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Fall 2022



The Master, Mate & Pilot

Official Voice of the International
Organization of Masters, Mates & Pilots



MM&P's 89th Convention

Pasha Takes Delivery of MV George III

Pro-Union Support Highest in Six Decades

**MM&P Crewed Tanker Supports Navy Fuel Needs
During RIMPAC 2022**

The Master, Mate & Pilot

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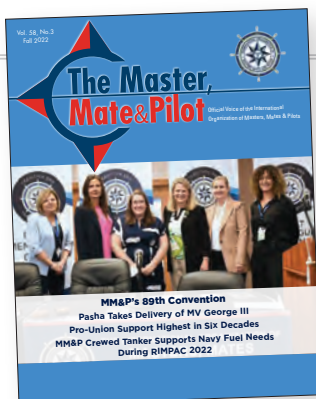
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AFL-CIO President Liz Shuler (center) with members of the MM&P Women's Caucus Committee: Randi Ciszewski, Paulina Czernek, Catie Gianelloni, Jen Stair and Miriam Anthony.

— PHOTO: DONNA MCCORMICK

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FROM THE PRESIDENT

MM&P's 89th Convention Caps Off an Eventful Summer

Union Sisters & Brothers:

The summer has passed quickly and eventfully for those of us working on behalf of the membership of Masters, Mates & Pilots. In the last issue of this magazine, MM&P's participation in the 2022 AFL-CIO Convention in Philadelphia was illustrated with photographs. It was a historic event with the election of Liz Shuler, the first female president of the Federation and Fred Redmond, its first Black Secretary-Treasurer.

The AFL-CIO Convention was a historic event for MM&P as well. It marked the first time since 1970 that MM&P participated as a fully autonomous affiliate of the AFL-CIO. Thanks to our re-issued AFL-CIO Charter, not only do we now have protection from jurisdictional raiding, we also have an independent voice to advocate for our membership within the Federation.

It was with great pride that Secretary-Treasurer Don Josberger, Vice President Lars Turner, Federal Employees Representative Randi Ciszewski and I took our seats as delegates. Key themes in Philadelphia were organizing, diversity, equity and inclusion, engaging youth, protecting reproductive rights, adapting to technological change and the importance of this fall's national elections.

President Biden spoke passionately about his commitment to labor, as did Secretary of Labor Marty Walsh, Georgia Gubernatorial candidate Stacey Abrams and a host of other outstanding speakers. A moving memorial service was held in honor of Richard Trumka, and in conjunction with the rest of the delegates from maritime labor, MM&P expressed in no uncertain terms that attacks on the Jones Act are attacks on American workers. On the theme of technology, our MITAGS team set up a portable ship-handling simulator in the exhibit hall. It was fantastic and introduced many AFL-CIO union members and Convention guests to our world aboard ship! It was very well received!

Not long after the AFL-CIO Convention, MM&P conducted its own! The 89th Convention of our venerable union was held during the first three days of August 2022. It was MM&P's first live Convention in four years, as our previous Convention was a hybrid "zoom" event due to the COVID-19 pandemic. As it turned out, MM&P's 89th Convention, live at MITAGS in Linthicum Heights, will be a hard one to surpass!

As seen on the cover of this magazine, we were honored to be joined by Liz Shuler, fresh from her recent election as AFL-CIO president. We were doubly honored by the presence of Maritime

Administrator Admiral Ann Phillips. Both gave outstanding speeches. President Shuler, working her way up through the ranks in the overwhelmingly male union environment of the International Brotherhood of Electrical Workers (IBEW) had no problem bonding with the members of MM&P's Women's Caucus Committee! For her part, Admiral Phillips



gave a powerful description of her own career in the Navy and the responsibility and loneliness of command. Next, her predecessor as Maritime Administrator, Admiral Mark "Buz" Buzby, addressed the Convention. Admiral Buzby spoke of the challenges of marine technology and the outlook for mariners, good and bad, regarding automation and the potential for "autonomous" vessels.

Receiving AFL-CIO President Shuler at our Convention was an honor for our organization and one of the highlights of my experience as a representative of MM&P. Ken Riley, our good friend from the International Longshoremen's Association, was also present. He expressed warm fraternal greetings and solidarity.

Leaders from our Latin American affiliates were also present. From the Unión de Capitanes y Oficiales de Cubierta (UCOC) of the Panama Canal, Captains Daniel Camazón, Ivan de la Guardia and Rogelio Marquín brought us up to speed on the unsafe and unresolved issues plaguing the Canal. From Orden Marítima of Mexico, Captain Francisco Montes Panayeta gave us an excellent report about Orden's successful organizing campaigns.

The international contingent also brought representatives from Nautilus Federation affiliates. These included, among others, Nautilus International's Secretary-General, Mark Dickinson, who gave a brilliant and entertaining update on global shipping and the work of his union, which represents deck, engineering, and electronic officers aboard British, Dutch and Swiss flag vessels.

I am gratified to say that the Convention Reports presented by our elected Vice Presidents included some of the very finest and best-thought-out analyses that I have heard at any union convention.

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President's Message continued

With regards to the Offshore Division, the three Vice Presidents spoke from their hearts about the areas in which they met with particular success. Lars Turner described the numerous high-level contract successes that he and the rank-and-file negotiating committees have achieved over the past two years with Matson, Pasha and APL. Tom Larkin recounted his relentless efforts to address the work load, crewing level and hours of work issues that negatively impact the safety and well-being of our membership. Jeremy Hope expressed his abiding commitment and work to facilitate social equity through his participation as a member of the MM&P Mental Health Committee, the Women's Caucus Committee as well as his great initiative to recognize the heroic efforts of Captain Hugh Mulzac, the first Black U.S. Coast Guard licensed merchant ship captain in the modern era. In fact, thanks to Jeremy's efforts, International Publishers, the publisher of Captain Mulzac's great book "A Star to Steer By," was also present to celebrate the re-publication of the book.

Our Inland, Federal and Pilots Vice Presidents were equally impressive. Two important changes of the guard also took place. Captain Dan Twohig was seated as Vice President, United Inland Group-Pacific Maritime Region, replacing Captain Tim Saffle.

Long-time Military Sealift Command master Captain Dave Gommo has replaced Captain Randall Rockwood. Both Vice Presidents were appointed by the General Executive Board and the actions ratified by the Convention. They were appointed to hold office until the next MM&P election in 2024.

The outstanding contributions of Captains Tim Saffle and Randall Rockwood were acknowledged, as were those of Alaska representative Shannon Adamson. Tim Saffle and Shannon Adamson have given far more than their full measure in support of our members, respectively at Washington State Ferries and the Alaska Marine Highway System. Captain Rockwood, as the first Vice President of our Federal Employees Membership Group, set the highest standard as an active MSC Master, taking on Vice President duties in support of our federal Civil Service members. His collaboration with our peerless Federal Employees Representative Randi Ciszewski has resulted in the very best representation for MM&P members.

Retired Executive Director of MITAGS Glen Paine was also recognized for achievements in building a first-class team at MITAGS East and West and transforming MITAGS into our flagship. There was discussion of the fact that MITAGS



Participants in the 89th MM&P Convention: (*Front row, left to right*) Tom Larkin, Michael Clifford, Miriam Anthony, Sly Hunter, Andrew Miller, Charles Hendricks; (*second row*) Ivan de la Guardia, Francisco Javier Montes Panayeta, Eduardo Iglesias, Kenneth Ryan, Don Josberger, Don Marcus, Naldo Garcia, Lars Turner, Tom Bell; (*third row*) Kristi Taylor, Frank Lamiquiz, Dan Sullivan, Tim Ferrie, Dave Gommo, Daniel Camazón, John Traut, Justin Peterson, Paul Schulman, George Darley, Kenneth Carlson Jr.; (*fourth row*) Jeremy Hope, Kellen Murphy, John Etheridge, Coleman Rosenberg, Harlow Wood, Glen Hogarth, Benjamin Berke, Daniel Twohig, Nick Sorber, Noah W. Landau, James R. Olsen, Jeffrey W. Reeve; (*fifth row*) Mike Riordan, Bridget Nagle, Raymond Hennessey, Paulina Czernek, Thomas J. Smith, Mike Murray, Shannon Adamson, James Hill, Randy Swindell, Morgan Densley and Robert C. Beauregard.

experienced serious financial setbacks due to the reduction of operations caused by the COVID-19 pandemic. However, by most recent accounts, the school is back on the upswing. Glen's successor, Eric Friend, has the job well in hand and his team is optimistic that, absent additional lock-downs, the economic fallout from the COVID storm will be weathered.

Our Pilot Membership Group Vice President George Quick, one of the world's leading experts on pilotage law and international maritime regulation, gave a spellbinding extemporaneous speech. A true sage, Captain Quick presented virtually the perfect primer about the current situation at the International Maritime Organization in London regarding the regulatory developments that matter most to mariners. We hope to publish his report in an upcoming issue of this magazine.

Secretary-Treasurer Don Josberger gave a compelling report of his comprehensive efforts to streamline operations at MM&P HQ and in the halls and saluted the efforts of our accounting, membership and IT departments, which have been through considerable change over the last few years. MM&P Offshore members will also be aware that a resolution submitted by a rank-and-file member to the Convention Delegates to increase Offshore quarterly membership dues was approved unanimously by the Delegates and is now out for ratification. We urge Offshore members to support this measure. The additional funds will be used to enhance service to Offshore members.

As will be seen in this issue, a key focus of our 89th Convention was MM&P's efforts to promote a safe workplace free from sexual harassment, bullying or unlawful discrimination. Several presentations were made by the Women's Caucus Committee (WCC), and this is a theme that has been carried to all MM&P vessels. We salute the dedicated efforts of our WCC members, who include many rank-and-file members as well as MM&P's female representatives: Shannon Adamson (United Inland Group), Randi Ciszewski (Federal Employees Membership Group), Paulina Czernek (Atlantic Maritime Group), WCC Chair Melany Skippen (Offshore Membership Group) and Kristi Taylor (Pilots Membership Group). Contracts Coordinator Jennifer Stair and MITAGS Faculty Member Catie Gianelloni are also key members of this outstanding group of advocates.

More on the Convention can be gleaned from this edition of our magazine. From our honored pensioners including Steve Werse, Rich May, Paul Nielsen and Jim Hopkins, to our international guests and including the full range of our membership from Alaska to Maine to Honolulu to Puerto Rico, we covered many bases, and demonstrated the enduring commitment MM&P makes to our members and our profession.

Activity at MM&P did not slow down with the conclusion of our Convention. Negotiations are well underway with Seacor, excellent contract terms were sent out for ratification with Matson-

Alaska, Alaska Marine Highways, Washington State Ferries and Chesapeake Crewing. As we go to press, critical Inland sector contracts at Grand River Navigation and Reinauer Transportation remain at issue. Upgrading terms of employment with Grand River Navigation and Reinauer are of the highest priority to MM&P. Our Area Vice Presidents, Regional Representatives and support staff at headquarters and elsewhere are fully engaged in these efforts.

In fact, while Great Lakes & Gulf Vice President Tom Bell made the rounds with our Columbia River Regional Representative Nick Sorber to meet with Grand River Navigation members on the Great Lakes surrounding Northern Michigan, California representative Sly Hunter and I met with Grand River members working out of Ohio and Southern Michigan. This was a tremendous experience. All of us came away with great respect for the hard work and arduous conditions that our members take in stride on the Lakes. We urge our members at Grand River Navigation and Reinauer Transportation to work with their elected representatives, Tom Bell on the Lakes and Mike Riordan and Keith Poissant in NY/NJ, to stand together until these contracts are successfully renewed.

