

Vol. 60, No.1
Spring 2024



The Master, Mate & Pilot

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

**Decisive Win for MM&P in Battle
to Protect LDOs' Union Rights**

**90th MM&P Nominating
Convention Call**

Constitutional Convention Call

**MITAGS Campus Building
Dedicated to
Captain George Quick**



The Master, Mate & Pilot

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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

The trailing arm suction hopper dredge *RB Weeks* recently joined the Weeks Marine fleet. Members of the MM&P Great Lakes & Gulf Region vertically crew the company's trailing arm suction dredges.

— PHOTO COURTESY OF WEEKS MARINE INC.

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FROM THE PRESIDENT

State of the Union

Union Sisters & Brothers:

Since the last issue of our magazine, the international seascape has changed. MM&P and other U.S.-flag vessels have been under physical attack in the Red Sea and Gulf of Aden. Attacks on our vessels are not a new phenomenon in the history of our Union or even in the memory of some of our still-active members, particularly those working during the Tanker War of the mid-1980s. Attacks on U.S.-flag merchant vessels are a new experience, however, for the vast majority of our members and for those now on duty in the U.S. Maritime Administration, U.S. Navy, U.S. Transportation Command and the U.S. military's Central Command (CENTCOM).

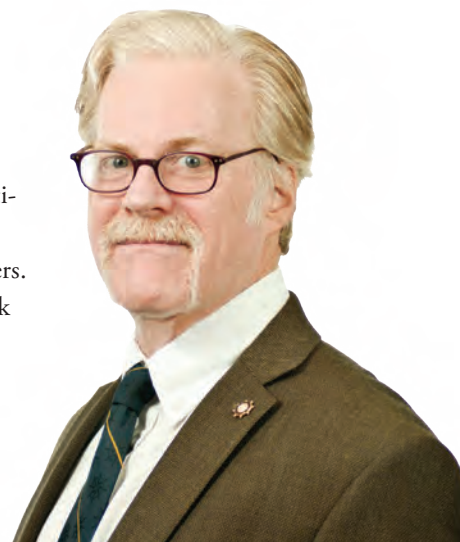
MM&P's efforts, in conjunction with the rest of maritime labor, have been directed at improving the safety of U.S. mariners, both in terms of increased military resources for escort and oversight protection and with regards to secure and instant communications with close military support. Regarding communications, we have urged that uniformed military personnel with secure communications equipment be carried aboard vessels transiting the High-Risk Areas. Attacks have taken place against or in close proximity to MM&P commercial and civil service vessels. The experience has been nothing less than harrowing. As of this writing, MM&P commercial vessels have been re-routed around the Cape of Good Hope, but MM&P-crewed Military Sealift Command vessels which are essential to supporting our naval forces remain in harm's way 24 hours a day. Further, the potential for conflict in the Persian Gulf and Straits of Hormuz remains a grave concern.

Notwithstanding the extreme danger, anxiety and pressures involved in transiting these areas, MM&P members and American mariners have risen to the occasion. This is consistent with the proud tradition of our Union and the U.S. Merchant Marine. At MM&P Headquarters and throughout our Union, there is nothing but respect and admiration for how our members have performed their duties under these pressures. In particular, our Masters, who bear the full weight of responsibility on their shoulders, deserve the highest commendation for their professionalism.

Many will recall the attacks on the *M/V Bridgeton* and *M/V Sea Isle City* in the Persian Gulf in 1987. These tankers,

which were originally Kuwaiti-flag, were flagged-out to the U.S. flag with MM&P Masters. The *M/V Bridgeton* was struck by a mine and damaged off Farsi Island in the Persian Gulf and the *M/V Sea Isle City* was struck by a Silkworm missile fired from the Al Faw peninsula in Iraq which at the time

was occupied by Iranian forces. Both attacks were launched by Iran. MM&P member Captain John Hunt was blinded during the attack on the *M/V Sea Isle City* and eleven other members of the crew were hospitalized. Captain John Hunt is fondly remembered by MM&P members for his courage and upbeat outlook on life despite the grievous injuries that took away his eyesight and ended his career.



The unions have urged that uniformed military personnel with secure communications equipment be carried aboard vessels transiting the High-Risk Areas.

Today, in an increasingly hostile world, MM&P members are dealing with risks and uncertainties that their predecessors have faced—in Peace and War—since our founding in 1887. Our government and military at long last appear to be comprehending our military and economic vulnerability caused by the neglect of the U.S. Merchant Marine and the lack of a national maritime strategy. It remains to be seen whether

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From the President continued

Congress will answer these needs before a major crisis forces the issue.

On the domestic front, we share a different kind of conflict in common with all bona fide U.S. labor unions: the war on workers. This is facilitated by our regressive federal labor laws that reward employers who delay and obstruct the rights of workers to freely associate and collectively bargain.

Despite the legal disabilities inflicted on labor, it is immensely satisfying to celebrate recent victories achieved by our representatives and MM&P's peerless legal team:

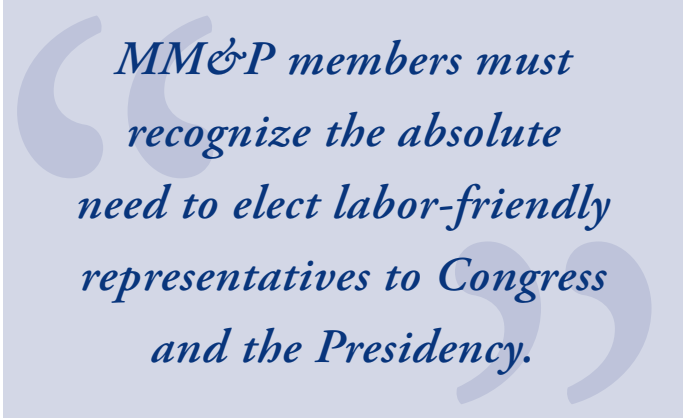
- enforcing the duty of employers who recognize mixed bargaining units comprised of both statutory employees and statutory supervisors to bargain in good faith [Sunrise Operations, LLC, a wholly owned subsidiary of The Pasha Group, 373 NLRB No. 30 (2024)];
- ordering an election and subsequently certifying MM&P as the bargaining representative for the Alaska Tanker Company bargaining unit including Chief Mates [Alaska Tanker Company, LLC, a subsidiary of OSG Ship Management, Inc. (19-CR-320760, 8/31/23)]; and
- ruling that towboat captains are appropriate for inclusion as part of an existing bargaining unit and ordering a representational election [Leo Marine Service, Inc. (19 RC 330385, 2/14/24)].

