



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

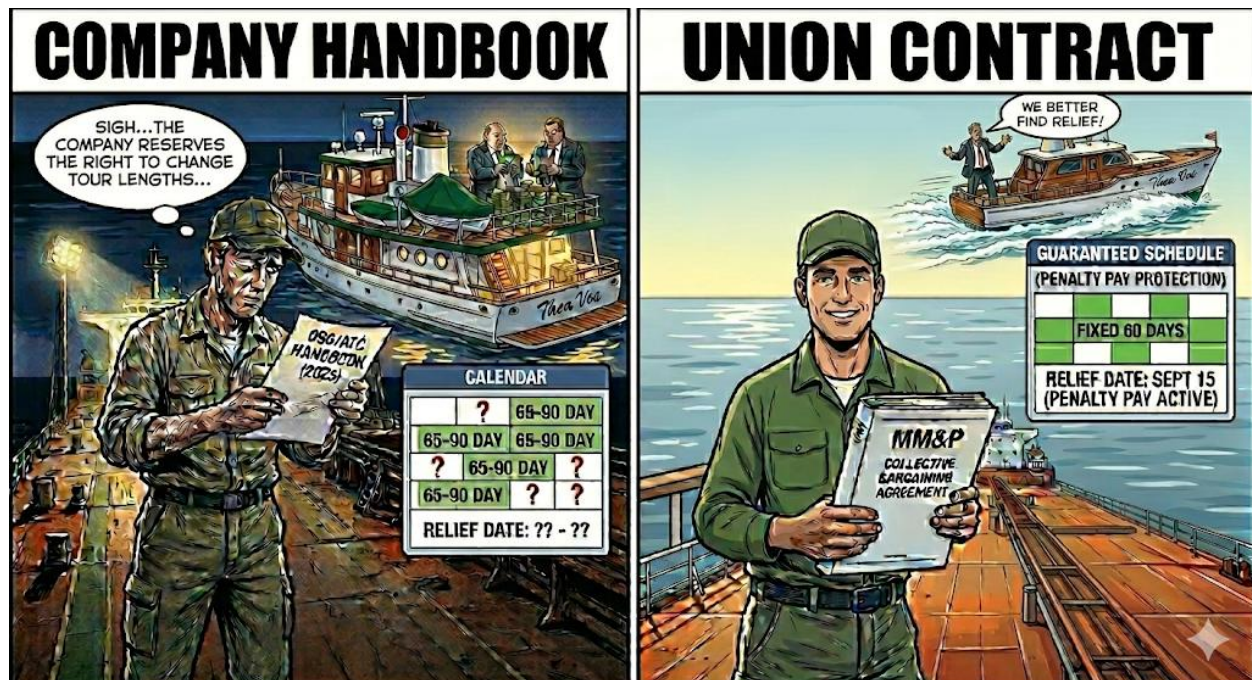
OSG FLEET & ATC FLEET NEWSLETTER 148TH EDITION

FEBRUARY 27, 2026

Union Contract vs. Company Handbook

A union contract is a legally binding document with enforceable rights that LDOs negotiate collectively with your employer every few years. A company handbook is a management-created list of privileges that may be modified at their discretion. **Understanding this difference is important to both knowing why Saltchuk resists bargaining and what we stand to win.** On the chart below are just a few examples of how a company handbook can change with a strong contract campaign.

In addition to this comparison, you will see there's a link and QR code to tell your own personal story based on working with only a company handbook and not a contract. Please additionally look further below for the latest news, updates, and a link to join the all-LDO Whatsapp group to stay in stronger communication.





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Union Contract vs. Company Handbook

Issue	Summary Company Policy	Strong Union Contract
Decision Making	<p>"The contents of this document may be changed at any time at the sole discretion of the Company."</p> <p><i>Management holds all the power to modify or revoke any privileges in the handbook.</i></p>	<p>"Except by mutual written consent of both parties this contract may not be modified."</p> <p><i>Under almost any circumstance, the only way to modify a contract is if both parties agree to meet.</i></p>
Job Security	<p>"Officers are employees at will... the Company may terminate employment with or without cause."</p> <p><i>You can be fired for virtually anything at any time in accordance with US law.</i></p>	<p>"No one shall be discharged or disciplined except for Just Cause."</p> <p><i>The company must prove a fair, documented, and legitimate reason or discipline will be null and void.</i></p>



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<p>Dispute Resolution</p>	<p>"The decision of the [Internal] Grievance Committee shall be final and binding."</p> <p><i>A kangaroo court of management deciding your disputes with management.</i></p>	<p>"Unresolved grievances shall be submitted to final and binding Independent Arbitration."</p> <p><i>A process to resolve disputes, whether contract infringements or unjust discipline, that will ultimately be decided by an independent professional chosen by both parties.</i></p>
<p>Travel/Subsistence</p>	<p>"Travel and subsistence rates may be modified at the sole discretion of the Company."</p> <p><i>Self explanatory.</i></p>	<p>"Travel and subsistence rates are fixed for the duration of this Agreement."</p> <p><i>A legally-protected guaranteed benefit.</i></p>
<p>Overtime</p>	<p>"Officers may be required to work extra hours as dictated by vessel needs."</p> <p><i>Can lead to unpaid or underpaid labor.</i></p>	<p>"Work performed in excess of [X] hours per day shall be paid at the Overtime Rate."</p> <p><i>Legally-protected guaranteed pay.</i></p>



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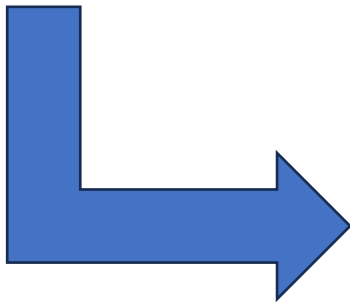
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The Power of Storytelling: Make your voice heard!

