

Vol. 60, No.3
Fall 2024



The Master, Mate & Pilot

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



SPECIAL CONVENTION ISSUE

The Master, Mate & Pilot

Table of Contents

Vol. 60, No. 3

Fall 2024

From the President

Vote your job in the 2024 presidential election.

News Briefs

The Seaman's Protection Act protects mariners from retaliation for reporting violations of safety laws; the National Labor Relations Board under the Biden-Harris administration has consistently supported workers' rights; the Nautilus Federation calls on NATO to reverse the decline in the number of merchant mariners; Mark Dickinson, the general secretary of the Nautilus Federation, has been elected president of Britain's Trades Union Congress, the national organization that represents 48 British labor unions.

Mental Health Resources

Five tips for choosing a therapist.

Interview

Meet Mary Beth Baker, the first woman to join the MM&P General Executive Board.

Report on the 90th MM&P Convention

MM&P Health & Benefit Plans

Annual verification of pensioner benefits; deadline for 2025-26 Offshore scholarship program applications; familiarize yourself with Rx Savings Solutions (RxSS), a prescription savings service personalized to you and your health plan that may help you save money.

Beck Notice

MM&P Pensioners

MM&P Directory

Cross'd the Final Bar

1

3

12

13

14

23

28

29

30

33

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The Master, Mate & Pilot (ISSN 0025-5033) is published quarterly by the International Organization of Masters, Mates & Pilots. MM&P Headquarters: 700 Maritime Blvd., Suite B, Linthicum Heights, MD 21090-1953.

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Periodicals Postage Paid at Elkridge, MD and additional offices. POSTMASTER: Send address changes to *The Master, Mate & Pilot*, 700 Maritime Blvd., Suite B, Linthicum Heights, MD 21090-1953

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About the Cover

Delegates representing the union's five membership groups took part in the 90th MM&P Regular Convention in June. Complete coverage appears in this issue.

— CONVENTION PHOTOS DONNA MCCORMICK

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FROM THE PRESIDENT

VOTE YOUR JOB

As happens every four years around this time, our national presidential election coincides with MM&P's elections. MM&P urges you to participate in both elections by exercising your right to vote and to support the candidates who will protect your job best. The stakes in the 2024 U.S. Presidential election could not be higher for MM&P, the labor movement and the maritime industry.

On the night of the last day of the MM&P Convention, the Biden-Trump debate took place. This was soon followed by President Biden's decision to withdraw from the 2024 campaign. While there was no doubt that some at our union Convention had reservations when it came to certain issues in the Presidential election, the critical nature of the contest for labor, the maritime industry and our employment rights was very well recognized. By the unanimous vote of our elected Delegates, MM&P endorsed President Biden on the last day of our Convention, June 27, 2024.

Much has changed in the Presidential race since that date, but the stakes have not. First, a debt of gratitude is owed to President Biden. He brought stability to our country after four years of chaos. He stood at the forefront in supporting organized labor and protecting working people in our country.

Vice President Harris has picked up that mantle. By special referendum sent to our Delegates after the announcement of her candidacy, our Delegates voted overwhelmingly to endorse her as the next president of our country.

While working Americans have plenty of reasons to feel aggrieved by the policies of both parties that have brought increased economic inequality and divisiveness to our country, the fact remains that President Trump's administration did nothing meaningful for the U.S. Merchant Marine and the former President did his level best to cripple labor by his appointments to the Courts, the National Labor Relations Board and the Department of Labor.



In the case of the Supreme Court and other Federal courts, his appointments will continue to put us at risk for many years to come. If any kind of supervisory status labor case ends up in front of the Supreme Court, his appointees could wipe us out. As voters and workers, we cannot allow the existing situation to be made worse. Nor can President Trump's record of underfunding such critical agencies as the NLRB, the Wage & Hour Division of the Department of Labor, OSHA and even the USCG be repeated. These and other government agencies are critical to working people.

Former President Trump's feelings about labor are clear enough. In his recent interview with Elon Musk, Donald Trump applauded Musk for firing workers. He laughed at the prospect of terminating striking workers. As he has done throughout his own career as an often-failed businessman and a TV personality, firing and defrauding workers is a point of pride. As eloquently stated by United Auto Workers President Shawn Fain:

"Donald Trump will always side against workers standing up for themselves, and he will always side with billionaires like Elon Musk, who is contributing \$45 million a month to a Super PAC to get him elected. Both Trump and Musk want

continued on page 2

the working class to sit down and shut up, and they laugh about it openly.”

For those of us who abhor bullies aboard ship and employers who bully or coerce their employees with the threat of replacement if they stand up, this autocratic mentality must be condemned and put down.

Regarding the maritime industry, a review of *Project 2025*, the Heritage Foundation’s and Donald Trump’s blueprint for the future states the following:

The next conservative Administration should unleash American potential by unilaterally enacting Jones Act exemptions wherever allowed, as currently happens most years during hurricane season, and working with Congress to repeal the Jones Act. (See: *Project 2025*, p 809).

While President Trump has attempted in recent weeks to distance himself from *Project 2025*, his track record for letting the merchant marine wallow in neglect is clear.

In contrast to President Trump’s administration, President Biden’s administration has fully supported seafaring jobs including by closing loopholes in the enforcement of the Jones Act and Cargo Preference laws, advocating for Buy/Ship American, supporting the Maritime Security Program and enacting the Tanker Security Program as well as protecting our own CIVMAR union members from decertification as Federal workers, which would have happened if President Biden had not been elected.

Vice President Kamala Harris has been part of this effort. She has pledged to continue full support of our industry and maritime labor. This extends not only to the Jones Act, Cargo Preference, the Maritime and Tanker Security Programs and training in our industry, but, critically, to support the rights of all working people to collectively bargain and to form and join unions.

As working Americans, we all need a living wage job, affordable health care, Medicare and Social Security,

functional local social services, and well-maintained infrastructure, not to mention a habitable planet to live on.

Kamala Harris is committed to supporting the basic needs and legal rights of American citizens, including a woman’s right to make her own decisions regarding her body. We all should have equal protection under the law and our civil and personal rights must be inviolate.

While we may differ in priorities, as Union members we decided at the 90th Convention to vote our jobs. We endorsed Joe Biden at that time and, for the same reason after his decision not to seek re-election, our Convention Delegates voted overwhelmingly to endorse Kamala Harris for President in 2024. Kamala Harris will best protect your jobs and your rights as citizens and union members.

Finally, on a personal note, all of us as U.S. Merchant Marine officers took an oath to faithfully perform our duties. We all committed to these obligations and our members faithfully perform their duties twenty-four hours a day upon every ocean of the globe.

The President of the United States also takes an oath. The oath requires the President to “preserve, protect and defend the Constitution of the United States.” I did not see President Trump fulfill this most sacred duty while he was in office. He does not deserve another chance to put our democracy at risk.

In summary, whether it is the national election or the contests in our Union election, please exercise your rights and cast your votes for the candidates you believe will best protect your job and your future.

Sincerely and fraternally,

Don Marcus
MM&P President

The Seaman's Protection Act Protects Mariners From Retaliation for Reporting Violations of Safety Laws

The Seaman's Protection Act (SPA) prohibits retaliation against mariners for engaging in protected activities pertaining to compliance with maritime safety laws and regulations. The SPA defines a seaman as any person engaged or employed in any capacity aboard a U.S.-flag vessel or any other vessel owned by a citizen of the United States.

The law stipulates that a person may not discharge or in any other manner retaliate against a seaman because the seaman:

- reported (or is about to report) to the U.S. Coast Guard or other appropriate federal agency or department information relating to a violation of maritime safety laws or regulations;
- reported (or is about to report) sexual harassment or sexual assault against the seaman or knowledge of sexual harassment or sexual assault against another seaman to the vessel owner, Coast Guard, or other appropriate federal agency or department;
- refused to perform duties because of a reasonable apprehension of serious injury to the seaman, other seamen, or the public, if the seaman has first requested that the employer correct the dangerous condition;
- testified in a proceeding brought to enforce a maritime safety law or regulation (this includes internal complaints);
- notified or attempted to notify the vessel owner or the Coast Guard of a work-related injury or illness of a seaman;
- cooperated with a safety investigation by the Coast Guard or the National Transportation Safety Board;
- furnished information to any public official relating to any marine casualty where there is death, injury, or damage to property occurring in connection with vessel transportation; or
- accurately reported hours of duty under Part A of Subtitle II of Title 46 of the United States Code.

A person may be found to have violated the Seaman's Protection Act if the seaman's protected activity was a contributing factor in the person's decision to take an unfavorable employment action against the seaman.

An unfavorable employment action ("adverse action") is any action taken by an employer which would dissuade a reasonable employee from engaging in protected activity. Such actions may include:

- firing or laying off;
- blacklisting;
- demoting;
- denying overtime or promotion;
- disciplining;
- harassment; or
- reporting the employee to the police or to immigration authorities.

