



# MM&P Notice to Members

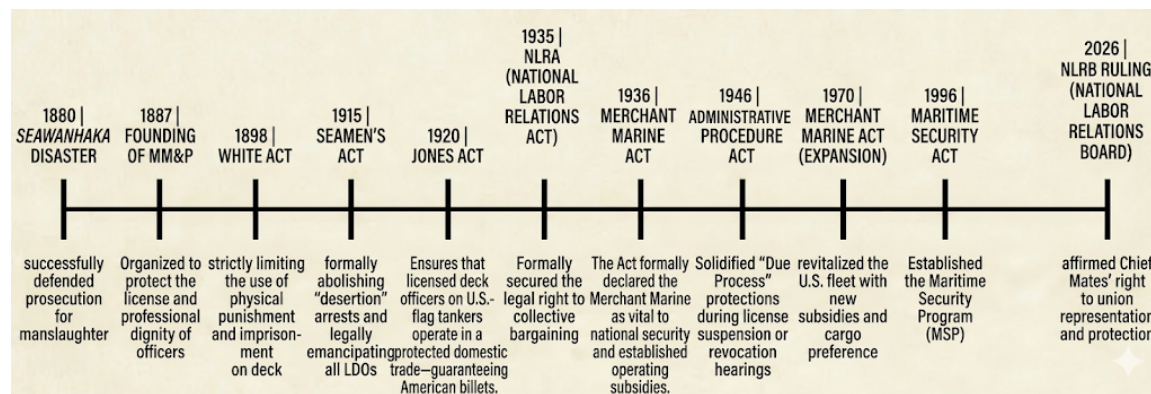
Email: [mmpinfo@bridgedeck.org](mailto:mmpinfo@bridgedeck.org)

410-582-7046

## OSG FLEET & ATC FLEET NEWSLETTER 155<sup>TH</sup> EDITION

APRIL 17, 2026

### 140 Years of Progress Will Not be Undone by Saltchuk Executives



American Seaman entered the 20<sup>th</sup> century under a code of laws that regarded them as expendable wards of the federal government. They were subject to a code of discipline that was unthinkable in other workplaces, including arrest for unexcused absences and corporal punishment. Masters and Mates could be criminally prosecuted for non-malicious mistakes—which in some cases is still true!

Fresh from authoring Plessy v. Ferguson, the US Supreme Court affirmed in 1897 that Seaman had no 13<sup>th</sup> Amendment rights. This all followed centuries where seaman in England and beyond were regarded by law as a classification of workers that deserve less rights than other workers.

#### **MM&P roots: Deck Officers Watching Out for Deck Officers**

MM&P found its roots as a small community of Licensed Deck officers operating tugs, ferries, and coastal vessels in New York Harbor. One of the LDOs was scapegoated for an accident on board his vessel caused by one of the first primitive steam boilers catching fire. Subsequently, that LDO stayed in the fire laden wheelhouse and grounded the vessel in Hells Gate to save the



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many passengers on board. He was then thrown in prison and died of his injuries while being prosecuted for manslaughter.

The outrage for those who knew what it was to stand a watch and ply the dangerous waters of New York Harbor and Hells Gate was immediate. The LDOs working the harbor met with each other in solidarity and rallied around their shipmate. Posthumously, Captain Charles Smith was cleared of all charges. Seven years later Masters, Mates, and Pilots started as a strictly fraternal organization much like you are right now. MM&P wasn't built by one founder, it was built by working deck officers standing up for each other.

There were no contracts yet. There were conversations. There was consensus on what wages and living conditions on board should look like. For the last 140 years Masters, Mates and Pilots has promoted legislation to safeguard the professional status of ship's officers and advance the well-being of the U.S. Merchant Marine. Today, we have the opportunity to carry on this legacy and yield the power to create a brighter future.

## **Corporate Playbooks Continue**

Private companies have never abandoned strategies to weaken or resist unions. They spend a lot of money on lawyers to deploy numerous, well-documented strategies. Some of these include: (1) delay the process for demoralization; (2) "third party" the union to make it appear as an outside organization; and (3) spread fear, uncertainty, and doubt so employees feel the company they know is safer than the unknown.

## **LDOs Seat at the Table**

Saltchuk's stalling and foreseeable deployment of other strategies will not undo 140 years of LDOs fighting for their rightful seat at the table. ATC and OSG LDOs have already won at every level of the NLRB. Now, we stay the course and force Saltchuk to recognize the difference between an 'asset' to be used and a 'professional with a contract.'



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## ATC/OSG MM&P ACTION ITEMS

### Sign and Circulate



LDOs wrote a letter in response to the latest refusal to bargain. Your coworkers are asking you to sign on.