For many years, MM&P has been leading maritime labor in challenging the legal disabilities imposed on ship's officers by the implementation of the supervisory provisions of the Taft-Hartley Act of 1947, and outlasting the cynical tactics of delay and union busting preferred by the great majority of U.S. employers. MM&P continues to organize from the bottom up in the face of legal hurdles, employer animus and labor competitors who have built their job base by means of rate-cutting pre-hire agreements and jurisdictional raids.

While no legal victory is complete until a first contract is negotiated and ratified, a review of the legal victories for maritime labor confirms that MM&P has significantly expanded the legal rights of ships' officers. Great thanks are due to our legal team led by Gabriel Terrasa, Jen Stair and, among others, outside counsel Lisa Demidovich, Jason Wojciechowski and Susan Davis. Their abilities give MM&P representatives, MM&P rank and file members and mariners wishing to join our Union the tools they need to successfully organize, negotiate first contracts, and

enforce the contracts we have. Unity and determination by our membership and the abilities of our legal team are ensuring that labor-abusing employers will think twice before they try to avoid their legal obligations—however long they may be able to delay.

This leads directly to a discussion of our tanker organizing efforts at Alaska Tanker Company (ATC) and Overseas Shipholding Group Corporation (OSG). MM&P has been certified as the bargaining representative for ATC in the landmark victory cited above. The unit, which includes Chief Mates, must now withstand gratuitous company appeals which have no other function than to frustrate employees who were at one time assured that the company would respect their decision on whether or not to organize.



*MM&P members must
recognize the absolute
need to elect labor-friendly
representatives to Congress
and the Presidency.*

Regarding OSG, as this goes to press, the National Labor Relations Board (NLRB) has sat on their hands for over five months, waiting to order a certification vote, despite the clear issues before them that mirror the issues already determined by the NLRB with ATC. A vote should be authorized soon, and the perseverance of the Licensed Deck Officers at OSG and ATC as well as our organizing committees, led by Vice President Tom Larkin, will see these campaigns through however long they may take.

In all labor matters, MM&P members must recognize the absolute need to elect labor-friendly representatives to Congress and the Presidency. Key decisions have turned on the fact that the NLRB now has a sufficient number of labor rights supporting appointees in place. This is thanks to the Biden Administration. Similarly, in the Department of Labor, labor-friendly administrations are essential to the protection of workers. We have seen what a stacked, reactionary Supreme Court has done to

put the lives of many of our members at risk by allowing States to force personal medical and moral decisions on individuals. For those of us who believed we had a right to equal protection under the law, we can only ask: "What's next?" Absent elected officials in the Executive Office and Congress who have a regard for human and labor rights, our challenges will only grow more intense.

In November, please vote for officials who will protect your right to form and join labor unions, fund such essential agencies as the NLRB, the Equal Employment Opportunity Commission, and the Department of Labor's Wage and Hour Division—not to mention protect your human rights as an individual and support your livelihood by supporting the U.S. Merchant Marine! Despite a dysfunctional Congress, the Biden Administration has done its best on all these points.

Within our own Union it is also a political year, with our 90th Biennial Convention scheduled to take place on June 24-27, 2024, in Linthicum Heights, MD. This is a nominating Convention, and a Constitutional Convention will be conducted. Please review the Union Constitution for information about nominations or the submission of resolutions for Constitutional or other institutional changes.

After reviewing our finances from the end of last year, I am happy to report that our Union treasury is stronger than it has been in several years. Great thanks are due to Secretary-Treasurer Don Josberger, our Accounting Department and Membership Department managers and staff at International Headquarters and all of our officials and representatives who have made every effort to live within their allocated budgets.

MM&P benefit plans are in good order. MITAGS is back to pre-COVID levels of operations, and our pension plans are solid. As has been announced, the benefits for our Adjustable Pension Plan have been enhanced for new earnings effective January 1, 2024, and our frozen Pension Plan remains well-secured. Current end of the year projections for 2023 indicate that the Adjustable Pension Plan is approximately 120 percent funded and that the frozen Defined Benefit Pension Plan is over 90 percent funded.

Changes have been made to the Part D Medicare program for pensioners under the newly implemented pharmaceutical program SilverScript. Despite some initial glitches, our pensioners should see no change in their benefits, and considerable savings to

*Throughout the Union, we
remain committed to
serving our membership.*

the Health & Benefit Plans should result. These savings, coupled with the adjustments to co-pay for Offshore members, will ensure that MM&P health care benefits remain at the highest standard in the industry.

Enhancements including access to specialty drugs and extended maternal coverage post-partum are now part of our Plan. Thank you to our Offshore members, active and pensioners, for supporting these developments in the recent referenda. At the Trustee level, MM&P Trustees are committed to continuing first-class service to our members and are preparing Plans administration for the future.

Throughout the Union, we remain committed to serving our membership. Each membership group has unique challenges, some of which are more serious than others. However, we are addressing them collectively as every trade union must. All members are urged to participate in these efforts. Our strength has always been not in numbers but in the skill, intelligence, and professionalism of our membership. We can only move forward together.

It is interesting to recall a provision in the Constitution of the Federal Society of Journeymen Cordwainers [shoemakers] from the first decade of the 1800s:

"It is the duty of private members to attend the meetings and cooperate with its officers in promoting the welfare of the Society. In doing this, they will recollect that they are promoting their individual welfare."