For a complete list of adverse actions covered by the Seaman's Protection Act, go to: <https://www.whistleblowers.gov/statutes/spa>. Complaints must be filed within 180 days after the alleged unfavorable employment action occurs (that is, when the seaman is notified of the retaliatory action).

A seaman, or a representative of a seaman, who believes he or she has been retaliated against in violation of SPA, may file a complaint with OSHA. Click [here](#) to view a video on how to file a complaint.

As explained in the video, you can make a complaint on your own. You do not need a lawyer or a union representative to assist you in making a complaint.

Complaints may be filed verbally by calling the local OSHA office: 1-800-321-OSHA (6742), or by sending a written complaint to the closest OSHA office or filing online at www.whistleblowers.gov/complaint_page.

If the evidence supports a seaman's claim of retaliation and a voluntary settlement cannot be reached, OSHA will issue an order requiring reinstatement, as well as other possible relief to make the seaman whole.

For more information, go to: <https://www.whistleblowers.gov/statutes/spa> and <https://www.osha.gov/publications/bytopic/maritime-industry>.

You can make a complaint on your own. You do not need a lawyer or a union representative to assist you in making a complaint.

NEWS BRIEFS (CONTINUED)

NLRB Under Biden “Consistently Supports the Right to Form Unions”

The National Labor Relations Board under the Biden-Harris administration has consistently supported workers’ rights to form unions and collectively bargain for wages and benefits, according to a [report issued](#) last month by the Economic Policy Institute.

The NLRB is an independent federal agency that protects employees from unfair labor practices and protects the right of private sector employees to join together, with or without a union, to improve wages, benefits, and working conditions.

EPI is an independent, nonprofit think tank that researches the impact of economic trends and policies on working people in the United States.

“President Biden’s appointees have advanced the NLRB’s mission by addressing issues such as employee status under the law, the scope of concerted activity protected by the law, the representation process, and remedies for violations of the law,” EPI says.

ISSUE	BIDEN-HARRIS BOARD	TRUMP BOARD
NLRB Appointees	Nominated experienced workers’ rights advocates	Nominated corporate lawyers and Republican Hill staffer
Funding	Won the first significant increase in the NLRB’s budget in nearly a decade	Repeatedly proposed cutting the NLRB’s budget
Union representation elections	Issued rules to streamline the representation process—cutting the time from petition to election in half	Issued rules that delayed the election process, giving employers more time to campaign against the union
Student workers’ rights	Supports student worker organizing rights. More than 50,000 student workers have organized since 2022.	Proposed to strip student workers of their labor law rights
Misclassification of workers	Restored the long-standing test to reduce the risk of misclassification	Weakened the test for classifying workers and opened the door to more misclassification
Right to determine bargaining units	Restored workers’ ability to choose who is in the unit (unless an overwhelming reason otherwise)	Allowed employers to interfere with and gerrymander the unit, delaying the election process
Definition of protected activity	Restored the scope of protections to its prior, broader definition	Narrowed the scope of protections, making it easier for employers to punish or fire workers

ISSUE	BIDEN-HARRIS BOARD	TRUMP BOARD
Unfair labor practice prevention during the union organizing process	Ruled that employers who refuse to voluntarily recognize a union and then commit unfair labor practices may be required to recognize and bargain with the union	No meaningful action
Remedies for workers harmed by illegal employer retaliation	Broadened "make whole" remedies to include cost of medical bills and other expenses incurred due to illegal retaliation, in addition to back pay	No meaningful action
Access to employer property to organize	Ruled that off-duty contractor employees can organize at their workplace. General Counsel secured national settlement with Amazon to allow off-duty employees to organize at their workplace.	Ruled that employers can bar access to their property to off-duty contractor employees who are organizing, even if the employees work there



A Milestone Has Been Reached!

A female captain and chief engineer sailed together on the *MV President Kennedy*. MM&P member Captain Brittany Bergmann (*right*) and Chief Engineer Sonja Lund, who belongs to MEBA, aboard the *President Kennedy* after docking in Oakland. Bergmann and Lund are currently the only females sailing captain and chief for APL.

NEWS BRIEFS (CONTINUED)

MT Allied Pacific Participates in RIMPAC 2024

The crew of *MT Allied Pacific* participated in RIMPAC 2024, a multinational naval exercise designed to sustain the relationships critical to ensuring the safety and security of sea lanes in the Indo-Pacific region.

“After receiving her UNREP certification in June 2024, the *Allied Pacific* has continuously been on station, conducting underway replenishments in support of the RIMPAC exercises,” reported Captain Edward “Ted” Markuske. “This dangerous and challenging operation provides critical strategic and logistical capabilities to the U.S. Navy and its allies around the world.”

Also working aboard *MT Allied Pacific* during RIMPAC 2024 were Chief Mate William “Bill” Murphy, Second Mate Matt Thompson, Second Mate Sawyer Cole, Third Mate Alex Byrley, and Third Mate Steven Filler.

“Each one of them has been directly involved in the safe and efficient transfer of oil cargo at sea,” Markuske said

“It would not be possible to carry out an underway replenishment without the combined efforts of everyone onboard,” he added.

The other members of the crew are represented by MEBA, SUP, MFOW, and SIU.

RIMPAC takes place in the waters surrounding the Hawaiian Islands. It is held biennially on even-numbered years. In 2024, 29 nations participated.



Captain Ted Markuske and Chief Mate Bill Murphy during the *USNS Washington Chambers* CONSOL.

Allied Pacific officers with MSC Port Hueneme trainers.



Allied Pacific provided fuel to MSC combat logistics ships including *USNS Washington Chambers* during replenishment-at-sea operations.

“NATO Must Reverse the Decline in the Number of Merchant Mariners”

Leading maritime unions in 12 countries have called on NATO nations to rapidly strengthen their merchant fleets in response to rising geopolitical tensions. MM&P joined other Nautilus Federation unions in issuing the call to action as NATO leaders gathered in Washington, D.C., to mark the alliance’s 75th anniversary.

“With rising geopolitical tensions threatening Europe, the war in Ukraine, escalating violence in the Middle East, and efforts by other nations to dominate the high seas, NATO must confront the alarming decline in the number of qualified merchant seafarers and national-flagged merchant vessels,” the unions wrote. “This decline significantly jeopardizes NATO’s obligations to its members.”

The unions noted “the vulnerability of the U.S. maritime sector, heavily reliant on foreign-flagged ships and with a shrinking merchant shipping capability and shipbuilding capacity.”

They added that “a similar situation has prevailed in the United Kingdom and other traditional maritime nations within NATO for decades,” with many states across Europe “facing historic lows in seafarer numbers and national-flagged merchant vessels.”

The unions noted that “the shortage of qualified officers and ratings impairs our collective and individual ability to support military logistics and secure essential supply chains for energy, food, and medical supplies during conflicts and health emergencies.” The current situation, they added, “exposes our nations to severe risks, with potentially disastrous consequences.”

Needed to reverse the decline, they told NATO leaders, is a coalition of like-minded maritime nations, working together to:

- increase the number of qualified merchant seafarers and national registered vessels;
- end incentives for flags of convenience; and
- put a stop to the continued exploitation of foreign crews.

They called on the governments of NATO member countries “to use this milestone to commit to significant investment in maritime capabilities, to strengthen their merchant marines and to invest in their maritime professionals.”

MM&P is one of the 22 maritime unions that belong to the Nautilus Federation.



Snapshots From the Kings Point Graduation



Elizabeth Livi shared photos of three new Kings Point graduates who had just signed up with MM&P! They are (left to right) Deidre McCafferty, Jackson Troutt, and Randall Ruple. Livi, herself a Kings Point grad, regularly volunteers at the MM&P booth at the USMMA career fair, enjoying the opportunity to interact with young mariners about to set sail on their careers.

NEWS BRIEFS (CONTINUED)

ILWU Member Runs for Office to Save Maritime Jobs

Tim Campbell, a member of the International Longshore and Warehouse Union, is running for a seat on the city council to protect jobs in the Port of West Sacramento, which is under threat by developers.

The port provides work for hundreds of maritime professionals, including members of the MM&P United Inland Group–Pacific Maritime Region who work for Brusco Tug & Barge and longshore workers who belong to the International Longshore and Warehouse Union.

A proposal currently under review by the West Sacramento City Council would shut the port down, replacing it with a pedestrian bridge.

Campbell started working at the port in an entry level warehouse job 30 years ago. For the past nine years, he has held the unpaid position of president of ILWU Local 18.

He says he's running for West Sacramento City Council District 2 to ensure that local government "puts people first... creating and retaining good jobs everywhere in West Sacramento, from the port to downtown."

"I enjoy helping the membership," he says, "and what better way to help this union than to get involved."

To find out more and to support Tim Campbell, visit his [website](#).

PHOTO CREDITS ILWU



Tim Campbell, who has worked in the Port of West Sacramento for 30 years, is running for office to ensure local government "retains good jobs everywhere in West Sacramento, from the port to downtown."