Another memorable event for MM&P took place this summer. After roughly six years of drama, occasional trauma and much hard work, it was a thrill for me to pay a visit to Long Beach Harbor on September 1, 2022, to join Vice President Lars Turner to celebrate the christening and meet with our members aboard Pasha's new 774-foot, LNG-powered, 2500 TEU container vessel *M/V George III*. This was a truly special moment and testament to the meticulous work of Lars Turner, our dedicated and courageous rank-and-file negotiating committee and our unsurpassed MM&P legal team of Gab Terrasa, Jennifer Stair and outside counsel Lisa Demidovich. Former Pacific Ports Agent, now Gulf-VP, Jeremy Hope, who was front and center at the start of this multi-year campaign was joined by current Pacific Ports Agent Melany Skippen at a similar event in Oakland the day before. For all of us involved, to see this ship operating with our members aboard is truly satisfying. Our only regret is that Captain Ron Radicali, who was instrumental in this success, was not able to take his place as Master.

In all, the summer has been intense for our members aboard their vessels, for our members participating in negotiating committees and for MM&P leadership. Our ship is in order, all are pulling their weight and we are making way.

In Solidarity,

Don Marcus
International President

NEWS BRIEFS

Pasha Takes Delivery of *MV George III*

Pasha Hawaii has taken delivery of *MV George III*, a 774-foot-long LNG-fueled containership with a carrying capacity of 2,525 TEUs. It will serve the Hawaii–Mainland trade along with a sister ship, *Janet Marie*, now under construction at Keppel AmFels in Brownsville.

The vessels are named in honor of George Pasha III and Janet Marie, the parents of The Pasha Group President and CEO George Pasha IV.

“I’m very happy that MM&P is on these ships,” said MM&P Pacific Ports Vice President J. Lars Turner. “Union members took on some Herculean efforts to make it happen, and we were successful.”

“This is a testament to our union, to our members, to our leadership and to our legal team,” he said.

The company and the union negotiated that the *George III* will have one additional third mate billet during the ramp-up of U.S. West Coast service.

Both of the new ships will be crewed by MM&P LDOs, MEBA engineers and unlicensed personnel who belong to the SIU.

MV George III was christened in Long Beach on Sept. 1. A separate ceremony was held in Oakland.



MM&P officers aboard the *MV George III* for her maiden voyage from Brownsville to Long Beach via the Panama Canal. (Left to right) Second Mate Tom Bacalja, Chief Mate Greg Ferris, Third Mate Stanley Williams and Captain Doug Fisher.



At the christening in Oakland: Captain Tom McCarthy, Agent-Pacific Ports Melany Skippen, Chief Mate Eric Veloni, Chief Mate Greg Ferris and Gulf Ports Vice President Jeremy Hope.



MM&P Pacific Ports Vice President Lars Turner, Pasha Hawaii Senior Vice President Fleet Operations Edward Washburn, Captain Tom McCarthy, Chief Mate Eric Veloni and MM&P President Don Marcus on the dock after the vessel was christened in Long Beach. Another ceremony was held in Oakland.



Third Mate Kesse Nyantaky Kesse on the bridge after the christening, which took place in Long Beach on Sept. 1.

MM&P Alaska Representative Shannon Adamson Steps Down

Shannon Adamson, the union's Alaska political consultant, co-regional representative and a founding member of the MM&P Women's Caucus Committee, has resigned her position to spend more time with family.

"With the recent successful negotiation of a contract with the state of Alaska, and after much deliberation, I have concluded that it is time for me to move on," she wrote in a letter to MM&P President Don Marcus. "I believe this is the best decision for myself and my family."

A longtime Alaska Marine Highway System licensed deck officer, Adamson stepped into her current role almost eight years ago and since then has been central to the work done on behalf of MM&P members—and the broader labor community—in the state of Alaska.

In her letter, she thanked the union for giving her the opportunity to represent the MM&P members who work at the AMHS, and to advocate for maritime labor in meetings with government committees, official bodies and the press.

"In the almost eight years I have spent working with you all, I have learned MM&P to be an institute of honor, caring and of the highest moral character," Adamson wrote.

"I wish you the very best in the future and know you will continue to provide excellent service to all our members."

MM&P President Don Marcus expressed the gratitude of the entire union in recognizing her contributions to the membership in Alaska and to MM&P as a whole.

"Shannon's intelligence, energy and spirit moved mountains on behalf of the members she represents," he said.

"Thank you, Shannon, for your outstanding service to your sisters and brothers at MM&P. You will be greatly missed."



At the MM&P Convention, Adamson received a standing ovation and an award for outstanding service. (Left to right) MM&P Secretary-Treasurer Don Josberger, President Don Marcus, Alaska Co-Regional Representative Mike Murray, Adamson, her father Brad Meyer, and United Inland Group-Pacific Maritime Region Vice President Dan Twohig.



Shannon and Chris Oen aboard the *Aurora*.

July 4 in Juneau, Shannon and husband Nic Adamson aboard the union float. "Thank you, Shannon, for your outstanding service to your union sisters and brothers," MM&P President Don Marcus said. "You will be greatly missed."



Shannon with (left to right) Brody McNeill, Jay Pearson, John Mayer, Scott Wright and Mike Murray on the bow of the *Tustumena*.



Aboard *MV Kennicott* with Frank Sands, Lucas Oswald, Michael Shep, David Turner, Bryant Lew, Patrick McGaughey, Emelia Sween and Kyle Estes.

Jet Skier Plucked From Water by Crew of *Maersk Tennessee*

The crew of *Maersk Tennessee* rescued a jet skier about 40 nautical miles from shore as the vessel was rounding the coast of Florida on its way to Houston on July 22.

"The AB on watch spotted a man in distress in the water," said Chief Mate Christopher Aiello. "The man overboard signal was sounded, all crew reported to their stations and maneuvering to rescue the man began."

"It turned out, after we got closer, the stranded man was on a jet ski. He had run out of gas while transiting the ocean at night and drifted far out to sea."

Aiello reported that the crew got him onboard via the port pilot ladder and slant combination, with the rescue boat on standby. Captain Ruffin Warren, Second Mate Ian Falkenberg and Third Mate Maxwell Ryder rounded out the complement of MM&P LDOs on board *Maersk Tennessee*.

"The incredible maneuvering of the vessel by the captain put us exactly where we needed to be to get the stranded man onto the pilot slant combination and then we were able to assist him up and onto the deck," Aiello said.

The rescued man told the crew he had been adrift for nearly five days before help arrived.



Participating in the rescue were MM&P members (left to right) Third Mate Maxwell Ryder, Captain Ruffin Warren, Chief Mate Christopher Aiello and Second Mate Ian Falkenberg.

Maersk Tennessee later rendezvoused at sea with the Coast Guard and transferred the man to the USCG vessel.

"What a job by the entire crew," Aiello said. "Everyone performed great!"

Coast Guard Recognizes *CMA CGM Herodote* for Rescue of Fishermen

The U.S. Coast Guard has honored the captain and crew of *CMA CGM Herodote* for saving three people off the coast of Japan in March 2022.

The crew of the *Herodote* saw smoke billowing in the sky about eight nautical miles away while the ship was underway on a voyage from Saipan to Japan on March 21. They diverted towards the fire and discovered a Japanese fishing vessel, the *Yuujin Maru 51*, engulfed in flames.

The fire had completely destroyed it, burning from the superstructure to the waterline. There was no sign of survivors and there was no name visible on what was left of the boat.

The crew of the *Herodote* began a search for survivors, put out a call to other merchant ships in the area and contacted the U.S. Coast Guard Command Center Honolulu and Japan's Coast Guard.

They eventually located three fishermen in the water. The three were later rescued by the crew of a Greek-flag tanker which had joined the effort.

The crew of the *Herodote* continued the search for seven hours, until they were relieved by Japan's Coast Guard.

Out of the fishing vessel's crew of eight, the three people that the crew of the U.S.-flag vessel located were the only survivors. For their actions, U.S. Coast Guard Sector Guam Captain Nick Simmons presented Captain Donald Moore and the crew with a Coast Guard Certificate of Merit.

"The *CMA CGM Herodote* crew are most heartily commended for exemplary preparedness, excellent communication and coordination skills, and meritorious public service to the maritime community," Simmons wrote in the letter of commendation. "The efforts of Captain Moore and his crew honor the nautical tradition of assisting fellow mariners," he added.

"Merchant mariners are an integral part of the global search and rescue enterprise, and especially in the vast Pacific, they are essential to saving lives."

NEWS BRIEFS

USNS Newport in Baltimore for Fleet Week

The expeditionary fast transport vessel *USNS Newport*, with MM&P licensed deck officers in the wheelhouse, was in Baltimore in September for Fleet Week.

Visitors to this year's event, which sponsors said was a huge success, toured ships, watched flyovers, and participated in other maritime-themed activities at multiple locations throughout the city.

The MM&P members aboard *USNS Newport*—Captain Victor Martino, Chief Mate Jesse Wilson, Second Officer William Hoppa, Third Officer Michael Breaux and Third Officer Lukas Pliksnys—welcomed scores of visitors, including several MM&P headquarters staffers excited to have the chance to tour the vessel.

USNS Newport is the newest of the Navy's current fleet of 15 EPFs. The Spearhead-class ships are shallow-draft aluminum catamarans manned by a crew of 26 Civil Service mariners. They have airline style seating for 312 embarked troops and fixed berthing for an additional 104. They can transport 600 short tons of military cargo 1,200 nautical miles at an average speed of 35 knots in Sea State 3. The Navy has two more EPFs in construction: Apalachicola (EPF 13) and Cody (EPF 14).

"I could not be prouder of our members assigned aboard *USNS Newport* and all our federal floating plants," said MM&P Government Fleet Representative Randi Ciszewski.

"They and their families make selfless daily sacrifices, unconditionally supporting our warfighters for six, nine or more months with limited liberty. They dedicate their lives to our country."



The licensed deck officers aboard expeditionary fast transport ship *USNS Newport* welcomed scores of visitors during Baltimore's Fleet Week. (Left to right) Third Officer Michael Breaux, Second Officer William Hoppa, Third Officer Lukas Pliksnys, Chief Mate Jesse Wilson and Captain Victor Martino.

MM&P Members Are on the Job in the Marine Oil Service Yard



Members of the Atlantic Maritime Group stand beside the *Lesley Byrd* in the Marine Oil Service yard under the AK Railroad Bridge. (Left to right) Captain Pat Cuffe, PIC Brian Larose, PIC Jose Gonzalez and Deckhand Nigel Jacobs. They deliver lubricants, grease, and military specification products to container ships, tankers and tugboats.

New Study Shows the Jones Act Provides Big Benefits to Puerto Rico

A study conducted by multinational professional services firm Ernst & Young has found that the Jones Act provides affordable and reliable shipping, along with substantial economic benefits, to residents of Puerto Rico. The Jones Act requires that goods transported between U.S. ports be shipped on vessels that are U.S.-built, owned, operated and crewed.

The Ernst & Young study was commissioned by the Transportation Institute, a Washington, D.C.-based non-profit working to strengthen and preserve the American maritime industry.