Those words are as true now as they were over 200 years ago. Best wishes to all for a safe, healthy, and prosperous 2024!

Don Marcus
International President

NEWS BRIEFS

2024 CONSTITUTIONAL CONVENTION CALL

In accordance with Article IV, Sections 8. and 2., respectively, of the International Constitution, you are hereby notified that a **CONSTITUTIONAL CONVENTION** of the MM&P will be convened at **9:00 am on Monday, June 24, 2024**. The Constitutional Convention will be held at the Maritime Institute of Technology and Graduate Studies, 692 Maritime Boulevard, Linthicum Heights, MD 21090.

In accordance with Article IV, Section 8., Subsection c), the Constitutional Convention will be limited to Constitutional matters. You are also hereby notified that in accordance with Article IV, Section 6., Subsection c), all proposed resolutions for the Constitutional Convention must be forwarded to the International Secretary-Treasurer at least thirty (30) days prior to the opening day of the Convention for inclusion on the agenda and determination by the Convention.

Procedures for Submitting Constitutional Resolutions

All Constitutional Resolutions submitted for consideration by the Convention must include the following to be accepted for submission:

1. The page number of the proposed change/addition;
2. The heading of the section of the Constitution being changed;
3. The paragraph (ex: 2. (a) (iii) etc.) to be changed;
4. The wording of the change/addition;
5. The purpose of the change/addition;
6. The name(s) of the submitter(s).



90th MM&P CONVENTION CALL

Subject to the emergency provisions of Article IV, Section 2, of the International Constitution, you are hereby notified that the **90th CONVENTION** of the MM&P will be convened at **9:00 am on Tuesday, June 25, 2024**. The Convention will be held at the Maritime Institute of Technology and Graduate Studies, 692 Maritime Boulevard, Linthicum Heights, MD 21090.

You are also hereby notified that in accordance with Article IV, Section 6, Subsection c), all proposed resolutions for the 90th Convention must be forwarded to the International Secretary-Treasurer at least thirty (30) days prior to the opening day of the Convention for inclusion on the agenda and determination by the Convention.

Calling all MATES Program Instructors and Graduates



Classes of 1967 (Houston), 1968 (Baltimore) and 1969 (Baltimore)
Please join us at the upcoming Conventions, June 24-27, to celebrate the MATES program, MITAGS, and your contributions to the advancement of Masters, Mates & Pilots!

Room and Board provided to instructors, graduates, and their spouses.

Please contact Eamonn Fay, MM&P Executive Office, 410-691-8154 or email: execoffice@bridgedeck.org.

Pilot Associations Join MM&P in Dedication Building on MITAGS Campus to Captain George Quick



Quick was an expert pilot, a brilliant attorney, and a mentor to countless mariners both inside and outside MM&P. "When he came up to the podium at an American Pilots' Association convention, you could hear a pin drop," says MM&P Pilots Group East Coast Representative Tim Ferrie.

The American Pilots' Association, the Association of Maryland Pilots, and MM&P have dedicated a building on the MITAGS campus to Captain George A. Quick.

Quick was a powerful advocate for mariners' rights who served as vice president of the MM&P Pilot Membership Group for more than 40 years, after being elected by the union's pilot members to head the group for nine consecutive, four-year terms. He died on July 11, 2023, at the age of 93.

Quick served as president of the Association of Maryland Pilots from 1969 until 1983 and as vice president of the American Pilots' Association from 1972 until 1986. He worked as an instructor at MITAGS, developing courses on topics that included bridge resource management for pilots and the legal aspects of pilotage.

In parallel with his work on behalf of pilots, Quick participated in International Maritime Organization proceedings for more than five decades, contributing to the drafting of instruments, resolutions and standards that improved the working conditions of seafarers around the globe.

The building dedicated to his memory is one of two towers that provide lodging for MITAGS guests and visitors who stay overnight. It includes a front desk crewed by MITAGS staffers who welcome guests and provide information to employees and campus visitors.

Officials of MM&P and the International Transport Workers' Federation, MM&P pilots and other distinguished guests joined Captain Quick's family in October 2023 at MITAGS for a celebration of his life and achievements. The commemoration was co-hosted by American Pilots' Association President Jorge Viso, Association of Maryland Pilots President Eric Nielsen, and MM&P Pilots Group Vice President Kip Carlson.

"There has been no stronger, more knowledgeable, or more effective advocate for pilots in this country than Captain George Quick," said MM&P President Don Marcus.



A building on the MITAGS campus has been dedicated to the memory of longtime MM&P Pilots Group Vice President George Quick, an unwavering advocate for seafarers' rights who passed away in 2023.

NEWS BRIEFS (CONTINUED)

Stacey Hahn Celebrates 11 Years at MITAGS



MM&P members and other visitors to the MITAGS campus will be quick to recognize Stacey Hahn. Today she is one of three managers at the Conference Department at the Maritime Conference Center who manage all aspects of conferences and other significant business events, including the Masters, Mates & Pilots biennial convention.

Hahn's first job on campus was in 2013 at the front desk, a public-facing role that brought her into contact with the union members, conference attendees, and visitors who are the key to the success of every hospitality business.

In her first years with MITAGS, besides distinguishing herself for her exemplary professional skills, she acquired new ones: including getting a bartending license!

During the pandemic, her people skills and dedication to the MATES Program made her the obvious choice to interact with shipping companies and members participating in the restriction of movement (ROM) program, helping mariners prepare to ship out by ensuring they were protected from exposure to Covid-19.

"Stacey is one of the most versatile employees at the Maritime Conference Center," said MCC General Manager John Krikorian, "and we look forward to many more years of dedicated service to MCC as a proud MM&P member."