MM&P LDOs on *Empire State VII's* Maiden Voyage

MM&P members aboard the *TS Empire State VII* on its maiden voyage took time out of their busy work schedules to share a photo with the rest of the MM&P fleet. (Right to left) Captain Morgan McManus, Hayden Coyne, Dylan Wood, Kris Muhr, Tara Quinn, Joe Pastore, and Nathan Haerbig.

Unions Ask IMO Head to Urge Panama Canal to Comply With Rules on Hours of Work and Rest

Panama Canal tugboat captains are working dangerously long days without relief, a situation that poses grave risks for tug crews, canal operations and the security of the global supply chain.

MM&P's Panama affiliate, Unión de Capitanes y Oficiales de Cubierta (UCOC), represents Panama Canal tug captains and associated vessel personnel.

UCOC President Daniel Camazon has reached out to Arsenio Dominguez, secretary-general of the International Maritime Organization, asking that he urge the Panama Canal Administration to bring working conditions on the canal into compliance with international minimum hours of rest requirements.

"[T]ugboat captains on the Canal are not allowed the minimum hours of rest required by international convention, International Labor Organization rules or Panama's national regulations," Camazon wrote in an Aug. 2 letter that was also signed by the presidents of MM&P and Nautilus International.

"This is particularly dangerous in the new Canal where tugs work directly under the bows and on the sterns of NEOPANAMAX vessels with no margin for error, protecting the

Canal lock gates from potential disaster."

The hazards stem mostly from the poor design of the expanded canal, which has given rise to a much more labor-intensive process of vessel transit. In the old locks, electric-powered locomotive "mules" run on tracks along the sidewalls, using mooring wires and tension winches to maintain the position of transiting ships. In the new locks, tugboats are required to continuously position vessels in transit, which means tug captains must be at the controls the entire time.

"The recent examples of the *MV Ever Given* in the Suez Canal and the *MV Dali* in Baltimore Harbor make the potential for disaster all too clear," the union presidents wrote. "We do not ask you to intervene in the political or labor relations processes of Panama that have led to this dangerous situation."

"What we seek is your assistance in pointing out to the Panama Canal Administration that although the Canal does not fall under the requirements of the MLC, STCW or SOLAS, the reputation of Panama as a maritime industry leader, as well as common sense, dictate that these standards should be readily and amicably complied with."

Spreading the Word About MM&P



Michelle Barutha, who manages the Apprenticeship Program at MITAGS–West and sails as second mate with MM&P, teamed up recently with Pacific Ports Vice President J. Lars Turner to staff the union's booth at the Martin Luther King Jr. County Central Labor Council in Seattle. The council represents all the labor organizations in King County, Wash., a total of more than 100,000 union members.

NEWS BRIEFS (CONTINUED)

High Level Navy and Army Officials Visit *USNS Watkins*

MSC Far East Commander Robert R. Williams and CMC Command Sergeant Major Randy T. Brown recently spent time touring *USNS Watkins* and interacting with members of the crew. *USNS Watkins*, operated by Patriot Maritime, is crewed by members of MM&P, MEBA, SUP, MFOW, SIU, and ARA.



MSC Far East Commander Robert R. Williams visited *USNS Watkins* in Korea, touring the vessel to confirm that everything was in ship shape. (Left to right) Chief Engineer Felix Tapales, *USNS Watkins* Master Darin Huggins, MSC Far East Commander Robert R. Williams, and Chief Mate Luke Barker.



Command Sergeant Major Randy T. Brown took time to talk with *USNS Watkins* LDOs during a recent visit to the vessel to recognize the crew's support for Army operations while prepositioned strategically worldwide. (Left to right) USMMA Deck Cadet James Ozaki, Brown, *USNS Watkins* Master Darin Huggins, Second Mate Gabby Salazar and Chief Mate Luke Barker.



Ensuring the hard-working crew of *USNS Watkins* get their much-deserved shore leave while in Korea. (Left to right) Chief Mate Luke Barker, Chief Engineer Justine Litterine, and Third Mate James Beidel.



Training is a high priority for the officers aboard *USNS Watkins*. Here the MM&P deck and MEBA engine departments take a quick break from shipboard fire detection training to send greetings to the rest of the fleet. (Left to right, back row) Chief Engineer Justine Litterine, *USNS Watkins* Master Darin Huggins, Deck Cadet James Ozaki, Third Mate Alex Unruh, Third Mate Nicolas Bensabat, Chief Mate Luther Barker, 1AE Dilson Ramirez and (seated) 1AE Dan Marymee, 2AE Tom Dindy, Second Mate Gabby Salazar, and Chief Engineer Felix Tapales.

Five MSC Support Ships Commended for Red Sea Service

Civil Service mariners aboard five Military Sealift Command support vessels have been awarded the Navy Unit Commendation for their deployment in the Red Sea from October 2023 to May 2024 with the *USS Dwight D. Eisenhower* Carrier Strike Group.

The crews of *USNS Supply*, *USNS Alan Shepard*, *USNS Kanawha*, *USNS Amelia Earhart* and *USS Lewis B. Puller* have been recognized for their role in Operation Prosperity Guardian and carrier strike group defense against Houthi attacks.

Over the course of 247 days, *USNS Supply* steamed more than 50,000 miles and carried out 143 underway replenishments with U.S. Navy and coalition ships.

“I’d like to think those eight long months should put to rest any doubts of our commitment to the Navy, the carrier strike group and MSC’s ability to carry out sustained underway replenishment in what can only be described as a difficult and hostile environment,” said *USNS Supply* Captain Pete Lenardson. “From the bridge team to the engine room, each crew member was challenged by this deployment like never before. Those challenges were met and surpassed.”

The LDOs, Pursers and MSOs aboard all MSC CIVMAR manned ships are represented by MM&P.

“I could not be prouder of our members who sail to the most remote parts of the globe in every one of the 24 time zones,” said MM&P Government Fleet Representative Randi Cizewski.

“MSC tours of duty are four months long, but it’s routine for our members to not be relieved in a timely manner. Most sail 9–12 months a year performing critical mission support for our Navy.”

“I’m thrilled that they have received this well-deserved recognition.”

“But it’s unfortunate that Department of Defense officials still refuse to authorize Military Sealift Command to recognize their efforts with Imminent Danger Pay (IDP)—a very minimal stipend.”



“Each crewmember was challenged by this deployment like never before,” said Captain Pete Lenardson, master of *USNS Supply*. “Those challenges were met and surpassed.”

Port of Green Bay Will Expand Thanks to Federal Grant

The Port of Green Bay, Wis., will receive a grant from the Maritime Administration to finance the construction of a new terminal, new docks, and systems and equipment improvements. The money—a \$10,000,000 grant—has been provided under the Biden-Harris Administration’s Bipartisan Infrastructure Law.

As part of the expansion, the site of a former power plant will be converted to docks that can support multiple ships.

Fourteen businesses located on the Fox River already move more than two million tons of cargo each year on more than 200 vessels. The port handles machinery and wind components, dry bulk commodities such as coal, limestone and salt, bulk liquids like petroleum products, liquid asphalt and tallow, and break-bulk commodities including wood pulp and forest products.

“We’re in a location where you’ve got the river, you’ve got a rail line that’s connecting to it, and you’ve got the interstate highway

half a mile away,” a local businessman explained. “That kind of inter-connection does not occur very much anymore.”

The Maritime Administration said in a statement that the funding will cover construction of new dock walls and bulkheads, new stormwater collection and treatment facilities and repair and extension of a rail spur with installation of three switches.

The expansion of the port could generate \$87 million in additional economic activity in the first five years, according to the Green Bay Press-Gazette.

“The redevelopment also presents an opportunity for the Port of Green Bay to move additional cargo using a variety of modes of transportation,” said Sen. Tammy Baldwin (D-Wis.). “With the site’s location adjacent to rail, highway and water transportation facilities, the project has the potential to provide intermodal connections that are not found in other areas of the state.”

MENTAL HEALTH RESOURCES

Five Tips for Finding a Therapist Who Fits

Whether you are new to MM&P or close to retirement, you know life in our industry can be unpredictable and stressful. Here are five tips for finding a therapist who works for you.

#1. Seek a Therapist Who Understands Maritime Life

Maritime life is not just a job; it's a lifestyle. From long stints away from family to the stress of unpredictable weather, your therapist should understand what it is that we do.

Why It Matters: A therapist who “gets” maritime life means they can offer relevant advice and understand its challenges without needing to consult a nautical dictionary.

#2. Be Open to In-Person or Remote Therapy

You need flexibility in your therapy options. Remote therapy—through video calls, phone calls, or even text—can be a lifesaver when you are at sea.

Why It Matters: The beauty of remote therapy is that you do not have to take a break from counseling when you are sailing. You can have a session from the comfort of your cabin, whether you are anchored off Saipan or navigating the Southern Ocean.

Plus, remote therapy means you do not have to wait until you are back on land to get the support you need, and you can be consistent with weekly, biweekly, or monthly meetings.

#3. Look for Union Benefits and Insurance Coverage

Benefits are one of the great perks of union membership. MM&P offers mental health support as part of our benefits. You have three options that are covered.

