



# MM&P Notice to Members

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

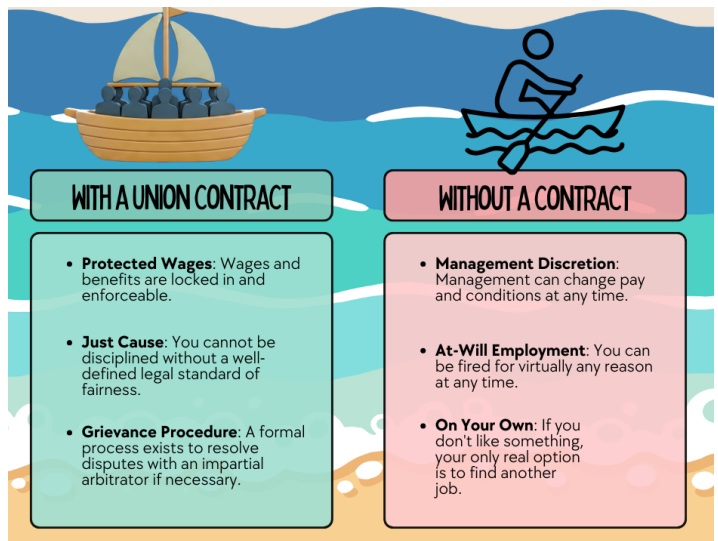
410-582-7046

## OSG FLEET & ATC FLEET NEWSLETTER 156<sup>TH</sup> EDITION

APRIL 24, 2026

### Basic LDO Contract Campaign Guideline

Winning a union election is just the beginning. The real transformation occurs when that victory is codified into a legally enforceable contract. Delaying a first contract is a well-known employer tactic to take away the momentum from the initial union vote. Below we briefly describe the basic timeline, potential subjects of bargaining, and the roles and responsibilities of LDOs throughout the process.



#### **Stage I: Member Input**

Before the first bargaining session, the MM&P bargaining committee of LDOs will gather data through surveys, one-on-one conversations, and meetings. This ensures the proposals reflect what members are willing to fight for.

#### **Stage II: Proposals**

The Bargaining Committee turns member priorities into formal contract language to present to the employer.

#### **Stage III: The Bargaining Table**

This is the process of exchanging proposals. As management agrees or objects, the committee adjusts language based on ongoing feedback from the membership.



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## Stage IV: Ratification

Once the committee reaches a Tentative Agreement with the company, the process returns to the members. Because MM&P is democratic, a contract only goes into effect if a majority of the members vote to ratify it. If the members vote "No," the committee returns to the table with a clear mandate to get a better deal. If they vote "Yes," the contract becomes a legally binding document that management must follow.

## Subjects of Bargaining

Bargaining topics can vary depending on the priorities of the bargaining unit and committee. Proposal topics can include:

- 1) Economics: Wages, bonuses, healthcare premiums and benefits, retirement benefits for future retirees, and paid time off.
- 2) Working Conditions: hours of work, meal hours, overtime/penalty time provisions, safety gear, rest hours, Leaves of absence, handling hazardous chemicals, tank entry.
- 3) Workplace Rights: "Just Cause" protections and formal grievance/arbitration procedures.

## Roles and Responsibilities

For bargaining to succeed, there must be a clear division of labor between the LDOs at the bargaining table and LDOs in the workplace.

- The Bargaining Committee: Researches the employer, drafts proposals, and negotiates with management. Their role is to translate the membership's will into binding contract language.
- The Contract Action Team: Their role is to create the power the bargaining committee needs to win proposals. This includes getting information back to the members and getting members to take collective action.
- The Membership: The most important role. Members stay educated, participate in surveys, and demonstrate the group determination that brings management to the realization that reaching an agreement with their LDOs is their best way forward.



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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

### LAPSE IN GOVERNMENT FUNDING IS INTERFERING WITH CRITICAL MARITIME OPERATIONS

MM&P and MIRAID are part of a coalition of stakeholders who are warning that operations critical to the industry are being compromised by the Congressional stalemate over funding the Department of Homeland Security.

The funding lapse began over two months ago as a result of a dispute over immigration policy.

The maritime coalition last week sent an urgent appeal to Coast Guard Commandant Kevin Lunday calling for certain agency functions to be designated as “essential” so their operations can resume.

In the letter, the coalition warned that reduced operations are already having “immediate, serious, and compounding” effects on maritime safety, commerce, and national security.

The coalition is urging the Coast Guard to fully restore staffing for Vessel Traffic Services (VTS), merchant mariner credentialing and vessel documentation.

“The Merchant Marine is critical to national defense but depends on a functioning credentialing system to maintain readiness for both commercial and defense needs,” the coalition wrote.

“Since mariners must hold valid credentials to serve aboard US-flag vessels, any lapse or delay effectively sidelines qualified personnel.”

Vessel Traffic Services, which oversee ship movements in some of the nation’s busiest waterways, are also under dangerous pressure.

“Without active monitoring, the risk of collisions, groundings, and environmental incidents increases significantly, particularly in constrained channels where large vessels have limited maneuverability,” industry leaders warn.



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The situation is also serious at the National Vessel Documentation Center, where reduced staffing has brought the issuance of vessel registrations, ownership transfers and mortgage recordings to a standstill.

“The backlog is creating uncertainty not only for vessel operators but also for financial institutions involved in maritime lending,” the coalition warns.

Maritime unions and employers argue that during government shutdowns, maritime safety must have the same priority as aviation safety.

They are calling on the Coast Guard to designate credentialing and documentation as critical to national security and commerce, and VTS operations as essential to the protection of life and property.



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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.

**1,083 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/>