West Coast Maritime Unions Meet With Rep. Pramila Jayapal



Representatives of MM&P Offshore and the UIG-PMR joined other maritime unions at a roundtable with Rep. Pramila Jayapal. "She supports and protects the U.S.-flag fleet," said MM&P Pacific Ports Vice President Lars Turner. "It was an honor to meet with her to discuss the work she is doing for mariners and port workers in the greater Seattle labor movement." (Back row, left to right) Dan McKisson (ILWU), MM&P UIG-PMR Vice President Dan Twohig, Turner, Vince O'Halloran (SUP), Waylon Roberts (SUP), (front row) MM&P member and MITAGS-West instructor Michele Barutha, Terri Mast (IBU) and Jayapal.

MITAGS Designated as Center of Maritime Training Excellence

The U.S. Transportation Secretary, acting through the Maritime Administration, has designated the Maritime Institute of Technology and Graduate Studies (MITAGS) a Center of Excellence for Domestic Maritime Workforce Training and Education.

The Center of Excellence designations help the maritime industry achieve and maintain the highest quality workforce, MARAD said in a statement.

The agency developed the program to support maritime workforce training and education at designated centers of excellence, including by supporting their efforts to:

- admit additional students;
- recruit and train faculty;
- expand facilities;
- create new maritime pathways; and
- award students credit for prior experience, including military service.

Any eligible, qualified training entity can apply for a Center of Excellence designation. The 2024 designees were announced on Feb. 22, 2024.



MITAGS staffers Rebecca Evans, Catie Gianelloni, and Eric Friend with the Center of Excellence plaque awarded to the school in recognition of the high-quality instruction it provides to mariners.

MM&P Great Lakes & Gulf Region Vice President Visits *MV Sam Laud*



MM&P Vice President Tom Bell (*far right*) went to Ashtabula, Ohio, recently to meet with the crew of the *MV Sam Laud*, operated by Grand River Navigation. (*Left to right*) First AE Ron Norton, Third AE Forest Kiedeisch, Chief Engineer Matt Lucius, AB Sam Gittens, AB Matt Lucas, Mate Sean Wilkinson, and AB Eli Phillips.

NEWS BRIEFS (CONTINUED)

Los Angeles/Long Beach Offshore Orientation Course



“It was a pleasure to meet this group of applicants and transferees during the most recent Offshore Orientation Course,” says MM&P Pacific Ports Vice President J. Lars Turner. “I look forward to working with them during the course of their careers.”

Memorial to Richard Trumka Joins Portrait of MM&P’s Lane Kirkland on AFL-CIO Past-Presidents Wall

Union leaders and the family of Richard L. Trumka gathered at AFL-CIO Headquarters on Feb. 29, 2024, to honor his life and legacy.

During the ceremony, a hand-sculpted portrait of the legendary labor leader was installed on the AFL-CIO’s Past-Presidents Wall of Honor. AFL-CIO President Liz Shuler and Secretary-Treasurer Fred Redmond shared memories of Trumka and led those present in a moment of silence.

For MM&P, in particular, Trumka’s death was a heartbreaking loss. “His resolute sense of justice and his personal integrity were instrumental in the recognition of our AFL-CIO charter and the confirmation of our independent status as an AFL-CIO affiliate,” said MM&P President Don Marcus, who attended the ceremony. “Every member of our venerable union owes him a debt of gratitude.”

“MM&P is proud to point out that Richard Trumka’s portrait joins that of one of our own on the AFL-CIO’s Past-Presidents Wall of Honor,” Marcus said. “That of Lane Kirkland, MM&P member, WWII merchant marine veteran, and President of the AFL-CIO from 1979 to 1995.”

The AFL-CIO is a democratic, voluntary federation of American labor unions. MM&P is one of the 60 AFL-CIO affiliates, which together represent more than 12.5 million working Americans.



Portraits of AFL-CIO Past Presidents Richard Trumka and Lane Kirkland are installed in the Hall of Honor at AFL-CIO headquarters. Kirkland was a member of Masters, Mates & Pilots who served as President of the labor federation from 1979 to 1995.

NLRB Adopts and Expands on Critical Federal Appeals Court Decision in Case Brought by MM&P

In a major victory for MM&P and any other union with bargaining units that may contain supervisors, the National Labor Relations Board has adopted and expanded on a March 3, 2023, decision by the U.S. Court of Appeals for the D.C. Circuit.

The case—International Organization of Masters, Mates & Pilots, AFL-CIO v. NLRB—arose out of the unfair labor practice charges filed by MM&P against Sunrise Operations/Pasha during the protracted negotiations and litigation that preceded the agreement between the union and the company.

The first hearing on the unfair labor practice charges was held before an administrative law judge who found in favor of MM&P, ruling that the company had committed the unfair labor practices alleged and that the bargaining unit represented by MM&P was a “mixed” unit of employees and supervisors.

The NLRB then held that it lacked jurisdiction over the unit because when the company agreed to recognize the union, it allegedly “believed” that all licensed deck officers were “supervisors.”

The case caps a decades-long effort by MM&P and its Legal Department to fight employers who try to strip away the bargaining rights of licensed deck officers.

MM&P appealed the NLRB’s decision to the U.S. Court of Appeals for the D.C. Circuit. In a strongly worded opinion issued on March 3, 2023, a three-member panel of the Court vacated the NLRB’s decision, holding that it was contrary to well-established precedent and unsupported by the facts of the case.

The Court remanded the case to the NLRB, instructing it to re-decide the case, applying the facts and the law. In a decision on remand issued on Feb. 27, 2024, the NLRB found that the board does have jurisdiction over the case and that Sunrise Operations LLC voluntarily recognized a “mixed” unit of supervisors and MM&P-represented employees.

“The Union is pleased with the Court of Appeals’ prior decision granting review and the NLRB’s decision affirming decades of precedent that prevent employers from withdrawing recognition in a mixed unit on a whim,” said MM&P President Don Marcus.