Cigna health insurance covers Cigna mental health providers in-network. A video tutorial in the Mental Health and Wellness section of bridgedeck.org can help you find a provider in your state.

If you find a therapist who is a good fit but is not in-network, find out about benefits by calling an MM&P Health & Benefit Plan advisor at: 410-850-8500. Ask your therapist for a bill and submit the claim to the Plan.

You can also get six free counseling sessions through the MM&P Employee Assistance Program, which is managed by TELUS Health.

Why It Matters: Therapy can be expensive, and your union benefits can help cover the cost. This makes therapy more accessible and reduces the financial burden, allowing you to focus on your mental health without worrying about the bill.

#4. Find a Therapist Who Offers a Trial Session

Just like test-driving a new car, you want to ensure your therapist is the right fit before you commit. Most therapists offer a free or discounted initial session, giving you the chance to see if their style and approach align with your needs.

Why It Matters: The therapeutic relationship is crucial; you want to find someone you trust and feel comfortable with. A trial session is a no-pressure way to see if there is a good connection.

#5. Check Their Credentials and Reviews

It might seem obvious, but make sure your therapist is properly credentialed and comes highly recommended. Check online reviews and ask friends—especially those in similar professions—for referrals.

Why It Matters: Credentials ensure that your therapist has the necessary training and knowledge to help you effectively.

Bonus Tip: Trust Your Gut

At the end of the day, trust your instincts. You know yourself better than anyone else. If something does not feel right, it probably isn't. Your therapist should help you feel supported and heard.

Why It Matters: Therapy is a deeply personal journey. Trusting your gut ensures that you are on the right course.

If you have questions about the MM&P Mental Health Resources Committee or related topics, please send an email to manthony@bridgedeck.org.

Meet Mary Beth Baker, First Woman to Join the MM&P General Executive Board

Where were you born and what led to your interest in maritime?

I was born in Albany, N.Y., which was one of the largest inland ports in the United States at that time. It is where I saw my first ship. If my brother and I had been good, my father would drive us down to the port after church on Sundays. I may have been only four, but it was such a thrill looking up the gangways of the ships that were docked there, trying to imagine how great life must have been on board a ship! Ha! We moved from Albany shortly after, and my interest in ships was forgotten.

I transferred from a college in upstate New York to attend Texas A&M University at Galveston. It was upon my arrival at the campus that I saw the *Texas Clipper* berthed there. Before even registering, signing in and unpacking my car, I drove over to the dock to take a closer look. Wow! How cool was that? Once I found out what the Maritime Academy and licensing program were all about, thoughts of being a marine biologist went out the window. I enrolled in the Texas Maritime Academy and became a cadet.

Describe your career.

My first job with MM&P was as an AB aboard an American Heavylift ship, an old Gulf oil tanker. MM&P's books were closed to new members at that time, but I was able to get my foot in the door by sailing as an AB/Junior Mate and Bosun/Junior Mate on those Heavylift ships that were owned by the IRAP and Pension plans.

The "Junior Mate" designation allowed me to accrue time faster towards upgrading my license, and with Brother Arthur Holdeman's help, my first Mate's job was Second Mate on the *Nancy Lykes*.

I was lucky enough to be able to sail on freighters for a few years, gaining valuable experience and knowledge. Learning things in a classroom setting is one thing, putting that knowledge into practice is another.

I sailed for nearly 30 years, through every deck rating except OS, sailing under my maiden name of O'Brien. Masters, Mates and Pilots was with me the whole journey. One of the benefits of having a Union behind you—health care plan and a pension among the most important—is the opportunity to work based on your qualifications.

And although I've been retired from shipping for a while now, I'm still working with the Union as a part-time dispatcher in the Houston Hall.



Mary Beth Baker, who sailed with MM&P for more than 30 years, was appointed by the General Executive Board and confirmed by the Convention as the new GEB Pensioners Representative.

Mary Beth Baker became the Pensioner Representative on the General Executive Board with the Board's unanimous approval in June 2024. This is a non-voting, advisory position provided in Article V, Sections 2(i) and 3(k) of the International Constitution.



MM&P CONVENTION COVERAGE

Report on the 90th MM&P Convention

ALL CONVENTION PHOTOS BY DONNA MCCORMICK

Delegates representing the union's five membership groups convened the 90th MM&P Regular Convention on June 24 at MITAGS, in Linthicum Heights, Md. Among the speakers and guests were MM&P members, national and international labor leaders, and current and former U.S. government officials.

Speakers on the first day of the Convention included: former Maritime Administrator RADM Mark Buzby (USN Ret.); Sara Nelson, International President of the Association of Flight Attendants-CWA; and ILA International Vice President Ken Riley.

MM&P President Don Marcus and Secretary-Treasurer Don Josberger gave their reports on the second day.

Speakers on the second day included: AFL-CIO Secretary-Treasurer Fred Redmond; AFL-CIO Transportation Trades Department President Greg Regan; Nautilus International General Secretary Mark Dickinson; Captain Antonio Rodríguez Fritz of Orden Marítima, the MM&P affiliate in Mexico; Captain Rogelio Marquez of Unión de Capitanes y Oficiales de Cubierta, the MM&P affiliate in Panama; MARAD Deputy Associate Administrator Federal Sealift Doug Harrington; and Jay Brooks of Sailors Snug Harbor.

The MM&P Vice Presidents presented their reports on the final day of the Convention. Nominations for elected positions were submitted by petition or on the Convention floor on June 27.

The Convention opened with a show of appreciation for five managers of the MM&P Health & Benefit Plans who have recently retired or will do so at the end of this year: Ann Marie McCullough, Director of Claims; Madeline Petrelli, Internal Auditor; Paula Phillips, Controller; the Deputy Director; and Dale



Sara Nelson, international president of the Association of Flight Attendants-CWA, spoke of the ongoing battle to defend the pay and working conditions of America's flight attendants. "The corporate elite is trying to destroy the social contract that says one salary is enough to have a decent life, including housing and health care," she said. "All work has dignity and is work that we should respect and get paid a living wage for."

Clark, EDP Operations Manager. The Delegates thanked them for their many years of service to the membership and wished them well in retirement.

A group of participants in the original class of the MATES Program, which was held in 1967 in Galveston, Texas, were also honored on the first day of the Convention. They included Eric Chittenden, Jim Hopkins, and Clarke Sheehan. Paul Nielsen, who participated the 1968 class, was also in attendance.



MM&P President Don Marcus with participants in the 1967-68 classes of the MITAGS Program. (Left to right) Paul Nielsen ('68), Clarke Sheehan, and Eric Chittenden. (Not pictured: Jim Hopkins.)

"When we stick together, history has shown that we can be a force for progress," says AFL-CIO Secretary-Treasurer Fred Redmond





“We all got here standing on the shoulders of others, and we pass it on to the next generation,” said MM&P President Don Marcus. “That’s the beauty of MITAGS and our organization.”

The Executive Director of MITAGS also addressed the Convention. He was accompanied by MITAGS-West Director Emily Hopkins, and former instructors Richard Plant and Mike Rodriguez.

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



Plans Administrator Patrick McCullough with MM&P Secretary-Treasurer Don Josberger and President Don Marcus after presenting his report to the Convention. The Delegates took the opportunity to salute Plan Office employees who have retired or are about to retire.



Retired Navy Rear Adm. Mark Buzby, the former maritime administrator, spoke on the first day of the Convention, focusing on the implications for national security of the shortage of mariners. “Seapower has a merchant marine component and a Naval component,” he said. “Not having both has put our sealift capability at risk.”

“One of our proudest accomplishments is the establishment of the MM&P Women’s Caucus Committee and the MM&P Mental Health Resources Committee,” Marcus said. “We need to move forward, and these committees make us stronger.”

His remarks were echoed by AFL-CIO Secretary-Treasurer Fred Redmond, who addressed the Convention on the second day. “Diversity can make our movement stronger,” he said. “And I want to commend this union for being intentional in this process, especially with the Women’s Caucus Committee.”

AFL-CIO Transportation Trades Department President Greg Regan. TTD represents 37 unions, including MM&P, across all modes of transportation. “The maritime unions have always been a family to me from the first time I started in the labor movement,” he said. “We have been fighting side-by-side with Don Marcus and MM&P to make sure future wind farm jobs are Jones Act jobs.”



“The potential benefits of a successful union-management partnership in the public sector are real and important,” said MM&P Government Fleet Representative Randi Ciszewski. “We maintain genuine partnerships with senior managers because when we engage in a pre-decisional manner to represent our members’ interests and rights, we don’t have to fight to defend them.”



continued on page 16



MM&P CONVENTION COVERAGE



**International President
Don Marcus**

"It has been an honor and a joy to serve the membership of MM&P."

**International Secretary-Treasurer
Don Josberger**

"My focus has been on promoting the sustainability and growth of our organization through fiscal responsibility. The stability of our financial reserves is what allows us to continue to carry out our day-to-day activities as well as to take on new challenges."