The researchers compared the Jones Act trade serving Puerto Rico to non-Jones-Act operations on comparable international routes in the Caribbean (such as Jamaica and the Dominican Republic). They looked at freight rates, container availability, port congestion, and carrier performance and compared variables for Jones Act and non-Jones-Act service to global averages. To capture data from the Covid-19 pandemic, which was characterized by significant freight movement volatility, they focused on the period between January 2019 and December 2021.

Shippers overwhelmingly reported that Jones Act carriers delivered better service, leading to both stability and security. In terms of economics, the researchers concluded that the Jones Act supports more than 2,000 jobs, \$96 million in wages, and \$221 million in annual gross economic output.

“Jones Act carriers are dedicated to Puerto Rico and help local businesses make goods more affordable and the supply chain more reliable compared to our global competitors,” said TI Chairman and President James L. Henry in announcing the study’s results. “While the entire global supply chain was disrupted during the pandemic, our Jones Act carriers proved to be 27 times more affordable and eight times more reliable than non-Jones Act carriers.”

Shippers overwhelmingly reported that Jones Act carriers delivered better service, leading to both stability and security.

The findings of the study were in many respects similar to those of a 2013 analysis conducted by the Government Accountability Office. That study also concluded that Jones Act carriers provide Puerto Rico with regularly scheduled and reliable container service, together with a host of other significant economic benefits.



MSC Captain David Gommo will lead the FEMG until the next regular election. “He will represent the interests of our brethren with professionalism and passion,” says MM&P Government Fleet Representative Randi Ciszewski.

David Gommo Is New Vice President of MM&P Federal Employees Group

The MM&P General Executive Board has appointed Military Sealift Command Captain David Gommo—a long-time advocate for MM&P Civil Service mariners—to lead the Federal Employees Membership Group until the next regular election, which will take place in 2024.

Randall Rockwood, an MSC captain who served for more than nine years as vice president, has retired.

“David Gommo is an excellent choice to lead the FEMG and will represent the interests of our brethren with professionalism and passion,” said MM&P Government Fleet Representative Randi Ciszewski.

“He has extensive experience aboard MSC afloat platforms and in management roles ashore, and has participated as a subject matter expert in negotiations for MM&P as well as Military Sealift Command.”

MM&P has eight collective bargaining agreements with federal employers. They govern working conditions and conditions of employment for CNO Harbor Pilots, CNIC Tug Captains, NUWC Tug Captains, MSC Masters and Mates, MSC Pursers, MSC Medical Officers, USACE Masters, Mates and Pilots, and NOAA Masters and Mates.

MM&P's Mexico Affiliate Inks First Contract With Boluda Tug

After years of organizing and a government mandated “do-over” election, the battle to represent tug workers in seven ports in Mexico has finally been won.

An overwhelming majority has voted to be represented by the MM&P affiliate Orden Mexicana de Profesionales Marítimos y Portuarios, Similares y Conexos (Orden Marítima).

Workers at Boluda first chose Orden Marítima to represent them in July 2021. But the company challenged the results, and the government ordered that a second election be held. In the second election, 82 percent of the tug workers in seven ports voted in favor of Orden Marítima. They ratified their first contract earlier this year.

Members of Orden Marítima now crew the tugs top to bottom: they work as captains, ordinary seamen, oilers and in other shipboard and shoreside roles. There are 260 people in the bargaining unit.

“Relations with management are now good,” says MM&P United Inland Group Representative Eduardo Iglesias, who visited members of Orden Marítima in July 2022 in the ports of Altamira and Tampico.

On the heels of this success, the union is expanding its organizing efforts throughout Mexico to other tug companies, fishing companies and ferries. It already represents about 70 workers at SAAM Towage, which is based in Chile and operates in Mexican ports alongside Boluda.



Members of MM&P's Mexico affiliate who work for Boluda in the Port of Tampico celebrate their first contract. They are joined by Orden Marítima Secretary of Labor & Conflicts Captain Antonio Fritz and MM&P UIG Representative Eduardo Iglesias.



Employees of SAAM Towage in the Port of Tampico celebrate 25 years of membership in Orden Marítima. The union represents about 70 SAAM employees who work alongside employees of Boluda at Mexico's major ports.

Pro-Union Support Highest in Six Decades

A Gallup poll released in September found that 71 percent of Americans approve of labor unions, the highest number since 1965. The results were announced in a period marked by numerous high-profile organizing campaigns, including some at giant corporations like Starbucks and Amazon.

Nearly half of nonunion workers say they would join a union in their workplace if they had the chance. Young workers are even more enthusiastic about unions.

Gallup asked targeted questions to union members and non-members in a separate poll. Forty percent of the union members said that their union membership was extremely important to them, rating it five on a five-point scale. Another 28 percent rated it at four out of five.

Most union members said the biggest benefit of membership was “better pay and benefits,” followed closely by “employee rights and representation.” Other factors that were cited included, in order, job security, better pension and retirement benefits, a better work environment and more fairness and equality at work.

NEWS BRIEFS (CONTINUED)

AMG Vice President Meets With Members at Staten Island Ferry



Atlantic Maritime Group Vice President Mike Riordan met recently with union members who work at Staten Island Ferry. Greg Moore (*left*) is the most senior member of the Staten Island Ferry team. In the group photo are new hires (*left to right*) Kyle Colesanti, Ed Moyano, Christian Parry, Will Joyce and Harold Mendoza.

Maritime Unions on Parade for Labor Day



MM&P members in Los Angeles were proud participants in the annual Labor Day Parade. They marched side-by-side with members of the Sailors' Union of the Pacific, the Marine Firemen's Union, the Seafarers International Union and other labor organizations.



Jerry Myregaard was among the MM&P members who marched in the Labor Day Parade in Los Angeles.

Pacific Ports Vice President Visits MITAGS-West

MM&P Pacific Ports Vice President Lars Turner met with MITAGS-West Facilities Manager Ray Church, Marine Safety Programs Manager Ben Sleister and MITAGS Director Eric Friend (*not pictured*) to discuss training opportunities at the school.

“It was great to meet with part of the MITAGS-West team and discuss the training needs of our members,” Turner said. “We had a good discussion about LNG training for LNG-powered ships and lithium-ion battery fires and how MITAGS is working to educate around these issues.”



(Left to right) MITAGS-West Facilities Manager Ray Church, Marine Safety Programs Manager Ben Sleister and MM&P Vice President-Pacific Ports Lars Turner.

Greetings From Our Members Aboard Maersk Kansas!



Maersk Kansas was inbound Norfolk when the MM&P licensed deck officers on board took a quick break from their busy schedules to snap this photo. (Left to right) Captain Jason Edwards, Chief Mate Mike Whitbread, Second Mate Mike Green and Third Mate Hal Stephenson.

New Addresses for Two MM&P Union Halls

The Miami/Port Everglades Hall and the Norfolk Hall have both moved.

The new address for the Miami/Port Everglades Hall is:
3081 East Commercial Blvd., Suite 100
Ft Lauderdale, FL 33308

The phone numbers and email addresses for both halls remain the same. Come visit us at our new locations!



The new address for the Norfolk Hall is:
Interstate Corporate Center
6353 Center Drive, Suite 200, Building 8
Norfolk, VA 23502

NEWS BRIEFS (CONTINUED)

Hawaii Annual “Ohana Pa’ina” Draws Support for Jones Act

Members of the maritime unions rallied in support of congressional candidate Sergio Alcubilla and other Jones Act advocates at the 2022 Maritime “Ohana Pa’ina,” a barbecue organized annually by the Hawaii Ports Maritime Council.

“We had a wonderful time showing the solidarity of the labor movement with the U.S.-flag maritime industry,” said MM&P Honolulu Representative Randy Swindell. “It brings everyone together to show we are united in support of the Jones Act and other important programs that directly affect Hawaii’s workers.”



MM&P members joined congressional candidate Sergio Alcubilla, a strong advocate for the Jones Act, at the Maritime Port Council’s annual maritime barbecue. (Left to right) Chris Woodward, Mark Tuck, Ryan Finke, Raymond Hines, Roland Hobson, Yusef Eldin, Randy Swindell, candidate Sergio Alcubilla, Greg Gretz and J. Lars Turner.

A Rainbow Over *MV Mokihana*



Chief Mate Christian Ranosa was lucky enough to get a full rainbow in the background when he snapped this photo. Aboard the *Mokihana* at the time were MM&P LDOs Captain James Hill, Ranosa, Second Mate Kirk Mueller and Third Mate Tony Tweed.

SLNC Goodwill Supports Navy Fuel Needs During RIMPAC 2022

SLNC Goodwill was on station near the Hawaiian Islands and Southern California for several months over the summer in support of the multinational naval exercise RIMPAC 2022. Twenty-six nations participated, including the United States, which hosted the exercise.

Goodwill delivered diesel fuel to MSC fleet replenishment oilers *USNS Henry J. Kaiser* and *USNS Pecos*, as well as to MSC's dry cargo/ammunition ship *USNS Washington Chambers*. The fuel was delivered through tanker-to-oiler consolidated cargo operations at sea, which are known as CONSOLS.

"*Goodwill* completed its first underway replenishment with *Pecos*," said *Goodwill*'s Captain Edward "Ted" Markuske. "We were connected and on station with *Pecos* for six hours while underway, conducting a transfer of over 14k bbls of F-76 fuel."

"CONSOL tanker ops are a large part of the Navy's plans for logistical support going forward and a way to maintain supply chains in a contested environment," Markuske said.

"We expect to see an increase in the amount of tanker work and CONSOL operations conducted by the *Goodwill* going forward."

To meet the crewing requirements for RIMPAC, *Goodwill* had extra mates onboard to help keep the ship ready, he said, adding, "I appreciate all the assistance from MM&P in getting the extra hands onboard."



MM&P officers aboard *SLNC Goodwill* during the exercise were (left to right) Third Mate Bradley Snyder, Third Mate Abraham K-Aloha, Captain Edward Markuske, Third Mate Kevin Buser, Third Mate Diego Barbosa, Chief Mate Eucief "Joe" Balafas and Second Mate Mark Harper.



NEWS BRIEFS (CONTINUED)

Greetings From the Crew of Weeks Marine's *Magdalen*



Michael Dolinski shared a photo of the crew of the Weeks Marine self-propelled hopper dredge *Magdalen*. (Left to right) Jacob Crochet, Richard Jimenez, Celine Prenatt, Scott Sirios, Jon Brandstaetter, Steve Barely, Michael Dolinski, Andrew Fryer, Richard Auman, Scott Hughey, Will Smith and (bottom right) Alex Schnabel and Mark Dumond. The vessel, which is vertically manned by members of the MM&P Great Lakes & Gulf Region, is one of the newest, and among the largest hopper dredges in the U.S.



On the Picket Line With Seattle Educators



Pacific Ports Vice President J. Lars Turner and his daughter walked in solidarity this summer with striking members of the Seattle Education Association. "We're proud to stand with our hard-working teachers and educators as they fight for better caseloads, more staffing, and support for special education and multilingual learners," he said.



MM&P CONVENTION COVERAGE

Report on the 89th MM&P Convention

Delegates representing the union's five membership groups convened the 89th MM&P Regular Convention at MITAGS on Aug. 1. Among the guests were national and international labor leaders, government officials and educators.

In keeping with tradition, MM&P member Reverend Timothy Spikes ascended to the podium first to give the opening invocation.