MM&P President Don Marcus, Attorney Lisa C. Demidovich, who argued the case on behalf of MM&P, and MM&P International Counsel Gabriel Terrasa at the U.S. Court of Appeals for the D.C. Circuit on the day the case was argued. The Court’s March 3, 2023, ruling, and the NLRB decision that followed on Feb. 27, 2024, represent a major victory for MM&P and any other union with bargaining units that may contain supervisors.

“The NLRB’s decision clearly recognizes that employers must produce concrete evidence of supervisory status before workers lose the protections of the National Labor Relations Act. MM&P will continue to fight to ensure licensed deck officers in the maritime industry are not deprived of their rights to freely associate and to bargain collectively.”

He said the case represents “a critical victory in a long and hard-fought battle to preserve MM&P members’ jobs,” adding that the outcome “is a testament to the great skill of our legal team, led by Gabriel Terrasa, and the steadfast support of our rank-and-file members.”

The case caps a 20+ year effort by MM&P and its Legal Department to fight employers who try to strip away the bargaining rights of licensed deck officers by claiming they are all supervisors and therefore not protected by the NLRA.

Lisa C. Demidovich argued the federal court case on behalf of MM&P. She was joined on the brief by Jason Wojciechowski and Luke Taylor of Bush Gottlieb. Catherine Fisk, a labor law professor at the University of California, Berkeley, School of Law, filed an amicus brief with other law professors across the country in support of MM&P’s position.

Had the NLRB’s decision stood, employers with mixed units would have been able to renege on their bargaining obligations and the unions representing employees would not have had legal recourse.

NEWS BRIEFS (CONTINUED)

Great Lakes Classes at MITAGS



MM&P members who work at Grand River Navigation were among the participants in this year's Designated Duty Engineer Course. The 20-day course provides training to engine department personnel who work in motor and/or steam engineering. In the photo (*left to right*) Nathaniel Lee Allen (GRN), MM&P GL&G Vice President Tom Bell, instructor Charles Snyder, MM&P Secretary-Treasurer Don Josberger, Stephen George Hater, and William H. Duty. (Not pictured: Joshua Avon Davis, who works at Grand River Navigation, and instructor Thomas Bands.)

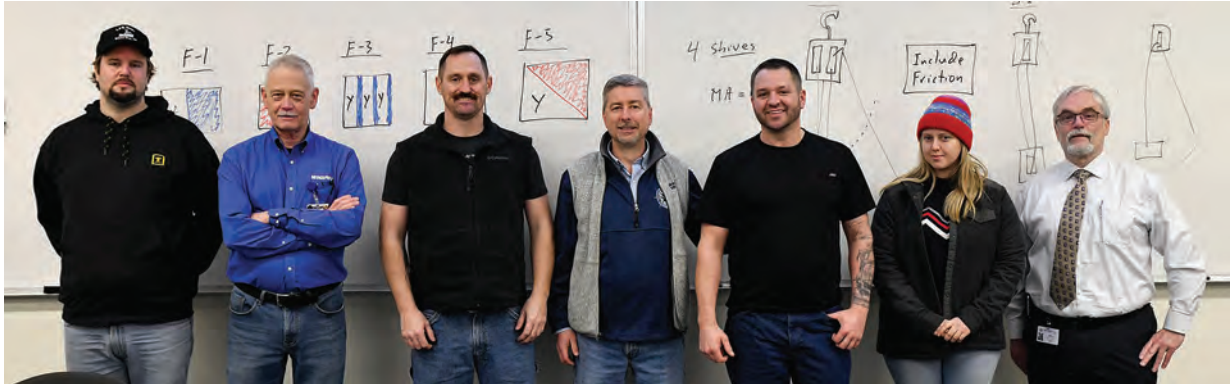


Participants in the Grand River Navigation Apprentice Course at MITAGS East met with MM&P officials in January during a break in their studies. (*Left to right*) MM&P Secretary-Treasurer Don Josberger, students Sonora Rooney, Cormac Kantargis, Owen Franco, Coleman Ford, Tyler Giblin, and Eduardo Ramirez, and MM&P President Don Marcus. The apprentices will serve on GRN bulk carriers operating on the Great Lakes as they pursue their Unlimited Tonnage Mate-Inland and Great Lakes license. GRN operates the largest fleet on the Great Lakes, transporting dry bulk commodities such as limestone, coal, iron ore, salt and grain with bulk carriers and articulated tug and barge units.



The participants in the winter 2024 Great Lakes License Advancement Program were Alice Van Koven, Andrew Kenneth Bosau, Blaine Bailey, Bruce Smith, Christopher Tyler Booth, Howard William Bivins, Joshua Michael Feliciano, Kristopher Brecht, Ryan K. Bright, Steven Hammond, and Trenton Urbain. The 26-day course was led by instructor Christopher Edyevean. The participants included employees of Grand River Navigation and Key Lakes. MM&P Secretary-Treasurer Don Josberger and Great Lakes and Gulf Region Vice President Tom Bell visited the classroom and spoke with the students.

Great Lakes Classes at MITAGS



The participants in the AB class for Grand River Navigation, taught by MM&P Federal Employees Membership Group Vice President Dave Gombo, received a visit from MM&P Secretary-Treasurer Don Josberger. (Left to right) Tim Stanton, Dennis Murphy, James Sears, Josberger, Tom Monschein, Alice Van Kohn, and Gombo.



The Proficiency in Survival Craft course, which took place in February, was led by Robert Moseley. The participants included Connor James Ireland, Damien Jamal Hadley, Danaryl Vonalbert Nealy, Edward Louis Madden, Ernest Russell George, Jason Rosario, Jake Dath, James Andrew Sears, James Phillips, Joshua David Simmons, Keagon Collins, Kelvey Ellis Smith, Nintcheu Ngankam Jean Baptiste, Okor Akaronu Akaronu, Terrance Drayton Terrelyn Leontha Wallace, and Tyron Rowan Elwin.



