARE HELD FOR NO LONGER THAN NECESSARY.

SEAFARERS MERIT SPECIAL PROTECTION, THE ITF NOTES, BECAUSE OF THE IMPORTANT ROLE THEY PLAY IN THE GLOBAL ECONOMY AND THE FACT THAT TO CARRY OUT THEIR JOBS, THEY ARE REQUIRED TO TRAVEL THROUGH DIFFERENT NATIONAL JURISDICTIONS.

THE NEW GUIDELINES:

-- CLARIFY, IN THE EVENT OF AN INCIDENT, THE SPECIFIC ROLES OF PORT STATES, FLAG STATES AND THE COUNTRY OF WHICH THE SEAFARER IS A NATIONAL;

-- CALL FOR STRONGER COOPERATION BETWEEN COUNTRIES, SHIPOWNERS AND SEAFARERS' REPRESENTATIVES;

-- STIPULATE THAT SEAFARERS BE GIVEN ACCESS TO CONSULAR SERVICES AND LEGAL ASSISTANCE;

-- URGE THAT SEAFARERS BE MADE AWARE OF THE RISKS OF INCRIMINATING THEMSELVES.

THE NEW GUIDELINES ARE POSTED [ONLINE](#).

THE INTERNATIONAL CHAMBER OF SHIPPING AND THE ITF HAVE JOINED FORCES TO PROMOTE THE ENFORCEMENT OF THE GUIDELINES.

THE ITF IS ALSO ENCOURAGING MARITIME PROFESSIONALS, IN PARTICULAR THOSE WHO TRAVEL TO PORTS IN LATIN AMERICA, TO VIEW THE ICS [GUIDANCE](#) ON DRUG SMUGGLING PREVENTION MEASURES.

MM&P IS ONE OF THE 670 TRANSPORT UNIONS IN 147 COUNTRIES THAT BELONG TO THE ITF.

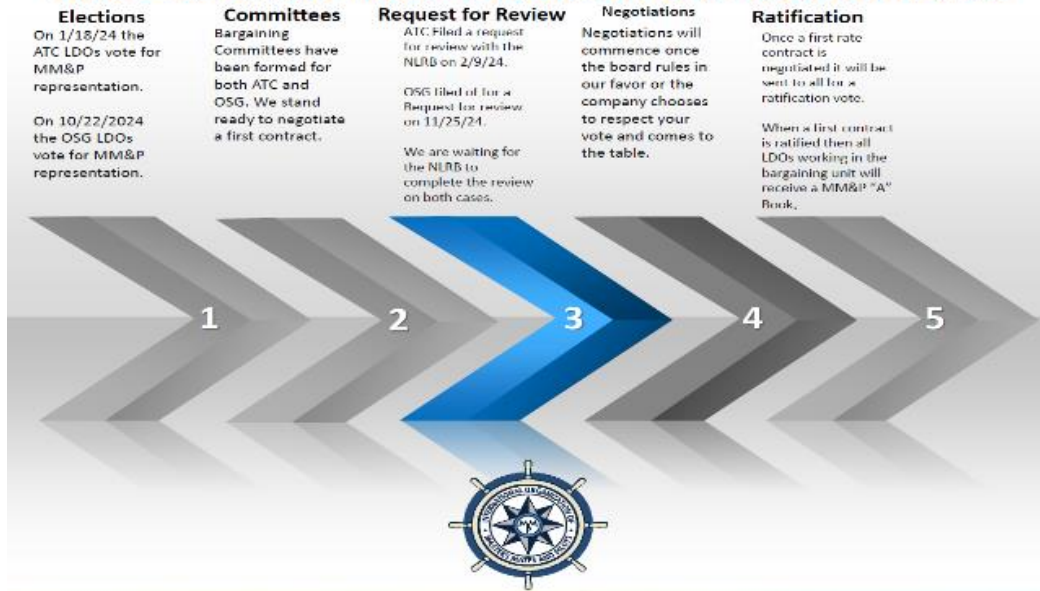


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## OSG and ATC First Contract **PROGRESS BAR**



**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

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

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