"We know there's strength in unions," he said. "We're here to come together for MM&P."

Speakers on the first day included AFL-CIO President Liz Shuler, Maritime Administrator Ann Phillips, former Maritime Administrator Mark Buzby, SUNY Maritime College President Michael Alfultis and ILA Vice President Ken Riley.

MM&P President Don Marcus and Secretary-Treasurer Don Josberger gave their reports, as did the three Offshore Vice Presidents: Jeremy Hope (Gulf Coast & Government Contracts); Tom Larkin (Atlantic) and Lars Turner (Pacific).

Representatives of the MM&P Women's Caucus Committee and the MM&P Mental Health Committee detailed the critical work they have undertaken to bring about positive changes in shipboard culture and the maritime industry as a whole.

"The major theme of this convention is improving shipboard culture," said MM&P President Don Marcus. "The work of the MM&P Women's Caucus Committee is an excellent example."

Speakers on the second day included Robert Cook, president of the Organization of Black Maritime Graduates, Greg Regan, president of the AFL-CIO Transportation Trades Department, MM&P Plans Administrator Patrick McCullough and MIRAID President C. James Patti, as well as a number of international guests.

Delegates serving on committees performed convention-related functions, examined the union's financials and considered a number of resolutions submitted by MM&P members.

ALL CONVENTION PHOTOS BY DONNA MCCORMICK



Retired Navy Rear Adm. Ann C. Phillips, the maritime administrator, with MM&P Vice President Don Josberger and MM&P President Don Marcus. She addressed the delegates on the first day of the Convention. "Maritime partners throughout the industry have demonstrated enormous resilience over the past two and a half years," Phillips said. "They have kept cargo moving."



Retired Navy Rear Adm. Mark Buzby, the former maritime administrator, also spoke on the first day of the Convention. "We need to bring more people into the industry," he told the delegates. "All of my efforts have been to that end. We're still about 1,800 mariners short... and we need more ships."



MM&P CONVENTION COVERAGE



United Inland Group— Great Lakes & Gulf Vice President Tom Bell

“The Great Lakes & Gulf Region is growing, and we’re looking to grow some more. These are exciting times, and we are fighting for our members.”



Atlantic Maritime Group Vice President Michael Riordan

“I want to take this opportunity to give kudos to all the Atlantic Maritime Group representatives—Paulina Czernek, Raymond Hennessey, Frank Lamiquiz, Keith Poissant and Rich Russo. I also want to thank Roger Lash for his support. There have been fluctuations in manpower and business, but the harbor remains the lifeblood of the city.”



Offshore Gulf & Government Contracts Vice President Jeremy Hope

“The fire aboard the *Sincerity Ace* weighed heavily on Captain Bill Boyce and the crew of the *Green Lake*, because there were several people they couldn’t save. Captains have very little support out there. I encourage members in every MM&P membership group to join the Mental Health Resources committee. We need to support our mariners.”



Randall Rockwood

(center), who was honored at the Convention, receives congratulations on his retirement from MM&P Secretary-Treasurer Don Josberger and President Don Marcus. Rockwood served 10 years as the

first vice president of the Federal Employees Membership Group. “Captain Rockwood set the highest standard,” Marcus said, “as an active MSC Master and as the first vice president of the FEMG.”



Offshore Atlantic Vice President Tom Larkin

“It’s been a tough two years, to say the least, and I would like to recognize all of you for making the decision to go to work when the world shut down. Our perseverance as a union has been the positive throughout all the turmoil... We pulled together, adapted, and overcame adversity. To me that is the mark of a good deck officer: a person who adapts to the changing environment,

whether it be navigating through traffic, working through cargo issues, or walking the line between the company’s policy and the ship’s needs to find solutions.”



Offshore Pacific Vice President J. Lars Turner

“In the long battle with Pasha, our members stood strong through legal battles and countless negotiation sessions. At Matson, our members’ participation in bargaining built a unified front... At APL, the unity and strength shown by our committee enabled huge improvements in the contract. We’ve faced some steep obstacles these past several years, but we have, and will continue, to move forward.”



Pilots Membership Group Vice President George Quick

“In recent years, there has been a lot of talk in the industry about autonomous ships. But shipping is not labor intensive. While costs will vary in different sectors of the industry a study of the economics of international shipping indicates it’s about 40 percent capital intensive and 40 percent fuel intensive. Operational costs make up the remaining 20 percent, and only 3–4 percent of the operational costs are

labor costs due to the FOC system. You can’t squeeze enough from that 3–4 percent to justify the cost of a fully autonomous ship.”



United Inland Group— Pacific Maritime Region Vice President Daniel Twohig

“In bargaining, it’s not just about the contract in front of you, but the next one and the one after that. You have to play the long game. As most people who know me well will attest to, I really like to win. But in bargaining, it’s not always about winning—it’s most often about finding what is right for both parties. We have a responsibility to our members

and their families, and that responsibility includes keeping our employers healthy so that they can provide the jobs our members need.”



AFL-CIO President Liz Shuler with MM&P President Don Marcus. “We want to make sure that everyone knows what the Jones Act is and how important the U.S. maritime industry is,” Shuler says. “The labor movement is the only institution in this country that can talk to working people face-to-face. Did you see the Gallup poll? We’re the only ones out there that can be a trusted source to all of our members.”



OBMG President Robert Cook. “Captain Hugh Mulzac fought for his entire life for the things he held dear: civil rights, justice, family and freedom. His work inspires and informs the work of the Organization of Black Maritime Graduates, which provides assistance and encouragement to Black and other minority undergraduates who are full-time students and pursuing a career in the maritime profession.”



Nautilus International General Secretary Mark Dickinson. “It’s fantastic to see you are fighting back on misinformation regarding the Jones Act. The Jones Act is a beacon to all of us in Europe as we fight for cabotage. And I know that [mariners in] Australia, New Zealand, Canada and Japan would agree.”



SUNY Maritime College President Michael Alfultis. “We have succeeded in impressing on Washington an appreciation of the importance of the maritime workforce that has spanned generations. That is why we now have three NMSV’s in construction. I believe this is a harbinger for future industry efforts. There is not a challenge that we can’t confront together.”



AFL-CIO Transportation Trades Department President Greg Regan. “The growth of TTD is a reflection of how important the transportation sector is globally. We have so much opportunity now, but if we don’t fight to get our fair share, somebody’s going to try to take it away.”

MM&P International Counsel Gabriel Terrasa. “We’ve been extremely busy over the past two years. One thing that is better is the environment in which we’re operating. Electing pro-union politicians matters. Pro-union politicians mean a pro-union National Labor Relations Board... MM&P’s AFL-CIO charter is your best protection against raids from other unions. You must treasure it and protect it and never surrender it again.”





MM&P CONVENTION COVERAGE



Francisco Javier Montes Panayeta, of MM&P's Mexican affiliate Orden Marítima, reported on the success of Orden's recent organizing drives in seven ports in Mexico.



ILA Vice President Ken Riley. "I consider MM&P a great friend of ours. MM&P supported us in Charleston, and in the 2012 battle over military cargo, and in the organizing campaign at the Port of Freeport. You've always stepped up. Whenever you need us, we will be there. You can always count on us."



Ivan de la Guardia and Daniel Camazón, of Unión de Capitanes y Oficiales de Cubierta (UCOC), brought the delegates up to speed on the unsafe and unresolved issues plaguing the Canal. (*Not pictured: Rogelio Marquinez.*)



MM&P Women's Caucus Committee members Catie Gianelloni, who represents MM&P and MITAGS at SOCP, Randi Ciszewski, Paulina Czernek (*left*) and Jennifer Stair (*above*). "The work of the MM&P Women's Caucus Committee is incredibly important," says AFL-CIO President Liz Shuler. "Because it's all about cultural change to make our workplaces safer and our unions stronger. The labor movement is going through a moment of cultural change. And it's not easy. It can make us uncomfortable. We want people to see the labor movement as the place where all are welcome. And that's the labor movement of the future."



Thank You Delegates to the 89th MM&P Convention

The Union extends sincere thanks to the Delegates who participated in the 89th Convention under the rules and principles set forth in Article IV of the MM&P International Constitution:

“The authority and power of this Organization is vested in the Members thereof, acting by and through their duly elected Delegates meeting in Convention assembled... Such Convention is the source of all true and legitimate authority over the Organization and possesses as such supreme and absolute power over same and all channels leading thereto.”

AMG

Paulina Czernek
Raymond Hennessey
Frank Lamiquiz
James Olsen
Michael Riordan
Thomas J. Smith

FEMG

David Gommo

Offshore

Robert C. Beauregard
Michael Clifford
George Michael Darley
Morgan Densley
John Etheridge
Naldo Garcia
Chuck Hendricks
James F. Hill

Jeremy R. Hope
Thomas Larkin
Kellen Murphy
Coleman Rosenberg
Kenneth T. Ryan
Paul Schulman
Thomas P. Sullivan
Lyle R. Swindell Jr.
J. Lars Turner

Pilot

Kenneth J. Carlson, Jr.
Timothy J. Ferrie
George A. Quick
Kristi Taylor
John C. Traut

United Inland – GL&G

Thomas E. Bell
Eduardo Iglesias
Bridget Nagle

United Inland - PMR

Shannon Adamson
Benjamin Berke
Glen Hogarth
Ezra “Sly” Hunter
Noah W. Landau
Andrew C. Miller
Justin Andrew Peterson
Jeffrey Reeves
Nick Sorber
Daniel C. Twohig
Harlow Wood

International

Donald F. Josberger
Donald J. Marcus



MM&P CONVENTION COVERAGE



Constitution Committee: Michael Riordan, Benjamin Berke, Harlow Wood, Lyle R. Swindell Jr., Naldo Garcia, Kristi Taylor.
(Not pictured: George A. Quick.)



Credentials Committee: Glen Hogarth, Thomas J. Smith, Coleman Rosenberg, Jeremy R. Hope.



Finance Committee: Raymond Hennessey, Eduardo Iglesias, J. Lars Turner, John Traut, Justin Peterson. (Not pictured: Robert Beauregard.)



General Executive Board: Paulina Czernek, Timothy Ferrie, James F. Hill, Sly Hunter, Thomas E. Bell, Noah W. Landau.



Grievance & Appeals: Nick Sorber, Thomas P. Sullivan, Kenneth J. Carlson, Jr., Charles Hendricks, Paul Schulman, James R. Olsen.



Laws & Legislation: Shannon Adamson, Bridget Nagle, Frank Lamiquiz, Michael Clifford, Coleman Rosenberg, Andrew Miller



Resolutions & Petitions: David Gommo, George M. Darley, Thomas Larkin, Morgan Densley. (Not pictured: Kellen Murphy.)



Rules: Daniel C. Twohig, John Etheridge, Kenneth Ryan, Jeffrey W. Reeves.



2022 MM&P 89th Regular Convention Resolution Actions

1

Title: Support U.S.-Flag Cargo Preference Requirements

Committee: Laws & Legislation

Committee Recommendation: Concur with Resolution as Written

U.S.-flag cargo preference shipping requirements mandate that a percentage of U.S. taxpayer financed government exports and imports be transported on privately owned U.S.-flag commercial vessels, to the degree such vessels are available at fair and reasonable rates. The Cargo Preference Act of 1954 as amended generally requires that no less than 50 percent of government financed civilian cargoes shall move on privately owned U.S.-flag commercial vessels. The Cargo Preference Act of 1904 (10 USC 2631) requires that all defense cargo be transported on U.S.-flag ships to the extent such vessels are available at fair and reasonable rates as does Public Resolution 17, which requires 100 percent of certain Export-Import Bank financed cargoes be carried on U.S.-flag ships also if available at fair and reasonable rates.