The Terrestrial Navigation and Compasses Course was led by Scott Conway. The participants included employees of Grand River Navigation, the U.S. Army Corps of Engineers, and Military Sealift Command. They included Coleman Causey Ford, Cormac Matthew Kantargis, Craig Wilson, Darrel Robert Mooney, Eduardo J. Ramirez, Owen Franco, Sonora Beth Rooney, and Tyler Patrick Giblin. MM&P GL&G Vice President Tom Bell (far right) stopped by to speak with the class.

USCG Refuses To Enforce California Law That Requires Retrofitting Tugs With Untested Air Filters

The Coast Guard says it will not enforce a new law that would require harbor assist vessel operators in California to retrofit their tugboats with untested air filters. The diesel particulate filters (DPF) mandated under the law—which was issued by the California Air Resources Board—are supposed to filter out byproducts from diesel engines. But they have never been used in the marine environment, and they are similar to filters that have led to fires in the trucking industry.

The law took effect on Jan. 1. The filters are not yet commercially available. The clock starts ticking for companies on the day a marine version of the filter is brought to market. Companies have six months from then to get their tugs into compliance.

Maritime unions and employers have been voicing their objections to the law from the outset.

MM&P Regional Representative Sly Hunter, who represents members of the United Inland Group who work in Northern California, has testified before the State Legislature in favor of AB 1122, a bill that would ensure the law is not implemented until experts have certified that the filters are safe.

The Coast Guard, for its part, has expressed its opposition to the law on several occasions, most recently in a Feb. 21, 2024, letter to the California Air Resources Board.

The Coast Guard has “concerns about the feasibility and potential safety issues over DPF operating temperatures,” wrote Rear Adm. Andrew M. Sugimoto, commander of the Coast Guard’s Eleventh District.

He said that the DPFs might not meet USCG safety standards for installation on commercial vessels, adding, “Therefore, please note that the Coast Guard will not enforce” the regulation that implements the law.

“While a truck driver can run from a fire, a vessel crew’s only option would be to abandon ship, risking their own lives,” MM&P’s Hunter and Baydelta Maritime CEO Shawn Bennett wrote in an editorial that was published in Capitol Weekly, a publication on California government and politics.

The two also noted that the law singles out U.S. operators without having any impact at all on the major source of pollution from maritime transportation in California ports: foreign-owned, foreign-crewed containerships.

“The California maritime industry shares the goal of decreasing emissions,” they wrote, “but nobody wins if the pathway to lowering emissions is unachievable, unsafe and worsens the supply chain crisis.”



Sly Hunter, who represents members of the United Inland Group—Pacific Maritime Region who work in Northern California, has testified before the State Legislature in favor of a bill that would ensure the law is not implemented until experts have certified that the filters are safe.

Greetings From the LDOs at the Conn of *USNS Seay*

Captain Karen Reyes shared a photo of the MM&P licensed deck officers aboard *USNS Seay* during turnover at the beginning of the contract. (Left to right) Third Mate Ryan Schack, Second Mate Kevin Martin, Reyes, and Third Mate William Ducey. The vessel is operated by Patriot Contract Services.



Home Banking, a Surcharge-Free ATM Network, and More Join the MM&P Federal Credit Union Today!



MM&P FCU Manager
Kathy Ann Klisavage.
Besides offering a range of
benefits and services, credit
unions and other financial
cooperatives encourage
people to come together for
the financial betterment of
their communities.

There are many benefits of credit union membership. Credit unions, unlike banks, are owned by the members they serve. This means that any profits can be given back to credit union members in the form of *lower fees and higher savings rates*.

Since credit unions are not-for-profit financial institutions, they can focus on providing better services for their member-owners. You can potentially benefit from this in a variety of ways.

Personalized customer service

Since credit unions are not-for-profit institutions, they can focus on helping members with their individual financial needs. Through personalized service, credit unions may go above and beyond to help their members reach financial success.

Lower fees

Credit unions tend to have lower fees. They sometimes even have fewer fees for typical banking products.

Lower loan rates

The price to borrow money from a credit union, known as the interest rate, or APR, is typically lower than it would be to borrow from a bank.

Community focus

Because of the membership requirements, credit union members often have similar interests, live in the same geographic region, work closely together, or are involved in a common organization, like MM&P. Members generally enjoy being a part of a financial institution that focuses on the needs of consumers with whom they have things in common.

A variety of services—including home banking

MM&P FCU home banking lets you view all the activity on your account for the past 90 days, transfer funds between accounts in the credit union and schedule bill payments to outside organizations. You can pay your electric bill, cell phone bill or medical bills through the credit union's home banking service.

Some credit unions may not have as many products and services as other financial institutions, but they generally tend to cover a lot of banking needs.

Insured deposits

Federal credit unions like the MM&P FCU are insured by the National Credit Union Administration via the National Credit Union Share Insurance Fund. The NCUSIF is backed by the U.S. government and covers individual member deposits up to \$250,000.

The bottom line

Lower fees and higher interest rates on savings are just a few of the advantages of working with a credit union. Compare rates, fees, and location in order to select the best banking option for your financial needs.

More information, including a link to the surcharge-free ATM network, is posted on bridgedeck.org under Credit Union.

Kathy Ann Klisavage, MM&P FCU Manager
mmpfcu@bridgedeck.org

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Friday: 10:00 A.M.–2:00 P.M.

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

Schedule of Board of Trustees Meetings

The first Board of Trustees meeting for 2024 is scheduled to take place March 5–6. In the next edition of The Master, Mate & Pilot, I will summarize some of the actions taken by the Trustees at their meeting.

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 are eligible for Medicare you must take Medicare Part A and Part B;
- you must submit a copy of your Medicare card to the Plan Office;
- dependent children over the age of 19 must have their Adult Dependent Form on file with the Plan Office to be covered under the Health & Benefit Plan.

Important Message for Medicare-Eligible Participants and Medicare-Eligible Dependents Retired Participants/Pensioners New Prescription Drug Provider Silver Script Effective Jan. 1, 2024

Health & Benefit Calls—Medicare Extra Fee

The Plan Office Benefit Advisors have received a few phone calls from retired Medicare-eligible participants regarding a reduction being deducted automatically from their Social Security payment.