**United Inland Group-Pacific
Maritime Region Vice President
Daniel Twohig**

"I have the honor to work with and lead a great team of professionals in the Pacific Maritime Region. With the support of the executive team and headquarters staff, I'm proud to say that the Pacific Maritime Region is

now a lean, mean, organizing machine, and we are open for business."

**Offshore Atlantic Ports
Vice President Tom Larkin**

"Our union and offshore shipping have never been stronger. Our group has faced many challenges, none greater than the attacks our members have faced when transiting the Red Sea."

"I urge our members to accurately report their work-rest hours. A well-rested bridge team is crucial to the safe operation of vessels."

"The OSG/ATC campaign has been a real grassroots initiative on the part of our members, reaching out to people they sailed with in the past and telling them about our union."



**Atlantic Maritime Group
Vice President Michael Riordan**

"I'm blessed that I have a great group of people to represent. They are the heart of New York Harbor."

**Offshore Pacific Ports
Vice President J. Lars Turner**

"We're not a union that steps aside when a large fight is before us. Employers know that we will speak up, they know that our members will grieve if necessary."





In March, Attorney Lisa C. Demidovich argued a critically important case on behalf of MM&P before the U.S. Court of Appeals for the D.C. Circuit. The union won the case, capping a 20+ year effort to fight employers who try to strip away the bargaining rights of licensed deck officers. “The reason it’s so great to work with MM&P is that you have leadership that deeply cares about the membership and deeply cares about the labor movement,” she told the Delegates.



Jay Brooks, of Sailors’ Snug Harbor, described how the organization assists retired mariners with financial need. Sailors’ Snug Harbor is one of the oldest secular charities in the country. It helps mariners with financial need remain in their homes by connecting them with local services and helping them pay bills.



MARAD Deputy Assistant Administrator of Federal Sealift Doug Harrington, a member of MM&P, briefed the Delegates on MARAD’s strategic sealift operations, in particular the National Defense Reserve Fleet.

Seafarers International Union President Dave Heindel addressed the Delegates on the second day of the Convention, expressing the SIU’s solidarity with MM&P.



Nautilus International General Secretary Mark Dickinson, who was recently elected President of Britain’s Trades Union Congress, has called on western governments to reenergize their maritime industries and prioritize the safety of seafarers.



UIG–Great Lakes & Gulf Vice President Tom Bell

“I started with MM&P in 2014 with six contracts and five employers and have grown the group to 19 CBAs with 13 employers. I worked with an MM&P-contracted company to implement the first deck department License Apprenticeship Program (LAP) on the Great Lakes and I continue to work on implementing the first LAP for the engineering department. It has been an honor and privilege to serve the fine men and women of MM&P.”



Pilots Membership Group Vice President Kip Carlson

“As the pages of the past are turned over, you will look to the horizon with youthful eyes and fresh perspectives on the ageless ideals and responsibilities that brought us here and now. I see the Pilots Membership Group and MM&P sailing ahead under continued great leadership and with great success into tomorrow.”



MM&P CONVENTION COVERAGE



ILA Vice President and Global Organizer Ken Riley spoke of the ILA's recent triumph in the yearslong battle to reaffirm the right of union members to work every terminal in the Port of Charleston. The standoff came to a successful conclusion as the result of a decision made by the U.S. Supreme Court in February of this year. And there was more good news: workers involved in the multiyear fight by the ILA and other labor groups to organize a union in the port of Freeport in the Bahamas are preparing to sign their first contract.



MM&P International Counsel Gabriel Terrasa with Secretary-Treasurer Don Josberger and President Don Marcus. "There is no question in my mind that we have the greatest legal team in all of maritime labor," Marcus said.



Captain Antonio Rodríguez Fritz of Orden Marítima, the MM&P affiliate in Mexico, with MM&P Secretary-Treasurer Don Josberger and President Don Marcus. As a result of a series of successful organizing campaigns and recent changes in Mexico's labor laws, the union has organized over half a dozen new bargaining units, more than doubling the size of its membership.

Nautilus Head of International Relations Danny McGowan and General Secretary Mark Dickinson with leaders of UCOC, MM&P's Panama affiliate: Education Secretary Ivan de la Guardia, Subsecretary Rogelio Marquinez and Chief Negotiator Agostino Ureña.

MM&P is one of the 22 maritime labor unions that belong to the Nautilus Federation.

UCOC represents tug captains and associated vessel personnel on the Panama Canal.





90th Convention Resolutions

Resolution #2

SUPPORT FULL FY'25 FUNDING FOR THE MARITIME SECURITY PROGRAM

“As a retired U.S. Navy Rear Admiral with more than 30 years of service, I know the critical importance of our merchant marine to our national defense as well as to our economy. Particularly in a contested environment, it is American mariners who will answer the call—as they always have—to move the supplies we need to defeat any adversary.” Rear Admiral Ann Phillips, Maritime Administrator (2022)

The Maritime Security Program is a unique U.S. Government – U.S. private shipping industry partnership that provides the Department of Defense (DOD) with the commercial sealift readiness capability, global intermodal systems, and U.S. citizen civilian mariners it needs to advance America’s interests and support American troops deployed around the world.

Originally enacted as Public Law 104-239, the Maritime Security Act of 1996 authorized the establishment of a maritime security fleet comprised of 47 militarily useful, privately owned U.S.-flag commercial vessels. Public Law 108-136, the National Defense Authorization Act of 2004, reauthorized and extended MSP for ten years and expanded the maritime security fleet from 47 to 60 militarily useful, privately owned U.S.-flag commercial vessels.

Recognizing the critical importance of the Maritime Security Program to the United States’ commercial sealift capability and responding to rising operating costs that are further impeding the ability of U.S.-flag vessels to compete, the House Committee on Armed Services included language in the National Defense Authorization Act of 2025 that authorizes an increase in funding for the Maritime Security Program in FY’25 and FY’26. As approved by the Committee, the funding for the Maritime Security Program will increase from \$318 million per year to \$390 million. This would increase the per-vessel stipend from \$5.3 million to \$6.5 million in FY’25 and FY’26.

“With 85 percent of our forces based in the continental U.S., nearly 90 percent of our military equipment is expected to deploy via sealift in a major conflict. In order to deploy those forces, we require safe, reliable and ready U.S.-flagged vessels [and], mariners to crew those ships. ...” General Stephen Lyons, Commander, United States Transportation Command (2020)

In its 2017–2018 maritime policy statement, the Navy League of the United States stated that failing to provide full funding for MSP



MM&P CONVENTION COVERAGE

“could reduce reserve sealift readiness and capacity below levels that would fully meet the combatant commanders’ operational plans for major deployment of ground forces, which call for 95 percent of unit equipment and sustaining supplies to be moved by strategic sealift. Reduced funding will decrease the number of mariners employed on these vessels, and without adequate sealift and sealift manning, mission capability will be compromised.”

THEREFORE, BE IT RESOLVED:

That the 90th Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, calls on Congress to approve the increase in authorized funding for the Maritime Security Program in Fiscal Years 2025 and 2026.

Resolution #3

SUPPORT THE JONES ACT

The Jones Act requires America’s domestic waterborne commerce to be carried by U.S.-flag vessels built in American shipyards and crewed by American merchant mariners. Enacted in 1920, it remains a cornerstone of American maritime policy: in fact, no domestic maritime policy does more to protect and strengthen America’s economic, military, and homeland security than the Jones Act.

Yet today, some in and out of government suggest that the Jones Act’s requirements be weakened or repealed. These individuals and organizations contend that the United States would 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.

It is, in our opinion, at best, shortsighted and dangerous to suggest that we effectively relinquish all control over the vessels operating in our domestic waterborne trades and allow foreign shipping operations to gain total control over the timing and the cost of transporting America’s domestic commerce. It makes no economic sense to turn over the construction and operation of domestic vessels to foreign companies and workers. The efforts of Congress and the Administration should instead be directed toward preserving and creating jobs for American workers, not outsourcing American jobs to benefit foreign workers. The Jones Act helps to ensure that American workers in the shipbuilding and related service and supply industries, as well as those working aboard 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-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, generate 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 related service and supply industries. Equally important, the domestic shipping industry is responsible for more than \$154 billion in annual economic output.

Repealing the Jones Act would be a grave economic mistake. It would not only drive American shipping companies and shipyards out of business but also force thousands of American maritime workers into unemployment. The loss of these jobs and the subsequent decline in corporate and individual tax revenues would have a significant impact on our economy, a fact that cannot be ignored.

Equally important, the weakening or repeal of the Jones Act would impact not only our economy but also our national defense. It would mean reducing 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, a duty that should not be left to the political or ideological whim of foreign companies and foreign crews.

THEREFORE, BE IT RESOLVED:

That the 90th 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.

Resolution #4

SUPPORT U.S.-FLAG CARGO PREFERENCE REQUIREMENTS

“Cargo preference laws, because of the impelled cargoes they generate, help maintain U.S.-flag ship capacity and the qualified mariners necessary to crew the Maritime Administration Ready Reserve Fleet and the Military Sealift Command Surge Fleet.”

General Darren McDew, Commander, U.S. Transportation Command, 2018

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.