U.S.-flag carriers rely on sufficient volumes of U.S. government impelled cargoes to be able to continuously invest in U.S.-flag ships and intermodal networks and to employ the skilled U.S. mariners that it takes to provide the Department of Defense with the commercial sealift readiness capability needed for surge and sustainment operations.

The arbitrary reduction in cargo preference requirements and the failure to fully enforce cargo preference laws by U.S. government agencies directly results in less cargo for U.S.-flag ships which directly results in fewer U.S.-flag ships and fewer U.S. mariners. When agencies ignore cargo preference laws and instead use foreign-flag ships with foreign crews, they diminish the national defense capabilities that a robust U.S.-flag merchant marine has provided in every armed conflict our nation has faced and will be called upon to provide in the future.

During his campaign for the White House, then-former Vice President Joe Biden made his views on cargo preference crystal clear, stating, “I understand that merchant ships do not sail, and U.S. merchant mariners do not work, unless they have cargo to carry. I strongly support America’s cargo preference laws.” More importantly, as one of his first acts as President, President Biden issued an Executive Order in January 2021 strengthening Buy



MIRAID President Jim Patti. “There is tremendous potential in offshore wind, and we have to fight to make sure that American mariners have their role in it. Another ongoing battle involves cargo preference. The contacts that the AFL-CIO Transportation Trades Department brings to the table have been incredibly important to us in fighting the good fight.”

American requirements and making clear that he wants and expects that agencies of the Federal government will strictly interpret and enforce existing U.S.-flag cargo preference shipping requirements. The Executive Order put in place the oversight and enforcement that have been lacking and created a Made-In-America Office to help ensure his Administration’s policies were being followed.

Every U.S.-flag oceangoing vessel regardless of type has important military utility by providing the employment base necessary to maintain the cadre of American merchant mariners needed by the Department of Defense. The full implementation of the cargo preference requirements to transport U.S. government cargoes helps guarantee that American maritime jobs will not be outsourced to the benefit of foreign maritime workers and that the dangerous decline in the number of available American merchant mariners will not worsen. Simply put, cargo preference requirements ensure that U.S. taxpayer dollars are used to the fullest degree possible to not only Hire American and Buy American but to Ship American.

Since U.S.-flag cargo preference shipping requirements for food aid cargoes were slashed from 75 percent to 50 percent beginning in 2012, the U.S.-flag fleet has plummeted by 26 percent according to the Maritime Administration—more than triple the impact initially forecast. Cuts to cargo preference and the failure to fully enforce U.S.-flag cargo preference shipping requirements undermine national defense, outsource American jobs, and require large increases in national defense costs to sustain sealift. All too often in the past, Federal shipper agencies and departments have failed to comply with U.S.-flag shipping requirements, denying American vessels their rightful share of these cargoes, denying American



MM&P CONVENTION COVERAGE

maritime workers important job opportunities aboard these vessels, and instead spending American taxpayer dollars on foreign flag shipping services.

Most recently, opponents of U.S.-flag cargo preference requirements in the House of Representatives and Senate have introduced resolutions (H. Con. Res. 92 and S. Con. Res. 38) that would totally waive cargo preference for three years. The sponsors of these resolutions are not only ignoring the impact such a waiver would have on America's commercial sealift readiness capability, but totally disregarding the impact it would have on the jobs of American merchant mariners. Their attempt to use the ongoing Russian invasion of Ukraine to justify their legislation should be rejected for what it is: an attempt to leverage the war in order to eliminate U.S.-flag shipping requirements for the benefit of foreign-flag vessel operations and foreign mariners.

The reality is that the enactment of these resolutions will mean that the Federal government has ceded all control over the carriage of U.S. taxpayer financed food aid cargoes to foreign-flag foreign crewed ships. Significantly, the resolutions are unnecessary. To the degree the volume of food aid cargo exceeds available U.S.-flag tonnage, existing law already allows for the waiver of the cargo preference Ship American requirements.

We will continue to fight these and other attempts to weaken or repeal U.S.-flag shipping requirements and to outsource American maritime jobs to the benefit of foreign mariners.

Therefore, be it RESOLVED,

That the 89th Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, applauds the actions taken by the Biden Administration to strengthen and enhance U.S.-

flag cargo preference shipping requirements and to encourage all Federal agencies and departments to not only Buy American and Hire American but to also Ship American;

and be it further RESOLVED,

That the 89th Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, calls on Congress to reject any and all attempts to waive or reduce U.S.-flag cargo preference shipping requirements and to instead enact legislation to increase and strengthen Ship American requirements in order to ensure our nation has the civilian merchant mariners necessary to support the military and economic security of the United States.

Convention Action: Concur with Committee Recommendation.
APPROVED.

Submitted By: General Executive Board







MM&P CONVENTION COVERAGE

3

Title: Support the Jones Act

Committee: Laws & Legislation

Committee Recommendation: Concur with Resolution as Written

The Jones Act is the body of U.S. maritime law that requires that America's domestic waterborne commerce be controlled by American companies operating U.S.-flag vessels built in American shipyards and crewed by American merchant mariners. Enacted in 1920, there is a good reason why it remains a cornerstone of American maritime policy: no domestic maritime policy does more to protect and strengthen America's economic, military and homeland security than the Jones Act.

Today, there are those in and out of government who are suggesting that the requirements of the Jones Act be weakened or repealed. These individuals and organizations contend that the United States and the American people would somehow be better off if foreign-owned and foreign-flag vessels, built in foreign shipyards and operated by foreign mariners, controlled America's domestic waterborne commerce. If they had their way, foreign vessels built

in foreign shipyards, owned by foreign companies and operated by foreign maritime workers would be granted unprecedented access to operate on our nation's inland rivers and waterways and to carry domestic cargo between America's inland, coastal, noncontiguous and Great Lakes ports.

Significantly, only American maritime workers are subject to the background and security checks imposed by the Department of Homeland Security and implemented by the Federal Bureau of Investigation, the Coast Guard and the Transportation Security Administration to help prevent maritime-related security and terrorism incidents on our waterways and in our nation's ports. Weakening or repealing existing Jones Act U.S. citizenship requirements means that foreign companies and foreign maritime workers who are not subject to United States government background and security checks will have unlimited access to America's ports, port facilities and waterways.

It is shortsighted and ill-advised at best for groups and individuals to suggest to our government that we effectively relinquish all control over the vessels operating in our domestic waterborne trades and allow these foreign shipping operations to gain total control over the timing and the cost of transporting America's domestic commerce. It makes absolutely no economic sense to turn over the construction and operation of domestic vessels to foreign companies and foreign workers. The efforts of Congress and the Administration should instead be directed toward preserving and creating jobs for American workers, not to outsource American jobs to the benefit of foreign workers. The Jones Act helps to ensure that American workers in the shipbuilding and related service and supply industries, and on board the vessels will keep working.

This is why President Biden and his Administration have supported the continued application of the Jones Act to America's domestic waterborne trades. In a letter to the MM&P, then former Vice President Biden stated that "Just as unions are essential to the middle class, the U.S.-flag merchant marine and the men and women who operate U.S.-flag ships are crucial to America's national security, our international trade relationships, and economic development. For this reason, I have been a consistent and strong advocate for the Jones Act and its mandate that only U.S.-flag vessels carry cargo in the coastwise trade. As President, I will continue my strong support for the Jones Act."

The construction and operation of vessels as required by the Jones Act generates approximately 650,000 American jobs for American workers engaged in the construction, maintenance and repair of vessels for the domestic trades, the operation of these vessels under the United States flag, and in related service and supply industries. Equally important, the domestic shipping industry is responsible for more than \$154 billion in annual economic output.



In short, it makes no economic sense to repeal the Jones Act. All that will accomplish is to drive American shipping companies and shipyards out of business, force thousands of American maritime workers into the ranks of the unemployed and deny the Federal and state governments the corporate and individual tax revenues these companies and their workers generate.

Finally, it is incredibly dangerous for the security of the United States to weaken or repeal the Jones Act. The operation of U.S.-flag vessels in the domestic trades, as required by the Jones Act, helps ensure that our nation will maintain a core capability of maritime skills and a cadre of trained, loyal civilian American merchant mariners needed by the Department of Defense in time of war or other international emergency.

A weakening or repeal of the Jones Act would mean a reduction in the number of American mariners available to operate the commercial vessels needed to support our troops. American troops and their families have the right to know that the equipment, material and supplies needed to protect America's interests overseas will be carried by American ships with American crews, and not left to the political or ideological whim of foreign companies and foreign crews.

Most recently, opponents of the Jones Act have attempted to use everything from the ban on oil imports from Russia to high gasoline prices to weather and other events as an excuse to waive or repeal the Jones Act. These efforts have, to date, been unsuccessful but there is little if any doubt that they will persist. We must remain vigilant, and we must continue to work with the Administration and the Congress to ensure the continued full enforcement of the Jones Act.

Therefore, be it RESOLVED,

That the 89th Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, urges the Administration and Congress to support the continued implementation and full enforcement of the Jones Act and to reject administrative and legislative attempts to waive its Buy American, Hire American and Ship American requirements except as may be necessary in the interest of national defense as provided for and consistent with existing law.

Convention Action: Concur with Committee Recommendation.
APPROVED.

Submitted By: General Executive Board

4

Title: Raise Quarterly Dues for the Offshore Group

Committee: Resolutions & Petitions

Committee Recommendation: Concur with Resolution as Revised

Submitted Proposed Change:

I propose that a referendum be presented to raise quarterly dues for the Offshore Group from \$100/quarter to \$125/quarter. The referendum ballot would be carried out in accordance with Art. VIII, Section 1, of the IOMMP Constitution (p. 43).

Submitted Purpose of Changes:

The primary purpose of this dues raise would be to fund the addition of (1) Offshore Port Agent whose job would consist of (not solely) assisting the regional VPs in day-to-day operations of running the union halls, monitoring dispatchers, handling grievances, and helping the OAC during GEB meetings concerning Offshore Group matters and keeping tabs on content of the MMP website (making sure it is current/correct). I would like to see this individual posted at CHS, if possible.

Resolutions & Petitions Committee Revised & Recommended Proposed Change:

Propose that a referendum be presented to "Raise quarterly dues (service fees) for active Offshore Group from \$100 to \$125 per Quarter. The referendum ballot would be carried out in accordance with Article 8, Section 1 of the IOMMP constitution."

Resolutions & Petitions Committee Revised & Recommended Purpose of Change:

The primary purpose of this dues raise/increase is to assist with the operational expenses of the IOMMP.

Convention Action: Concur with Resolution as Revised.
APPROVED.