If the modified adjusted gross income (MAG) reported on your federal tax return is above a certain amount, Medicare requires that you pay an extra amount for your Medicare Part D coverage.

The extra amount is called an Income Related Monthly Adjustment Amount (IRMAA). For Medicare Part D, it is referred to as “D-IRMAA.” Some of the Medicare letters state that the individual has to make up the payment for January so the February deduction will include two months of IRMAA.

Why Did My Co-Pay Change?

Our Silver Script–EGWP plan is a Medicare Approved Part D Plan, and we must follow the rules that Medicare established when Medicare Part D was added.

There are a few reasons why your co-pay charges increased in this prescription plan. Under the Medicare rules, a person may not use savings cards or co-pay cards which lower their payment amount. (Drug manufacturers hand these out to have individuals continue to purchase the prescriptions they make.)

Maintenance Medication—When you are taking maintenance medication (for example, for high blood pressure, etc.) under the Plan's rules, you had to fill for 90 days. Under the Silver Script–EGWP Plan, Medicare does not allow us to limit the fill to 90 days. You can fill for 30, 60, or 90 days. So, if you only have a 30- or 60-day fill for this maintenance medication, you will pay 20 percent for your co-pay with no max of \$75.00. In order for your co-pay to max at \$75.00, you need to get a 90-day fill for this maintenance medication.

Why Did the Trustees Make This Change?

The MM&P Health & Benefit Board of Trustees needed to do something to help the Plan. The Trustees looked at many options and tried to make changes that would affect the least number of participants and dependents.

The single largest expense in the Plan is prescription drug cost, and in 2023 we paid \$19 million dollars. As you may recall, the MM&P Health & Benefit Plan has been in the

CMS RDS (Retiree Drug Subsidy program) and the MM&P Health & Benefit Plan has on average received \$900,000 back from the program per year.

Silver Script Employer Group Waiver Program (EGWP) is estimated to provide us with about \$3.7—\$3.9 million. The MM&P H&B account balance has dropped from about \$60 million to about \$42 million in just three years. The Trustees did not want to increase the Health & Benefit Plan annual deductible, increase co-pays, cut Plan benefits, or increase premiums.

The following table is used for the premiums for “D-IRMAA”

Beneficiaries who file individual tax returns with modified adjusted gross income	Beneficiaries who file joint tax returns with modified adjusted gross income	Income-related monthly adjustment amount
Less than or equal to \$103,000	Less than or equal to \$206,000	\$0.00
Greater than \$103,000 and less than or equal to \$129,000	Greater than \$206,000 and less than or equal to \$258,000	\$12.90
Greater than \$129,000 and less than or equal to \$161,000	Greater than \$258,000 and less than or equal to \$322,000	\$33.30
Greater than \$161,000 and less than or equal to \$193,000	Greater than \$322,000 and less than or equal to \$386,000	\$53.80
Greater than \$193,000 and less than \$500,000	Greater than \$386,000 and less than \$750,000	\$74.20
Greater than or equal to \$500,000	Greater than or equal to \$750,000	\$81.00

This can be found on this website: <https://www.cms.gov/newsroom/fact-sheets/2024-medicare-parts-b-premiums-and-deductibles>.
(Scroll down to Medicare Part D Income-Related Monthly Adjustment Amounts)

Example of an Individual Medicare Part D Without MM&P Prescription Coverage

If we did not have Silver Script-Employer Group Waiver Program (EGWP) and you had purchased a Medicare Part D Plan on your own, it would work as follows:

You move through four phases throughout the year:

1 – Deductible

You pay out of pocket for your meds until you reach your deductible. This may only apply to certain Tiers.

2 – Initial Coverage

Once you reach your deductible, your plan starts to cover some of your costs. Here you pay a copay or coinsurance until you reach a set amount that may change each year.

3 – Coverage Gap (Donut Hole)

You stay in the coverage gap until you pay a set amount that may change each year.

- Brand name drugs–Manufacturers discount 70 percent. You pay 25 percent. Your plan pays 5 percent.
- Generic drugs – You pay 25 percent. Your plan pays 75 percent. (Some plans offer additional coverage in the gap.)

4 – Catastrophic

You pay a small co-pay or coinsurance.

In the above explanation, there are four phases throughout the year.

Masters, Mates & Pilots Plans

The Benefits of Having the MM&P Prescription Plan

The MM&P Health & Benefit Plan under Silver Script-EGWP wraps the Medicare Part D plan and provides you with additional coverage, so you do not have a deductible and different levels of co-pays as described on the previous page.

Active Health & Benefit Participants and Covered Dependents

Below please find information on the MM&P Health & Benefit Plan partnership with Rx Savings Solution

A new way to lower your prescription drug costs.



The MM&P Health & Benefit Plan is now working with Rx Savings Solutions to help you easily find the lowest-price options for prescription drugs. This new service is linked to your MM&P Health & Benefit Plan, so everything is personalized according to your medications and insurance.

To activate your account, go to: <https://auth.rxsavingsolutions.com/activate> or click here if you are reading the online version of the magazine [activate your account >>](#)

How It Works:

1. Rx Savings Solutions uses software that matches your medications to options that cost less under your insurance plan.
2. Your online account shows what lower-cost prescriptions are available and lets you compare prices. It also automatically lists any medication you've filled so it's all in one place.
3. Rx Savings Solutions will contact you when you're spending too much on prescriptions you're currently taking or new ones you're prescribed in the future.
4. Switching to a more affordable prescription is easy. Rx Savings Solutions will consult with your doctor to get their approval on any changes and take care of all the other details.

Visit myrxss.com/FAQ to learn more and find answers to frequently asked questions.

We hope you'll use this new resource to help reduce your out-of-pocket expenses. Activate your account today to get started.