It is important to understand that 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, U.S. taxpayer dollars should be used to the fullest degree possible to Hire American, Buy American, and Ship American.

U.S.- flag ship owners rely on sufficient volumes of U.S. government-impelled cargoes to be able to invest in U.S.-flag ships and intermodal networks and to employ the skilled U.S. mariners that it takes to service international trades relied upon by DOD for sealift and sustainment. The evasion of cargo preference laws by U.S. government agencies directly results in less cargo for U.S.-flag ships, resulting 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. Merchant Marine has provided in every armed conflict our nation has faced and will face again.

“The U.S. merchant marine is a valuable national asset that has always been there for America in times of war and national emergency . . . Our nation’s cargo preference programs, including those with respect to the Food for Peace program, are instrumental to sustaining the U.S. merchant marine and maintaining our national defense sealift capability – with the attendant billions saved.” Navy League of the United States, 2017

Since U.S.-flag cargo preference shipping requirements for food aid cargoes were slashed from 75% to 50% beginning in 2012, the U.S.-flag fleet has plummeted by 26%, according to the U.S. Maritime Administration - more than triple the impact initially forecast by the Administration. Similarly, GAO reported that when cargo preference was cut from 75% to 50%, USAID shipping costs fell less than 9%, and USDA shipping costs did not at all. The cost of restoring cargo preference to 75% was only \$11 million annually.

The major issue threatening our industry’s ability to continue to meet America’s commercial strategic sealift requirements is the shortfall in the number of qualified U.S. citizen mariners to crew the government and privately-owned vessels relied upon by DOD. In March 2015, General Paul Selva, then-Commander, U.S. Transportation Command, told Congress that because of the “reduction in government impelled cargoes due to the drawdown in Afghanistan and the reductions in food aid . . . the mariner base is at a point where future reductions in U.S.-flag capacity put our ability to fully activate, deploy and sustain forces at increased risk.”

“I am also concerned about the availability of a sufficient number of qualified mariners with the necessary endorsements to operate large ships (unlimited horsepower and unlimited tonnage) and to sustain a prolonged sealift mobilization beyond the first four to six months. We need a larger peacetime employment base to ensure we have the manpower during times of crisis.” Admiral Mark Buzby, Administrator, United States Maritime Administration, 2018

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 - cost increases that are not offset by the minor savings purportedly achievable in food aid and other programs.

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

To ensure that the privately owned militarily useful U.S.-flag vessels and their U.S. citizen crews remain available to DOD to advance America’s security interests and support and supply American troops deployed overseas, we urge Congress to increase U.S.-flag cargo preference shipping requirements to 100 percent of all government-generated cargoes.

THEREFORE, BE IT RESOLVED:

That the 90th Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, applauds the actions taken by the Biden Administration’s Made in America Office to strengthen and enhance U.S.-flag cargo preference shipping requirements;

and be it further

RESOLVED:

That the 90th 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 enact instead legislation to increase and strengthen Ship American requirements to ensure our nation has the civilian merchant mariners necessary to support the military and economic security of the United States.

Resolution #5

A NEW NATIONAL MARITIME STRATEGY

History has repeatedly shown that the United States needs and relies upon a strong, active privately-owned U.S.-flag commercial merchant marine to meet the economic and national security requirements of our Nation. It is the privately-owned U.S.-flag merchant marine and its civilian U.S. citizen crews represented by America’s maritime labor unions that enable the Department of



MM&P CONVENTION COVERAGE

Defense United States Transportation Command to fulfill its logistics and supply job economically and efficiently. Our industry provides the Department of Defense with the civilian merchant mariners needed to crew the U.S.-government-owned surge vessels called into action at the start of hostilities as well as the commercial sealift readiness capability and civilian merchant mariners DOD requires to provide the sustainment required throughout the extent of a war or other international emergency.

Notwithstanding an unparalleled record of patriotic service to our country, the continued viability of our industry is at risk. It is imperative that the downward trend in the number of vessels operating under the U.S. flag be stopped and reversed, and the American maritime manpower shortage be addressed and resolved. Simply put, the current manpower shortage is a national security threat, and the Department of Defense cannot do its job if private industry cannot provide the civilian mariners DOD needs.

Compounding this situation is the rapid growth and increasing domination in the international maritime arena by the Chinese Communist Party. Whereas the United States merchant fleet engaged in foreign trades numbers approximately 80 vessels, the CCP boasts more than 5,000 vessels and is growing.

The response requires strong, positive action by Congress and the Administration to develop, support, fund, and implement innovative and effective programs and policies that will increase the number of commercially viable U.S.-flag vessels, the number of American maritime jobs, and the amount of America's foreign trade carried aboard U.S.-flag ships. Failure to act will mean the United States is relinquishing even more control over the ocean shipping supply chain to other nations, including China, entrusting them with our nation's economic security.

Fortunately, a bipartisan coalition of Senators and Representatives, led by Senator Mark Kelly (D-AZ) and Congressman Michael Waltz (R-FL), has proposed a new national maritime strategy intended to stop the decline in our maritime industry and put America back on the path to maritime strength. As stated by Senator Kelly and Congressman Waltz, their proposal will "represent a comprehensive approach to revitalizing the U.S. merchant marine along four primary lines of effort: 1) establishing a Maritime Security Trust Fund; 2) supporting and incentivizing an increase in U.S.-flag vessels; 3) supporting the U.S. shipbuilding industry; and 4) expanding and strengthening maritime workforce development to boost mariner and shipyard worker recruitment, training and retention."

More specifically, it is our understanding that their proposal will achieve these and other maritime objectives in a number of ways, including:

Requiring the President to appoint a Special Advisor who would be responsible for coordinating national maritime affairs and policy and for maintaining and updating the national maritime strategy;

MIRAID President C. James Patti briefed the Delegates on the situation in Washington, D.C. "What happens on election day will affect our jobs: like it or not, we cannot ignore this basic fact. Instead, we must double and triple our efforts to make sure we have friends and supporters we can count on elected this November."



Establishing a Maritime Security Trust Fund that would be financed by duties and fees imposed on vessels in international commerce to provide a secure source of funding for maritime programs;

Increasing the number of vessels enrolled in the Maritime Security Program from 60 to 80 U.S.-flag vessels with an increase in the per-vessel stipend to help offset the cost of doing business in the United States;

Increasing the number of vessels in the Tanker Security Program from the authorized 20 vessels to 70 vessels;

Increasing U.S.-flag cargo preference shipping requirements; and

Increasing the tax deduction for the value of goods imported into the United States on a U.S.-flag vessel;

It is critically important, not only to our industry but also to our nation, that these efforts continue to move forward and that the U.S. government provides the assistance and support necessary to enable the U.S.-flag maritime industry to strengthen and enhance America's military and economic security and to serve as a deterrent to China's ongoing drive to control the world's oceans and international waterborne commerce.

THEREFORE, BE IT RESOLVED:

That the 90th Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, applauds the efforts of Senator Mark Kelly, Congressman Michael Waltz, and their colleagues to develop a meaningful, realistic national maritime strategy actions; and be it further

RESOLVED:

That the 90th Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, reaffirms our commitment to work with Senator Kelly and Congressman Waltz for the enactment of this maritime legislative initiative.

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

Schedule of Meetings

The second Trustee meeting for 2024 took place June 4-5, 2024, in person, at MITAGS. I will summarize some of the actions taken by the Trustees at the meeting.

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 six MM&P Offshore scholarship awards for the year. The winners are:

Neil Landow – son of Mark Landow
Victoria Walwork – daughter of William Walwork II
Taryn O'Toole – daughter of Michael O'Toole
Ryan O'Toole – son of Michael O'Toole
Dallas Marks – daughter of Daniel Marks
Bohdan Veloni – son of Eric Veloni

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.

2025-26 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 2025-26 school year. Completed applications must be returned to the Plan Office by Nov. 30, 2024.

For more information, please contact Jessica Chadwell in the Plan Office at 410-850-8624 or jchadwell@mmpplans.com.

Pension Plan-Adjustable Pension Plan

Annual Funding Notice

As required by federal law, at the end of April 2024, the Plan mailed the Annual Funding Notice for Plan Year Jan. 1, 2023 through Dec. 31, 2023 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 2023, mailed in April 2024." Also posted for your reference are prior year notices.

Masters, Mates & Pilots Plans

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 2024, 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.