Submitted By: E. Barrett Newman

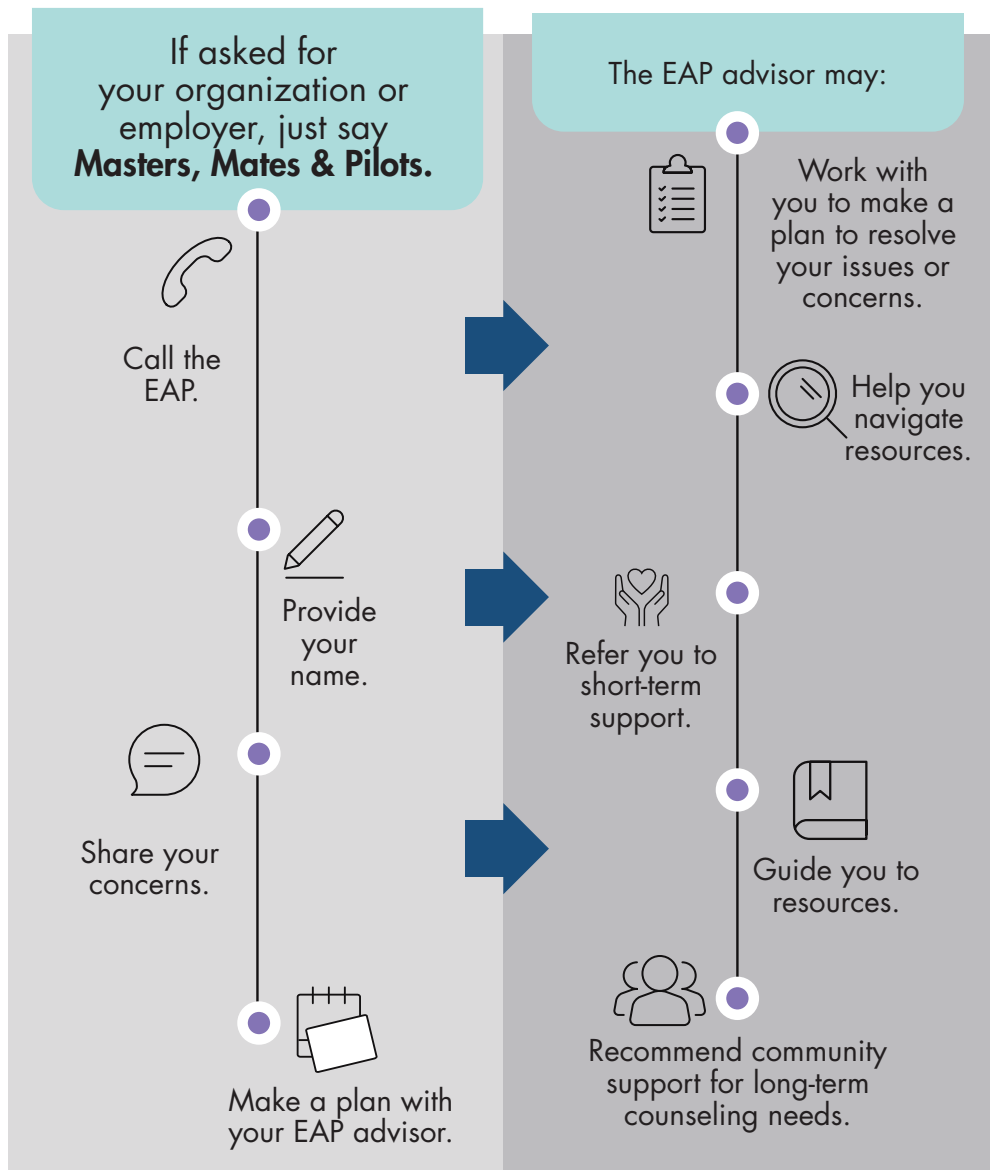


The Employee Assistance Program (EAP) is a **CONFIDENTIAL SERVICE** provided by the MM&P Health & Benefit Plan to help you.

The EAP is offered by LifeWorks.

EAP advisors can help you with family problems, marital concerns, financial and legal matters, stress, depression, and other issues.

Toll free 877-234-5151 or 888-732-9020 En español

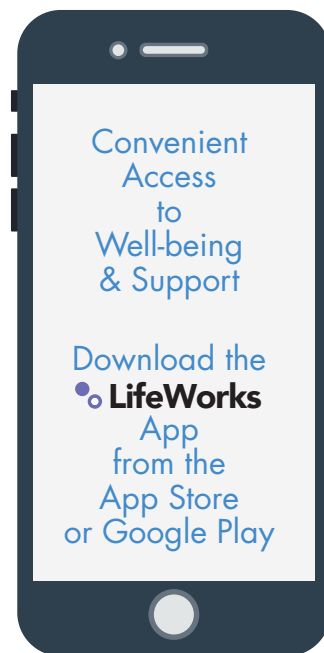


Online:
login.lifeworks.com

Username:
mmp

Password:
5100

 **LifeWorks**



In distress and want to talk to a counselor **immediately?**

Tell the person that answers the call that you do not want to wait for an appointment / that you need to talk to someone **NOW**.

Toll free 877-234-5151 or 888-732-9020 En español



This is an excerpt from the MM&P Women's Caucus Committee guide, "Your Shipmates Are Counting on You, Building a Respectful Maritime Workplace." Much of the material in the guide is based on a resource booklet developed by Nautilus International. MM&P thanks Nautilus for allowing us to use this information and build on it.

Worried About Bullying and Harassment?

AM I BEING BULLIED OR HARASSED?

- ♦ Do you feel like someone finds fault with everything you do?
- ♦ Have you lost confidence in your own judgement?
- ♦ Are you often left out of work discussions?
- ♦ Do colleagues shout at you or threaten you?
- ♦ Are you often either overloaded with work or assigned to menial tasks?
- ♦ Have you had annual leave, sick leave or compassionate leave denied while it is routinely granted to others?
- ♦ Have you been denied training?

WHAT ACTION CAN I TAKE?

- ♦ Do your research—find out your company's policy on bullying and harassment.
- ♦ Keep notes

- ♦ Speak to the bully or harasser—not a pleasant prospect but can make an immediate difference
- ♦ Get support in your workplace
- ♦ Contact the MM&P Women's Caucus at womenscaucus@bridgedeck.org. We can advise you in many ways from a confidential chat to helping you through your company's complaints process.

WHAT ISN'T BULLYING OR HARASSMENT?

In every workplace there is sometimes a need for disciplinary procedures, and there will sometimes be constructive criticism from managers and disagreement among colleagues.

As long as these actions are tackled in a fair, respectful way, they do not constitute bullying or harassment.

To download "Your Shipmates Are Counting on You, Building a Respectful Maritime Workplace," go to bridgedeck.org and click on "Women's Caucus."

Get To Know Your Gender Language

Want to know more about diversity language? Here are some respectful internationally agreed terms, names and pronouns people use to refer to themselves.

LGBT/LGBTI: **LGBT** stands for lesbian, gay, bisexual and transgender; and **LGBTI** stands for lesbian, gay, bisexual, transgender and intersex. MM&P usually uses the form **LGBT+**, as this is widely accepted in the union movement.

Transgender: Transgender (sometimes shortened to "trans") is an umbrella term used to describe a range of identities the appearance and characteristics of which are perceived as gender atypical.

Intersex/Sex characteristics: Intersex people can have any orientation and gender identity.

Sexual orientation: Sexual orientation refers to a person's physical, romantic and/or emotional attraction towards other people.

Gender identity: Some people may identify and express themselves with a wide range of identities other than the sex recorded at birth.

Gender expression: Gender expression is the way we express our gender through actions and appearance, and is not always linked to a person's biological sex, gender identity or sexual orientation.

"The MM&P Constitution requires that we treat each other with due respect," says MM&P Vice President-Pacific Ports J. Lars Turner. "When an MM&P member asks to be referred to in a certain way, it should be an easy ask."

Did You Know?

Gallup has found that the percentage of LGBTQ+ adults in the United States has doubled over the past decade. If younger Americans continue to come out at increasing rates, Gallup predicts the proportion of adults who identify as LGBTQ+ will exceed 10 percent in the near future.

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

Schedule of Meetings

The third Trustee meeting for 2022 is scheduled to take place on Oct. 12-13, 2022, in person at a MATES meeting room in Linthicum Heights, Md.

Health & Benefit Plan

Important Reminders

Please contact an MM&P Health & Benefit Plan advisor if:

- your address has changed;
- you have been legally separated or divorced; or
- your spouse is working and is now covered by that employer's health benefit program.

And please remember:

- report any accidents aboard ship to the Plan Office;
- once you retire and become eligible for Medicare Part B, you must submit a copy of your Medicare card to the Plan Office;
- dependent children over the age of 19 must complete the Adult 19-26 form, and return it to the Plan Office to be covered under the Health & Benefit Plan.

Scholarship Program

The Chairman and Secretary approved the five MM&P Offshore scholarship awards for the year. The winners are:

Emily K. Strez – daughter of Peter K. Strez
Alaina K. Rumrill – daughter of Craig A. Rumrill
Michael A. Bagan – son of Thomas A. Bagan
Maya O. Coan – daughter of Paul E. Coan
Brandon Rausa – son of Michael A. Rausa

We will profile the winners in an upcoming issue of The Master, Mate & Pilot. Under the provisions of the Plan, International Scholarship & Tuition Services Inc. in Nashville, Tenn., reviews all applications submitted by sons and daughters of eligible Offshore members/co-pay pensioners and selects the winners and alternates.

2023-24 Offshore Scholarship Applications

Eligible dependent children of eligible Offshore members and

co-pay pensioners in good standing are reminded to request an application for the scholarship program. Applicants must be high school seniors during the 2023-24 school year. Completed applications must be returned to the Plan Office by Nov. 30, 2022. For more information, please contact Madeline Petrelli at the Plan Office at 410-850-8615 or mpetrelli@mmppplans.com.

Federal Medicare Program Applying for Medicare When You Turn 65

For a number of years, the Plan Office has been providing a notice to participants and dependents turning age 65 about the need to apply for Medicare even if they are still actually working.

It is very important that you enroll in Medicare because if you are age 65 or older, retired and do not have Medicare Part A and Medicare Part B, Plan rules will only allow us to reimburse your claims at 20 percent of the Allowable Expense.

A Quick Guide to Medicare

A few years ago, the Plan Office printed a "Quick Guide to Medicare." Because some time has elapsed since it was last printed, we felt it would be useful to have it updated as of 2022 and reprinted for your review. Please remember that once you retire and become eligible for Medicare, you must submit a copy of your Medicare Card to the Plan Office.

Understanding Medicare

There are four types of Medicare coverage. Medicare Part A covers hospital services. Medicare Part B covers medical, physician, laboratory and other services. Part C consists of Medicare Advantage Plans, like HMOs and PPOs*. Part D provides Medicare prescription drug coverage.

*For more information on Part C Medicare Advantage Plans, visit the Medicare website at [medicare.gov](https://www.medicare.gov) or call Medicare at 1-800-medicare (1-800-633-4227).

How to Enroll

If you already receive Social Security benefits, you should check with Social Security if you will be automatically enrolled in Medicare

Part A and Medicare Part B effective the month you turn 65.

For example, if your 65th birthday was Feb. 20, 2022, your Medicare effective date would be Feb. 1, 2022. (Note: If your birthday is on the first day of any month, Medicare Part A and Part B would be effective the first day of the prior month. For example, if your 65th birthday was Feb. 1, 2022, your Medicare effective date would be Jan. 1, 2022).

Your Medicare card will be mailed to you about three months before your 65th birthday. If you do not want Medicare Part B coverage, follow the instructions that come with the card.

If you are close to age 65 and are not receiving Social Security benefits, you must apply for Medicare. You can apply by visiting your local Social Security office or by calling Social Security at 1-800-772-1213.