<https://rebrand.ly/ATCOSGLETTER>



### Stay Connected



Join the Whatsapp, report back about staffing changes, circulate the newsletter, and set up MM&P rep visits.

<https://rebrand.ly/ATCOSHWHATSAPP>



### Defend the Jones Act



Write congressmen, spread word to the fleet and back in our communities about the 60-day waiver.

<https://rebrand.ly/ATCOSGJones>



### Next All-LDO Call



May 13, 12PM EST  
Via Teams  
Register:  
[Surveymonkey.com/R/ATCOSG](https://www.surveymonkey.com/r/ATCOSG)

<https://rebrand.ly/ATCOSGCALL>



1. Letter to demand bargaining: <https://rebrand.ly/ATCOSGLETTER>
2. Join LDO WhatsApp to stay informed: <https://rebrand.ly/ATCOSHWHATSAPP>
3. Write congress about the 60-day Jones Act Waiver: <https://rebrand.ly/ATCOSGJones>
4. Register for next all-LDO call May 13: <https://www.surveymonkey.com/r/atcosg>



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ATC/OSG Masters, Mates & Pilots 

# ACTION ALERT

**THE TRUMP ADMINISTRATION JUST ISSUED A 60-DAY BLANKET JONES ACT WAIVER. THEY SAY IT WILL LOWER GAS PRICES. THE EXPERTS SAY OTHERWISE.**



Write Your Congressperson

Go to [bit.ly/JonesActMMP](https://bit.ly/JonesActMMP) or Scan QR:



Displaces American workers and threatens domestic supply chain.

**DISPLACES AMERICANS & NATIONAL SECURITY**



Experts show <\$0.01/gallon impact.

**MAX SAVINGS:  
LESS THAN A PENNY**



Foreign vessels charging near DOUBLE current rates.

**FOREIGN GREED:  
RATES DOUBLED**

March 2026

[Bridgedeck.org](http://Bridgedeck.org)



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## IN THE NEWS

### MARINER TRAINING AND RETENTION ARE FOCUS OF MITAGS CONFERENCE

Maritime educators met with professional mariners, vessel operators and union and government officials at MITAGS from March 30 to April 1 to explore strategies aimed at growing the maritime workforce to meet the country's needs.

The conference, Mariners for America, brought together a diverse group of industry professionals to participate in expert-led sessions and discussions, hands-on training and networking opportunities.

There were 39 speakers and panel leaders. They included:

- MSC Commander Rear Adm. Benjamin Nicholson;
- Shashi N. Kumar, associate administrator for workforce development at MARAD;
- Allen Scott, training and credentialing manager at Washington State Ferries; and
- Michele Barutha, apprenticeship program manager at MITAGS.

Improving mariners' work-life balance is essential to efforts to retain maritime workers and attract new professionals to the field, said MM&P President Don Josberger in his welcome remarks.

"Everyone here today recognizes that The Ships for America Act in Congress and the administration's Maritime Action Plan provide a once-in-a-generation opportunity to invest in and modernize our maritime industry," Josberger said.

"Our industry is entering a period of historic growth.

"At the center of the effort to reconstitute the industry is the need to attract and retain a strong, sustainable American mariner workforce."



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Among the conference speakers was Professor Maria Carrera Arce of The World Maritime University in Malmö, Sweden, who discussed the results of the recent WMU survey on work and rest hours and shore leave.

Dr. Carrera is a researcher and psychologist specializing in maritime human factors, mental health, and psychological well-being, whose research focuses on understanding how organizations, safety systems, and operational pressures affect seafarers' health, safety, and career sustainability.

During the session she chaired, In Search of a Sea-Life Balance in an Adverse Environment, she highlighted the occupational pressures driving stress, reduced well-being, and high turnover—particularly among US mariners—and discussed why addressing these challenges is critical to the future sustainability of the maritime workforce.

One finding of the study is that American seafarers report work weeks averaging 79 hours, an exhausting schedule that led many respondents to say they plan to leave the profession in five years' time or less.

“Work-life imbalance is a tremendous deterrent to attracting US mariners,” she said.

“Without serious, immediate consideration for seafarers' welfare, the shipping industry as a whole, and the US maritime sector in particular, may face a recruitment crisis and the loss of vital operational know-how.”

“It's evident that a major change is required if the industry is to not only retain experienced seafarers but also to recruit the next generation,” Josberger said.

“Fatigue, stress, and work-life imbalance are not just quality-of-life issues—they are safety issues.

“Addressing them is essential to protecting mariners, vessels, and the integrity of the American maritime industry.”



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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](mailto:comptroller@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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PLEASE [CLICK THIS LINK](#) TO SIGN ELECTRONICALLY.

**1,082 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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## OSG and ATC First Contract PROGRESS BAR



**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/>