One of our most powerful tools are the personal stories of your experience as an LDO. When we tell our personal stories, we transform abstract “discretionary policies” into the real-world reality of scrubbing tanks, out-of-pocket costs, and the stress of uncertain relief dates. Sharing these moments forces the company to see us as the professionals who keep their fleet moving, rather than just lines on a ledger. Your story is the evidence we need to build a case for a contract that respects our time and our worth.

Make your voice heard and help us build a stronger campaign by sharing your experience in our survey here: <https://www.surveymonkey.com/r/9MMV96C> or scan QR code below:





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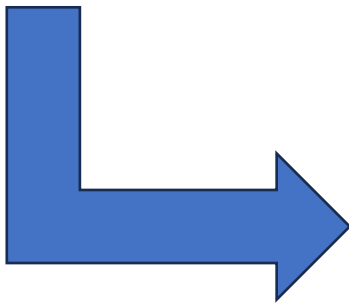
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Safety Survey

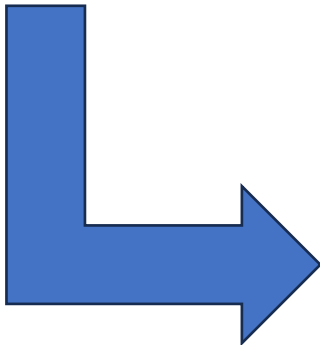
Please participate in this new safety survey. We are actively collecting data, consulting with health and safety officials, and will begin advocating for what we need in our contract.

Scan QR Code or Click this [link](#).



Join Our New MM&P WhatsApp Chat!

All LDO's Welcome to Join





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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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PLEASE [CLICK THIS LINK](#) TO SIGN ELECTRONICALLY.

1,078 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

VW WORKERS IN TENNESSEE CELEBRATE FIRST UNION CONTRACT

After two years of organizing and threatening to strike, Volkswagen workers in Chattanooga have won their first contract, making VW the first foreign-owned auto plant in a southern US state to unionize.

Under the terms of the contract, employees at the Chattanooga plant will get a 20 percent pay raise over four years, lower health care costs, job security guarantees and an enforceable grievance procedure.

Ninety-six percent of workers at the plant voted in favor of the new contract.

“This isn’t just a win for Chattanooga autoworkers,” said Tennessee AFL-CIO Labor Council President Billy Dycus.

“It’s a win for our entire state because these workers have proven that when we band together, Southern workers have the power to win the wages, affordable healthcare, job security and respect we all deserve.”

“This victory shows what happens when workers stand up and refuse to be ignored,” said Yogi Peoples, a member of the UAW bargaining committee.



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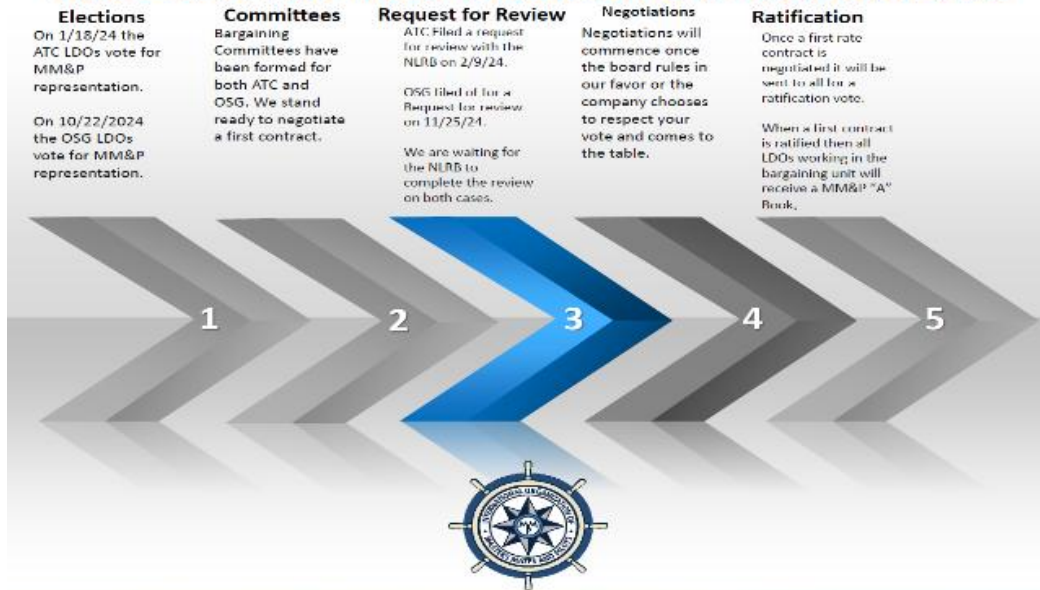
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“We didn’t just win better wages and raise standards at our plant, we forced respect onto the table and got it all in writing.”

“Our victory here at Volkswagen should send a message to workers everywhere: don’t let management divide you.

“When workers fight together—united and unafraid—we can beat the odds and win.”

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?

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

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