You are eligible to enroll in Medicare Part A when you turn 65. There is no cost for Part A coverage as long as you have worked and paid Medicare taxes for at least 10 years.

It doesn't matter if you are working or retired; you should still sign up for Medicare Part A when you are close to age 65.

Medicare Part B covers medical, lab, outpatient treatment, home care and other ancillary services. There is a cost of \$170.10 per month (2022 premium) for Part B. (Most pensioners will pay the standard premium. Some pensioners may pay a higher premium based on their income.)

The three occasions when you can enroll are as follows:

1. Initial Enrollment Period

If you already are retired and neither you nor your spouse is working, your Initial Enrollment Period begins three months before you turn 65 and ends three months after the month you turn 65. Sign up for Medicare Part A and Part B three months before your 65th birthday because the start date for Medicare Part B may be delayed if you wait either until you turn 65 or until the last three months of your Initial Enrollment Period.

2. General Enrollment Period

If you miss the Initial Enrollment Period, you are eligible to file for Medicare during the General Enrollment Period, which runs from January 1 through March 31 of each year. Medicare Part B coverage starts on July 1 of the year in which you sign up.

If you are not working and you fail to sign up for Medicare Part B during the Initial Enrollment Period, the cost of Medicare Part B will increase by 10 percent for each 12-month period in which you could have had Medicare Part B coverage but did not apply for it, except under special circumstances.

One example of a special circumstance would be if you are working full time at age 65 and have benefits through a health and benefit plan or your working spouse's employer.

(Contact your Social Security office for a list of other special circumstances.)

3. Special Enrollment Period

The Special Enrollment Period is an option if you are eligible for Medicare and waited to enroll in Medicare Part B because you were still working and covered by the Plan or your spouse was still working and was covered by another plan. If this applies to you, you can sign up for Medicare Part B any time while you are still covered by an employer or union group health plan through either your own or your spouse's current employment.

You can also sign up during the eight months following the month that your employer or union group health plan coverage ends, or when the employment ends (whichever is earlier.) It is better; however, to sign up as soon as you decide to retire and know when your coverage will end so you won't have a delay in the start of Medicare Part B.

If you are age 65 and still working enough hours to maintain benefits through the Plan, or your spouse is still working and is covered under his or her employer's group health plan, you should talk to a Social Security representative about when it would be best to sign up for Medicare Part B. Then you should advise the Plan Office of your decision.

Medicare Part D Prescription Drug Coverage

The Plan's Prescription Drug Program is comparable to the coverage offered by the Medicare Part D Program. Medicare-eligible Offshore pensioners do not need to opt for the Medicare Part D Program, and if for any reason they drop coverage with the MM&P Health & Benefit Plan in the future, they would be able to apply for Medicare Part D coverage without any penalty. To opt out of the Medicare Part D Program, Offshore pensioners do not have to take any specific action.

Because the MM&P Health & Benefit Plan provides "creditable coverage," the Plan can receive a subsidy for a percentage of the prescription drug cost incurred by Medicare-eligible Offshore pensioners. To obtain the subsidy, each year, the Plan files an application with the Center for Medicare Services (CMS).

The Plan receives subsidies for about 28 percent of what it spends on retirees' prescription drugs, as long as the retiree does not sign up for Medicare Part D. If an Offshore pensioner or dependent does sign up for Medicare Part D, the Plan is not allowed to receive the subsidy for that retiree or dependent, even if she/he continues to use the Plan's prescription drug benefit coverage.

Medicare has an excellent website which can be accessed at www.medicare.gov. You can also call Medicare at 1-800-Medicare (1-800-633-4227).

Masters, Mates & Pilots Plans

Pension Plan-Adjustable Pension Plan

Annual Funding Notice

As required by federal law, at the end of April 2022, the Plan mailed the Annual Funding Notice for Plan Year Jan. 1, 2021 through Dec. 31, 2021 to: all participants and beneficiaries; participating employers; and the International Organization of Masters, Mates & Pilots. The notice was also e-mailed to the Pension Benefit Guaranty Corporation (PBGC).

In the notice, the Plan is required to report how well funded it is on the basis of what is called the “funded percentage.” The percentage is calculated by dividing the Plan’s assets by its liabilities as of the Valuation Date for the Plan Year.

The notice is required to include the Plan’s funded percentage for the Plan Year and for each of the two preceding Plan Years. The notice also includes the year-end Fair Market Value of Assets as of the last day of the Plan Year and each of the two preceding Plan Years.

The notice includes the total number of participants in the Plan and a breakdown of how many were active, retired or separated from service and receiving benefits, as well as how many participants are separated from service and entitled to future benefits.

The last chart on the notice shows how the Plan’s assets were allocated in accordance with the Plan’s investment policy. The chart shows allocation as percentages of total assets.

MM&P members can view a copy of the Annual Funding Notice in PDF format by going to www.bridgedeck.org and entering the Members’ Only pages. (You must have an account to log in.) Scroll down to “Plans Documents,” click on these words, then scroll down to “MM&P Offshore Pension Plan,” then click on “Offshore Pension Plan Annual Funding Notice for the year 2021, mailed in April 2022.” Also posted for your reference are prior year notices.

Annual Verification of Pensioner Benefits

To safeguard pension benefits for all participants and their qualified spouses, as they have over the past few years, the Trustees require all pensioners to verify, on an annual basis, that they have received their pension benefits for the previous year.

Please be advised that the Plan needs to receive this form properly completed by the individuals who have not returned their form. Their pension benefit payment has been held since **JULY**. We have withheld that benefit payment, and all future payments, until the properly completed form is received.

If you have any questions, please contact the Plan Office benefit advisor at 410-850-8625 or 410-850-8636.

As this article is being written for the plan year 2022, there are 31 individuals who have not returned their form.

Pension Plan Missing Participants

The Plan has been trying to get in touch with the following participants, and they have not responded to the Plan.

2019 Annual Pension Confirmation Forms Needed for Plan Year 2018

Antoine Tedmore

2020 Annual Pension Confirmation Forms Needed for Plan Year 2019

John Moralis
Dolores Hoffman

2022 Annual Pension Confirmation Forms Needed for Plan Year 2021

Priscilla Anderson *	Bonnie Biddle *
James Carroll	Patricia Cosky
Franklin Davis	Gary Davis *
Freda Driscoll *	Richard Edwards *
Franklin Ellefsen *	Richard English
Xinia Fillare	Ray Friis *
Joanne Gray *	Douglas Hajek *
Robert Hannis	Tommy Harvey
Marianne Little *	Ervin Lott *
Angel Lugo-Santana	John Mahon
Robert McCarthy	Richard Mercer *
Marilyn Messer *	Michael Mullins *
Richard Ogren*	Julius Perkins
William Skagen *	Raynor Smith
Susan Vanhorne *	Ruby Weimer
Wyonia Young	

*These individuals were merged into the Pension Plan from the Northwest Marine Retirement Trust Plan.

Earnings Limitation for Pensioners and Spouses Under 65 for the 2022 Calendar Year

I would like to remind pensioners and spouses under age 65 about the M.M.&P. Health Plan Earnings Limitation for calendar year 2022. In December 2021, the Plan mailed an earnings letter to all affected participants and dependents with an affidavit that must be returned to the Plan Office. If you have not yet returned the affidavit, it is advised that you complete and return it as soon as possible.

PENSIONERS



Richard Brown Sr., retiring from Statue City Cruises after 46 years of maritime service.

Kevin I. Morrow, shipping out of East Coast ports. He last sailed for Seacor/Central Gulf Lines as master of the *Green Bay*.

Charles C. Rau Jr., shipping out of Gulf ports. He last sailed for Maritime Personnel Provisioning as master of the *Potomac Express*.



John F. Schmidt, shipping out of East Coast ports. He last sailed for Matson Navigation as chief mate aboard the *Daniel K. Inouye*.

Hayden W. Gifford, shipping out of West Coast ports. He last sailed for Patriot Contract Services as third mate aboard the *USNS Soderman*.



James Kobis, shipping out of Gulf ports. He last sailed for Matson Navigation as master of the *Maunawili*.

Richard N. Thomas, shipping out of East Coast ports. He last sailed for Matson Navigation as chief mate aboard the *Daniel K. Inouye*.

Ali M. Zeitoun, shipping out of West Coast ports. He last sailed for Matson Navigation as second mate aboard the *Matson Manukai*.

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Washington, DC 20036-5412
Phone: 202-463-6505
Fax: 202-223-9093
jpatti@minaid.org

MM&P Federal Credit Union

Kathy Ann Klisavage
Manager
MM&P Headquarters
700 Maritime Blvd., Suite B
Linthicum, MD 21090-1953
Phone: 410-691-8136
Fax: 410-859-1623
Toll-Free: 1-800-382-7777
(All U.S. and Puerto Rico)
mmpfcu@bridgedeck.org

MM&P Maritime Advancement, Training, Education & Safety Program

Patrick McCullough
Administrator

Eric Friend
Executive Director

MM&P Health & Benefit, Vacation, Pension, JEC and IRA

Patrick McCullough
Administrator
700 Maritime Blvd., Suite A
Linthicum Heights, MD 21090-1996
Phone: 1-877-667-5522
or 410-850-8500
Fax: 410-850-8655
pmccullough@mmppplans.com

Former Atlantic & Gulf Region Health, Pension and Education, Safety & Training Funds

MM&P Plan Office
700 Maritime Blvd., Suite A
Linthicum Heights, MD 21090-1996
Phone: 410-850-8500
Fax: 410-850-8655
Toll-Free: 1-877-667-5522

Pacific Maritime Region Pension & Benefit Plans

Columbia Northwest Marine Benefit Trust

Patrick McCullough
Administrator
700 Maritime Blvd., Suite A
Linthicum Heights, MD 21090-1996
Phone: 410-850-8500
Fax: 410-850-8655
Toll-Free: 1-877-667-5522
pmccullough@mmppplans.com
Hours: Monday-Friday
8:30 AM – 4:30 PM ET

Northwest Maritime Pension Trust

MM&P Plan Office
700 Maritime Blvd., Suite A
Linthicum Heights, MD 21090-1996
Phone: 410-850-8500
Fax: 410-850-8655
Toll-Free: 1-877-667-5522

Southwest Marine Health, Benefit & Pension Trust

Dora Vele
1200 Wilshire Blvd., 5th Floor
Los Angeles, CA 90017
Toll-Free: 1-888-806-8943

Maritime Institute of Technology & Graduate Studies (MITAGS)

Eric Friend
Executive Director
efriend@mitags.org
Student Services: 206-739-0720

MITAGS East

692 Maritime Blvd.
Linthicum Heights, MD 21090-1952
Main Phone: 410-859-5700
Toll Free: 1-866-656-5568
Admissions: *admissions@mitags.org*
Web: *www.mitags.org*

BWI Airport Shuttle

(avail. 24 hours a day):
1-866-900-3517 Ext. 0

MITAGS West

1729 Alaskan Way, S.
Seattle, WA 98134-1146
Main: 206-239-9965
Toll-Free: 1-888-893-7829
Admissions: *admissions@mates.org*
Web: *www.mitags.org*

BECK NOTICE

Notice to All Union and Non-Union Members Regarding Their Rights Under NLRB v. General Motors and CWA v. Beck

This notice applies to all current and future members of any unit represented by the union that is covered by a union security clause in its collective bargaining agreement. In the case of NLRB v. General Motors, members of a collective bargaining unit subject to a valid union security clause have the right to renounce full membership in the union and to instead become “financial core members,” or “FCM.”