2020 Annual Pension Confirmation Forms Needed for Plan Year 2019

John Moralis

Dolores Hoffman

2022 Annual Pension Confirmation Forms Needed for Plan Year 2021

Ray Friis*

Julius Perkins

Joanne Gray*

Susan Vanhorne*

Richard Mercer*

Ruby Weimer

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

2023 Annual Pension Confirmation Forms Needed for Plan Year 2022

Jerry Androes*

Mamie Markle*

Marlinda Atkinson

Steven Morgan*

Barbara Curtiss*

Rosalind Utterback*

Dennis Lozeau*

Constantinos Vafiades

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

2024 Annual Pension Confirmation Forms Needed For Plan Year 2023

Timothy Anderson*

Sheila Lindholm

Joel Austin*

Ervin Lott*

Richard Blake*

Betty Mays

Joseph Bourell*

Kevin McKinley

Carole Carbonella

Richard Clifton*

Melanie Clovis*

Arthur Cooper*

Patricia Cosky

Douglas Emley

Aaron Hairston*

Donald Jacoby*

Patricia Jansen*

Pamela Kristovich*

Micki Milnes*

Judith Parker

Philip Raymond*

Stephen Rosenboom*

Anne Smith

Walter Tripp

Daniel Trujillo

Maria Valentin

Margaretha Van Pietersom

Michell Vye

*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 2024 Calendar Year

I would like to remind pensioners and spouses under age 65 about the MM&P Health Plan Earnings Limitation for calendar year 2024. In December 2023, 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.

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Plan Amendments

AMENDMENT NO. 164 TO THE M.M.& P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

The following provisions of the Rules and Regulations are amended as follows:

1. Effective June 1, 2024, Article I (Definitions) is amended by adding the following new Section 43:

Section 43. Experimental or Investigational

The term “Experimental” or “Investigational” shall mean a course of treatment, a surgery or procedure that (i) is labeled as being for experimental purposes (or words to that effect); (ii) the provider describes in a patient informed consent document or in any other manner as being experimental in nature (or words to that effect); or (iii) cannot be lawfully marketed without approval of the U.S. Food and Drug Administration and it has not been so approved for marketing at the time it is furnished; unless the Trustees or their designee determine, after considering any information submitted by the Covered Individual and any other information they deem appropriate, that it is not experimental.

2. Effective March 7, 2023, Article III (Eligibility), Section 8 (Continuation of Coverage for Pensioners) shall be amended by replacing all references to “June 30, 2024” with “June 30, 2025.”
3. Effective June 1, 2024, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 1 (Allowable Expense), Subsection B shall be amended to read as follows (with removed language struck through and added language in bold italics):
 - B. It is recommended and approved by a Physician and is for a valid course of treatment, which is not Experimental ~~as determined by Medicare~~, and which is expected to lead to the cure and/or rehabilitation of the patient, provided that the Plan may obtain and rely upon independent medical advice to determine whether services for supplies are necessary for such treatment, are consistent with professionally recognized standards of care with regard to quality, frequency and duration, and are provided in the most economical and medically appropriate site for treatment; and,
4. Effective May 11, 2023, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 2 (Covered Charges), subsections N and Q are deleted in their entirety and replaced with the following:

N. Reserved

Q. Reserved

5. Effective June 1, 2024, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 6 (Exclusions), Subsection J shall be amended to read as follows (with removed language struck through and added language in bold italics):
 - J. for Investigational or Experimental surgery or procedures as determined by Medicare.;
6. Effective January 1, 2024, Article IV (Benefit Provisions), Part B (Prescription Drug Benefit), Section 2 (Reimbursement Program) shall be amended by adding the following at the end:

Beginning January 1, 2024, each Pensioner or other retired individual eligible for coverage under Article III, and such Pensioner's or other retired individual's Dependent who is eligible for Prescription Drug Benefits under Medicare Part D, will be automatically enrolled in the employer group waiver plan (“EGWP”) adopted by the Plan. Such Pensioner, other retired individual, or Dependent may elect to opt out of coverage under the EGWP. Effective as of the date of opt out, such Pensioner, other retired individual, or Dependent, except for those described in the following two paragraphs, shall be permanently ineligible for Prescription Drug Benefits under Article IV, Part B.

Pensioners or other retired individuals eligible for coverage under Article III, and such Pensioner's or other retired individual's Dependents who live outside the continental United States (including U.S. territories), are not eligible to enroll in the EGWP and therefore may submit their prescription charges to the Plan for reimbursement and the Plan will reimburse 80% of the Allowable Charges based on the exchange rate for that date of Service.

For Pensioners or other retired individuals eligible for coverage under Article III, and such Pensioner's or other retired individual's Dependents who are enrolled in Medicare Part D coverage under another plan and who opted out of the Plan's EGWP, the Plan will provide secondary coverage to such Medicare Part D plan by reimbursing 100% of the prescription charges not covered by the other plan but at no more than 80% of the Allowable Charges.
7. Effective May 11, 2023, Article IV (Benefit Provisions), Part B (Prescription Drug Benefit), Section 6 (Coronavirus Vaccine Coverage) is deleted in its entirety.

Masters, Mates & Pilots Plans

8. **Effective May 11, 2023, the last paragraph of Article IV (Benefit Provisions), Part C (Comprehensive Annual Physical Examination Immunization and MSC Pre-Employment Physical Examination) is deleted in its entirety.**
9. **Effective January 1, 2024, Article IV (Benefit Provisions), Part F (Dental Benefits), Section 4 (Exclusions), Subsection P shall be amended by replacing “\$2,000” with “\$3,000”.**

AMENDMENT NO. 12 TO THE M.M.& P. PENSION PLAN RULES AND REGULATIONS

Effective on the dates below, the following provisions of the Rules and Regulations are amended as follows:

1. **Effective June 4, 2024, the following sentence is added to the end of Article VI (Applications, Benefit Payments and Retirement), Section 6.09 (Suspension of Benefits), subsection (g)(ii):**
2. **Effective December 29, 2022, Article VI (Applications, Benefit Payments and Retirement), Section 6.21 (Recovery of Overpayments) is deleted and replaced with the following:**

The deductions described in this Section 6.09(g)(ii) will be applied to the maximum extent permitted by applicable law.

To the maximum extent permitted by applicable law, the Plan has the right, exercisable by the Trustees alone and at their sole discretion, to recover any Overpayment to any Pensioner or beneficiary. The procedures for recovering Overpayments, plus interest, costs and attorneys’ fees, are set forth in this Section 6.21, provided, however, that Overpayments described in Section 6.09(g)(ii) must be recovered in accordance with the procedures described herein. For the purposes of this Section 6.21, an “Overpayment” is any payment to a Pensioner or beneficiary to which he is not entitled, in whole or in part, under the terms of the Plan at the time of the payment.

In the event of an Overpayment: (a) the Plan shall have a constructive trust, lien and/or an equitable lien by agreement in favor of the Plan on any Overpayment, including amounts held by a third party, such as an attorney; (b) any such amount will be deemed to be held in trust by the Pensioner or beneficiary, other individual, or third party for the benefit of the Plan until paid to the Plan; (c) by accepting benefits from the Plan, the Pensioner, beneficiary, or other individual agrees that a constructive trust, lien, and/or equitable lien by agreement in favor of the Plan exists with regard to any Overpayment; (d) the Pensioner, beneficiary, or other individual agrees to cooperate with the Plan by reimbursing all amounts due, agrees to be liable

to the Plan for all of its costs and expenses, including attorneys’ fees and costs, related to the collection of any Overpayment, and agrees to pay interest at the rate determined by the Board of Trustees from time to time from the date of the Overpayment through the date that the Plan is paid the full amount owed, to the extent permitted by law; (e) any refusal by a Pensioner, beneficiary, or other individual to reimburse the Plan for an Overpayment will be considered a breach of the agreement with the Plan that the Plan will provide the benefits available under the Plan and those persons will comply with the rules of the Plan; (f) by accepting benefits from the Plan, a Pensioner, beneficiary, or other individual affirmatively waives any defenses such person may have in any action by the Plan to recover overpaid amounts or amounts due under any other rule of the Plan, including but not limited to a statute of limitations defense or a preemption defense; and (g) the Plan has the right to file suit to collect an Overpayment in any state or federal court that has jurisdiction over the Plan’s claim.

AMENDMENT NO. 9 TO THE M.M.& P. ADJUSTABLE PENSION PLAN RULES AND REGULATIONS

Effective on the dates below, the following provisions of the Rules and Regulations are amended as follows:

1. **Effective June 4, 2024, Article VIII (Suspension of Pension Benefits), Section 8.01 (Suspension of Benefits), subsection (D), is amended to delete the reference to “Section 8.06” and replace it with a reference to “Section 8.05.”**
2. **Effective June 4, 2024, the following sentence shall be added to the end of Article VIII (Suspension of Pension Benefits), Section 8.05 (Recovery of Overpayments):**
3. **Effective December 29, 2022, Article IX (Claim and Appeal Procedures), Section 9.08 (Recovery of Other Overpayments), is deleted in its entirety.**
3. **Effective December 29, 2022, Article XIV (Miscellaneous), Section 14.05 (Overpayments), is deleted and replaced with the following:**

The deductions described in this Section 8.05 shall be applied to the maximum extent permitted by applicable law.

To the maximum extent permitted by applicable law, the Plan has the right, exercisable by the Trustees alone and at their sole discretion, to recover any Overpayment to any Pensioner or Beneficiary. The procedures for recovering Overpayments, plus interest, costs and attorneys’ fees, are set forth in this Section 9.08, provided, however, that Overpayments described

in Section 8.05 must be recovered in accordance with the procedures described herein. For the purposes of this Section 9.08, an “Overpayment” is any payment to a Pensioner or Beneficiary to which he is not entitled, in whole or in part, under the terms of the Plan at the time of the payment.