FCMs do not have the right to vote, nominate for office, hold office or be a candidate for office in the union, nor can they participate in or even attend union meetings or any functions of the union that are limited to union members. In addition, FCMs have no right to vote on dues increases or on contracts submitted to the membership for ratification. These rights and privileges of union membership are accorded only to full union members.

Beyond these traditional rights of union membership, MM&P members and their families also enjoy an array of member-only benefits which, depending on membership group, include one or more of the following: Members’ Welfare Fund; Disaster Relief Fund; credit union eligibility; low-rate Union Plus credit card; Coast Guard Legal Aid program; license insurance program; access to the AFL-CIO Community Services Network, which includes family counseling, social services and food banks; support of numerous local and state labor alliances which have aided MM&P members during contract negotiations, demonstrations and job actions.

FCMs are not afforded these rights and privileges of union membership.

Please note, however, that under the case of CWA v. Beck, FCMs are still legally required to pay the union periodic dues and fees for the costs related to collective bargaining, contract administration, grievance adjustment and other activities reasonably related to the effectuation of the union’s representational duties (hereinafter called “chargeable activities”). Union expenditures for nonrepresentational activities, such as political activities and lobbying (hereinafter called “non-chargeable activities”)—activities which most workers know help build a better climate for us all in bargaining with employers and in securing fundamental workers’ rights—cannot be charged to FCMs who file timely objections.

In calendar year 2021 (the most current year for which audited information is available), we have confirmed that no more than 5.94 percent of all MM&P expenditures were for non-chargeable activities. Please note that a significant portion of these non-chargeable expenditures were for activities aimed at maintaining and improving working conditions and benefits for all who work in our industry.

The union has adopted a Policy and Procedure Concerning “Financial Core Membership” Under NLRB v. General Motors and Communication Workers of America v. Beck (hereinafter called “the

Policy”), copies of which will be provided upon request or upon filing of objections regarding payment of non-chargeable expenses. Under the Policy, an employee in a bargaining unit represented by the union who is subject to a union security clause may opt-out of full union membership, and thus become an FCM, by submitting a written statement that includes the employee’s name, address, Social Security number, the name of the employer and a signed/dated declaration asserting that the employee desires to become an FCM. The statement must be addressed to the International Secretary-Treasurer at 700 Maritime Boulevard, Suite B, Linthicum Heights, MD 21090-1953.

Also under the Policy, an FCM has the right to object to the expenditure of his or her dues and fees paid to the union on non-representational activities. An FCM may file the objection by submitting a written statement that includes the FCM’s name, address, Social Security number, the name of the employer and a signed/dated declaration asserting that the FCM desires that his or her dues and fees be reduced to the representational expenditures’ proportional amount. The statement must be addressed to the International Secretary-Treasurer at 700 Maritime Boulevard, Suite B, Linthicum Heights, MD 21090-1953. Only FCMs may file objections to paying for non-chargeable expenditures. Under the Policy, union members whose membership becomes temporarily suspended because of delinquency in their dues payments, or for other reasons, are not considered FCMs and will continue to be charged full dues and fees, absent compliance with the opting-out procedure. Also under the Policy, objections will not be presumed from compliance with the opting-out procedure. Thus, FCMs who wish to become objecting FCMs must comply with the objection procedure set forth above. Finally, under the Policy, an FCM who obtains a reduction in dues and fees after filing objections under the Policy will be required to pay the difference between full dues and fees and the reduced amount for the period during which the reduction was granted before the FCM is allowed to join/re-join the union.

We must underscore that bargaining-unit employees who become FCMs lose all rights and benefits of union membership while they continue to be legally obligated to pay chargeable dues and fees to the union under existing union security agreements.

It is, therefore, not surprising that the vast majority of workers believe that the extremely small portion of dues needed to maintain full union membership and enjoy all its valuable benefits is quite a bargain. We trust that everyone who carefully considers the options will become and remain a full member of the union. If you are not a union member or have not yet had the opportunity to join, please contact MM&P International Headquarters or any MM&P membership group office for a membership application.



CROSS'D THE FINAL BAR

Steve J. Batchelor, 94, March 6. A resident of Alamo, Calif., and a pensioner since 1985, he last sailed for Farrell Lines as master of the *SS Austral Lightning*.

Peter Jaime Bourgeois, 87, Jan. 31. A resident of Opelousas, La., and a pensioner since 1980, he last sailed for Delta Steamship Lines as master of the *SS Delta Mar*. His family writes that his career included two years as a naval officer, 29 years as a mariner, eight years as a marine surveyor, and 17 years at the Texas Maritime Academy, where he taught until retiring at the age of 80. He loved his family, friends, and students and was loyal to the traditional Latin mass. He is survived by his wife Patricia Ann and stepdaughters Tonja Gross and Tamra O'Leary.

Henry M. Brady, 82, April 23. A resident of Fairhope, Ala., and a pensioner since 2002, he last sailed for Marine Personnel and Provisioning aboard the *MV Lykes Navigator*.

Joseph F. Delehant, 74, June 8. A resident of Rochester, N.Y., and a pensioner since 1994, he last sailed for Sealand Services as master of the *MV Sealand Challenger*. He is remembered for his love of golf, travel, and attending his grandchildren's school and athletic events. He also enjoyed substitute teaching and family gatherings. He is survived by his wife Karen, daughters Aimee and Julie, grandchildren Olivia, Matthew, Madeline, Charlie and Daniel, and his sister Ann Delehant.



Bijan Emami, 67, Feb. 16. A resident of Tacoma, Wash., and a pensioner since 2016, he last sailed for Central Gulf Lines aboard the *Green Lake*. He is survived by his wife Soheila Pakseresht.



David K. Engen, 86, March 10. A resident of Salem, Ore., and a pensioner since 2001, he last sailed for Central Gulf Lines aboard the *SS Dawn*. He enjoyed building 18th century sailing ships from scratch and winning awards at modelers conventions. He wrote journal articles for nautical-historical publications. He was a maritime- and military-history buff and enjoyed teaching celestial navigation. He is survived by his spouse Kasia Quillinan, nieces and nephews.

Armand V. "Bud" Gagner, 96, July 7, 2021. A resident of Redmond, Wash., and a pensioner since 1987, he last sailed for American President Lines as master of the *SS President Fillmore*. He is remembered for the sailing tales of his 26 trips around the world, as well as the time and thought he put into Monarch butterfly conservation. He contributed to a long-term, ongoing study of the butterfly migration in the Pacific Northwest. "With his acute, often blindsiding, and downright breathtaking sense of humor, Bud never did stop delivering the goods."



Martin "Marty" Haines, 75, Aug. 7. A resident of Rahway, N.J., he worked for New York Water Taxi, where he was lovingly known as "the number one captain." He enjoyed knowing his customers by name and sharing stories of boats and fishing. He was a well-known and much-respected member of the party boat fishing and boatmen communities in the Raritan Bay and Sandy Hook regions for over 50 years. He was very involved in the United Boatmen's Association and the fight for fair fishing regulations. Since taking the helm of his father's *Sea Pigeon* in 1972, he continued with party boats until selling *Sea Pigeon IV* in 2007. He is remembered as very mild mannered with an incredible memory. "Marty was liked by everyone. He was a gentleman, honest, would help anybody, and genuinely cared about people, fishing, and boats. He was truly legendary."

Dennis H. Hoak, 66, Oct. 31, 2021. A resident of Pensacola, Fla., and a pensioner since 2020, he last sailed for Patriot Contract Services aboard the *Yano*.

Charles R. Kocheffko Jr., 75, March 7. A resident of Bridgeport, Conn., and a pensioner since 1994, he last sailed for Puerto Rico Marine Management aboard the *Nuevo San Juan*.



Richard Vernon Lilja, 95, Jan. 27. A resident of Neshkoro, Wis., and a pensioner since 1985, he last sailed for Sealand Services aboard the *Sea-Land Producer*. He was a veteran who served in the Pacific Theater during World War II. He enjoyed camping and fishing trips and taking his family out in his Boston Whitehall pulling boat, which he had built. "He was proud that he never had a motor on his boat, using only Swedish steam and sail, leaving no environmental impact." He was passionate about animal rights, environmental activism, gardening and the conservation of soil and water. He is survived by Guy and Jessa Lilja, his daughter Gay Lilja and her fiancé Kevin, and granddaughter Katie.



Lloyd D. Lowell, 93, May 17. A resident of Sun City Center, Fla., and a pensioner since 1984, he last sailed for United States Lines aboard the *SS American Lancer*. A veteran of the US Navy, he served in the Korean War. Upon retirement, he and his wife Lorraine became “snowbirds,” spending their winters in Florida and their summers in Parker Head, Maine. He was a member of the

Masons, Shriners, and the Scottish Rite. He spent many years as a volunteer at the Maine Maritime Museum and was past president of Cliff Club, the Parker Head one-room schoolhouse where his mother taught. Survivors include his wife Lorraine, daughter Eini, sons David and Brian, and three grandchildren.



Brian G. McCarty, 64, July 6. A resident of Fort Worth, Texas, he last sailed in the Great Lakes Region. He served in the US Navy before building a maritime career with licensing from deckhand to captain. He is survived by his mother Betty Harris; brother Bruce and his wife Lori; nephew Tate and niece Shelby.

Frederick J. Reust, 79, Feb. 27. A resident of Carson City, Nev., and a pensioner since 2004, he last sailed for Horizon Lines aboard the *CSX Spirit*.

George G. Stoehr, 86, Jan. 21. A resident of Pleasantville, N.Y., and a pensioner since 2003, he last sailed for Matson Navigation aboard the *Matson Ewa*.



Richard W. Vohs, 81, April 17. A resident of Albany, Calif., and a pensioner since 2001, he last sailed for US Ship Management aboard the *MV Sea-Land Patriot*. He is remembered for his love of books and narrow-gauge trains. An avid stamp collector, he filled his home with stamps from around the world and was active in stamp clubs. He was a dedicated member of the Catholic

Church. “He was charitable, and never asked for anything in return. He spent much of his adult life volunteering to help the poor and always championed the underdog.” Survivors include his wife Judy, daughters Jessica and Lucy, granddaughters Zoey and Bailey, his sister Vicki Corbell, nieces, nephews, grand-nieces and grand-nephews.

William G. Vye, 87, May 24. A resident of Everett, Wash., and a pensioner since 1990, he last sailed for Sealand Services aboard the *Sealand Pacific*. He is remembered for his love of antique cars and relaxing at home reading. He is survived by Michelle, his wife of over 50 years.

Robert A. Wilson, 85, June 11. A resident of Laguna Beach, Calif., and a pensioner since 1992, he last sailed for Sealand Services as master of the *MV Sea-Land Independence*.

Crossing the Bar

Sunset and evening star,
And one clear call for me!

And may there be no moaning of the bar,
When I put out to sea,

But such a tide as moving seems asleep,
Too full for sound and foam,
When that which drew from out the boundless deep
Turns again home.

Twilight and evening bell,
And after that the dark!

And may there be no sadness of farewell,
When I embark;

For tho' from out our bourne Time and Place
The flood may bear me far,
I hope to see my pilot face to face
When I have crossed the bar.

— Alfred Lord Tennyson (1809-1892)