In the event of an Overpayment: (a) the Plan shall have a constructive trust, lien and/or an equitable lien by agreement in favor of the Plan on any Overpayment, including amounts held by a third party, such as an attorney; (b) any such amount will be deemed to be held in trust by the Pensioner or Beneficiary, other individual, or third party for the benefit of the Plan until paid to the Plan; (c) by accepting benefits from the Plan, the Pensioner, Beneficiary, or other individual agrees that a constructive trust, lien, and/or equitable lien by agreement in favor of the Plan exists with regard to any Overpayment; (d) the Pensioner, Beneficiary, or other individual agrees to cooperate with the Plan by reimbursing all amounts due, agrees to be liable to the Plan for all of its costs and expenses, including attorneys’ fees and costs, related to the collection of any Overpayment, and agrees to pay interest at the rate determined by the Board of Trustees from time to time from the date of the Overpayment through the date that the Plan is paid the full amount owed, to the extent permitted by law; (e) any refusal by a Pensioner, Beneficiary, or other individual to reimburse the Plan for an Overpayment will be considered a breach of the agreement with the Plan that the Plan will provide the benefits available under the Plan and those persons will comply with the rules of the Plan; (f) by accepting benefits from the Plan, a Pensioner, Beneficiary, or other individual affirmatively waives any defenses such person may have in any action by the Plan to recover overpaid amounts or amounts due under any other rule of the Plan, including but not limited to a statute of limitations defense or a preemption defense; and (g) the Plan has the right to file suit to collect an Overpayment in any state or federal court that has jurisdiction over the Plan’s claim.

or beneficiary. For the purposes of this Section 6.12, an “Overpayment” is any payment to a Participant or beneficiary to which he is not entitled, in whole or in part, under the terms of the Plan at the time of the payment.

In the event of an Overpayment: (a) the Plan shall have a constructive trust, lien and/or an equitable lien by agreement in favor of the Plan on any Overpayment, including amounts held by a third party, such as an attorney; (b) any such amount will be deemed to be held in trust by the Participant or beneficiary, other individual, or third party for the benefit of the Plan until paid to the Plan; (c) by accepting benefits from the Plan, the Participant, beneficiary, or other individual agrees that a constructive trust, lien, and/or equitable lien by agreement in favor of the Plan exists with regard to any Overpayment; (d) the Participant, beneficiary, or other individual agrees to cooperate with the Plan by reimbursing all amounts due, agrees to be liable to the Plan for all of its costs and expenses, including attorneys’ fees and costs, related to the collection of any Overpayment, and agrees to pay interest at the rate determined by the Board of Trustees from time to time from the date of the Overpayment through the date that the Plan is paid the full amount owed, to the extent permitted by law; (e) any refusal by a Participant, beneficiary, or other individual to reimburse the Plan for an Overpayment will be considered a breach of the agreement with the Plan that the Plan will provide the benefits available under the Plan and those persons will comply with the rules of the Plan; (f) by accepting benefits from the Plan, a Participant, beneficiary, or other individual affirmatively waives any defenses such person may have in any action by the Plan to recover overpaid amounts or amounts due under any other rule of the Plan, including but not limited to a statute of limitations defense or a preemption defense; and (g) the Plan has the right to file suit to collect an Overpayment in any state or federal court that has jurisdiction over the Plan’s claim.

AMENDMENT NO. 19 TO THE M.M.& P. INDIVIDUAL RETIREMENT ACCOUNT PLAN RULES AND REGULATIONS

Effective December 29, 2022, the following provisions of the Rules and Regulations are amended as follows:

- 2. Article VI (Payment of Benefits and Eligibility), Section 6.12 (Recovery of Overpayments) is deleted and replaced with the following :**

To the maximum extent permitted by applicable law, the Plan has the right, exercisable by the Trustees alone and at their sole discretion, to recover any Overpayment to any Participant

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 2023 (the most current year for which audited information is available), we have confirmed that no more than 6.76 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.

PENSIONERS

Anders K. Brinch Jr., shipping out of West Coast ports. He last sailed for Pasha as second mate aboard the *Sunrise Horizon Spirit*.

Achim H. Huber, shipping out of West Coast ports. He last sailed for Matson Navigation as second mate aboard the *Matson Mokuhana*.



Kent R. Flick, shipping out of Gulf Coast ports. He last sailed for Pasha as master of the *Sunrise Horizon Enterprise*.

Ann Marie McCullough, Director of the MM&P Health and Benefit Department.

Scott D. Saunders, shipping out of East Coast ports. He last sailed for Crowley Marine as chief mate aboard the *Colorado Express*.

Leonard A. Stenbeck sailed Offshore as a member of Local #90 starting in 1964, and then, in 1980, became a Hawaii Pilot.



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

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CROSS'D THE FINAL BAR

Harvey N. Bailey, 83, May 18. A resident of Buckingham, Va., and a pensioner since 2010, he last sailed for Horizon Lines aboard the *SS Hunter*. His hobbies included travel, reading books, debating, and watching motorcycle racing. He is survived by his wife Lailanie, family and friends.



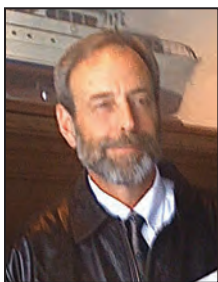
Eugene E. Cabral, 97, March 31. A resident of Runnemede, N.J., and a pensioner since 1987, he last sailed for Sealand Services aboard the *SS San Pedro*. He served in the Navy during World War II. He was an avid Phillies fan, enjoyed audio books on history, and loved spending time with his family. In his retirement he worked as a school bus driver and a school bus aide.

Survivors include his loving companion Kathy Rose and her son Peter, daughter-in-law Olga Cabral, and grandson Zachary, in-laws Jeannie Lucente and Chris Cabral, and many nieces and nephews.



Gary E. Fleeger, 77, May 3. A resident of Reno, Nev., and a pensioner since 2001, he last sailed for U.S. Ship Management as master of the *Sealand Innovator*. He worked ashore for 10 years as director of operations for Matson Navigation. He loved traveling with his wife, making trans-Atlantic cruises a priority. "He leaves behind a legacy of leadership, professionalism, compassion,

and a bit of shenanigans. He was known for quips, sayings and advice which became known as Fleegerisms." He is survived by Marlane, his wife of 55 years, children Jennnifer and Tim, grandchildren Holly, Nathaniel and Joshua, granddaughter-in-law Jackie Dair, and great-granddaughter Zoey.



Samuel W. Hartshorn, 77, July 23. A resident of Richmond, Calif., he joined Local #90 in 1968 and was sailing as master at age 26. He left California and became a Panama Canal Pilot in 1978. A favorite off-watch pastime was sailing windsurf boards with his wife in Gatun Lake. He worked for a few years for the U.S. Navy as a harbor pilot in San Francisco, and then became

a San Francisco Bar Pilot. After retiring in 2012, he enjoyed windsurfing, snow skiing, mountain biking, dirt-boat sailing at

Blackrock Desert, and mountaineering. He climbed a number of major mountains, hiked the GR-11 along the Pyrenees from the Atlantic to the Mediterranean, and trekked parts of the John Muir Trail. According to his wife, his favorite part of retirement was going to bed at night "knowing a dispatcher wouldn't be calling him in the wee hours!" He is survived by his wife Mary Lou, son Emmanuel, daughter Hannah, and many friends, shipmates and colleagues.

Robert K. Malm, 83, April 1. A resident of Santa Rosa, Calif., and a pensioner since 1998, he last sailed for American President Lines as master of the *President Eisenhower*. He enjoyed spending his free time in Bodega, California, at the Franceschi Ranch and traveling with friends and family. He loved art museums, eating good food and enjoying a glass of red wine. He was a member of the Northern Map Society and served on the board of the Sebastopol Arts Council. Survivors include his wife Julie, daughter Eliza and her husband Troy; and his "favorite gift in life," grandchildren Emmilia and Brody.

Dennis K. Shypertt, 86, June 12. A resident of Lawndale, Calif., and a pensioner since 1999, he last sailed for Patriot Maritime (APL-NSA) aboard the *Intrepid*.



Herbert "Newt" Newman, MITAGS instructor, ILA member and good friend, Aug. 28. Newt was an ILA crane simulator instructor at the East Coast campus of the Maritime Institute of Technology and Graduate Studies. "He always brightened our days with his signature smile," one coworker said. "He was quick

to ask how you were doing, and to offer encouragement. His warmth and kindness left a lasting mark on everyone he met. His unwavering hospitality was evident in his eagerness to welcome VIPs to the crane simulator, where his enthusiasm made every visitor feel special." Survivors include his wife Catherine, daughter Danielle, daughter Alecia and her husband Terry, grandchildren Alannah, Cecelia and Terry, step-grandchildren Zach, Preston and Chase, and his cherished dogs Jeny Girl and Gigi.