If you have any questions, call Rx Savings Solutions at 1-800-268-4476 or send an email to support@rxsavingsolutions.com.



Summary of Benefits and Coverage Form

As required by law, the Plan has updated the Summary of Benefits and Coverage form for the Plan year 2024. The Plan mailed these forms to participants along with the notice informing the participants of the annual open enrollment. If you would like to review PDF copies of these forms, they have been posted on the MM&P website. From the home page, bridgedeck.org, please click on the "MM&P Plans" button, and then on the button that reads "H&B Forms." The Summary of Benefits and Coverage form is listed after the Summary Plan Descriptions.

For participants who submit health claims for reimbursement of what they have paid.

If you submit a claim for reimbursement for what you have paid, please remember that the information you give us has to include the following: member's name, a receipt proving payment, itemized bill from the provider with the provider's name, diagnosis code, CPT code, amount for each code, and the person who was seen on that bill.

When you provide this information, we can process your claim in an efficient manner. Please remember to keep a copy for your file.

Health and Benefit Accident Form

When claims come into the Plan Office, sometimes they have accident codes. If this is the case, the Plan must provide you with an Accident Description Form. In order for your claim to be processed, this form needs to be completed in a timely manner; otherwise, we will not be able to process the claim and your provider might start to bill you directly. I am sorry but we cannot accept a telephone call explaining what happened. We need this form completed.

Pension Plan-Adjustable Pension Plan

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. The annual verification of pensioner benefits form does not have to be notarized this year so please sign the form and return your form to the Plan Office as soon as possible.

Please be advised that the Plan needs to receive this form, properly completed, by the time you are scheduled to receive your **May** pension benefit payment. We will have to withhold 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.

Pension Plan

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

Franklin Davis	Michael Mullins*
Ray Friis*	Julius Perkins
Joanne Gray*	Susan Vanhorne*
Richard Mercer*	Ruby Weimer

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.

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

Earnings Limitations 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 Limitations 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.

Increase in Pensioners Earnings Limitation Jan. 1, 2024

The Trustees last year agreed to change the Plan rules to increase the Plan's pensioner annual earnings limitation, effective Jan. 1, 2024, to \$45,000. Effective Jan. 1, 2024, pensioners who are under 65 and who have retired under the MM&P Pension Plan with 20 or more years of pension credit, along with their dependents under 65 who are employed, will be able to receive annual earnings of up to \$45,000 without losing their health coverage under the Plan.

Individual Retirement Account Plan, Pension Plan and Adjustable Pension Plan

IRS Limitations for 2024

	2024	2023
Maximum Annual 415 Payout at Age 62 From a Defined Benefit Plan	\$275,000	\$265,000
Maximum Annual Contribution to an Individual's Defined Contribution Account Under 415(c)	\$69,000	\$66,000
Maximum Effective 401(k) Deferral	\$23,000	\$22,500
401(k) Catch-Up Limit-Age 50 and Older	\$7,500	\$7,500
Maximum Amount of Annual Compensation That Can Be Taken Into Account for Determining Benefits or Contributions Under a Qualified Plan	\$345,000	\$330,000
Wage Base:		
a) for Social Security Tax	\$168,600	\$160,200
b) for Medicare	No Limit	No Limit

Please note, as of January 2013, individuals with wages/earned income of more than \$200,000 (\$250,000 for married couples filing jointly) pay an additional 0.9 percent in Medicare taxes. This Medicare surcharge is paid along with annual income taxes.

PENSIONERS



Elmo "Al" L. Albertelli, shipping out of West Coast ports. He last sailed for Matson Navigation as second mate aboard the *Matson Maunalei*.



Steven McKittrick, shipping out of West Coast ports. He last sailed for Matson Navigation as second mate aboard the *Matson Maunawili*.



Frances Chase, worked for My Cleaning Services.

Frances, left, with Nancy Baker.

Andrew J. Merrill, sailing out of West Coast ports. He last sailed for Matson Navigation as master of the *Matson Pfeiffer*.

Bruce A. Myrdek, sailing out of East Coast ports. He was last employed as master of the MEBA pass-thru *Liberty Promise*.



Kirk Plender, sailing out of East Coast ports. He last sailed for American President Lines as chief mate aboard the *APL Korea*.

James P. Dowling, shipping out of West Coast ports. He last sailed for Matson Navigation as third mate aboard the *Matson Maunawili*.

William H. Fisher III, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as master of the *Maersk Chesapeake*.



Steven M. Itson, shipping out of West Coast ports. He last sailed for Pasha as master of the *Sunrise Horizon Enterprise*.

Pamela L. Taylor, shipping out of West Coast ports. She last sailed for Matson Navigation as second mate aboard the *Matson Manoa*.

Mitchell Schoonejans, shipping out of West Coast ports. He last sailed for Matson Navigation as third mate aboard the *Matson Tacoma*.

Yung-Ming Liu, worked for the Maritime Institute of Technology and Graduate Studies.

Holiday Celebrations in the Halls

MM&P members, their families, and friends celebrated the holidays in union halls across the country in December.

Many thanks to those who submitted photos of the festivities for publication in *The Master, Mate & Pilot*.

Best wishes to all in 2024.



Charleston: Happy Holidays from the MM&P Charleston Hall!



Seattle: Kirsten Wilhelm and Mollie McQuiston.



Boston: Marc Northern, Josh Leonardi, and Tom Larkin.



Houston: Sara and Nick Gasper, Lisa Stringer and (opposite) her husband Chris, Dan Marks, KC Marks, and Jeremy Hope



NY/NJ: Ana Victoria Victorio with Chelsea Patterson and her daughter Harlie.



Seattle: Jorge Gutman and Katherine Sweeny



NY/NJ: Ed Boyle, Keith Poissant, Mike Riordan, Paulina Czernek, and Anthony Turzio.



Boston: Kevin O'Halloran and Shane Murphy.



Seattle: Dennis Ruff, Don Moore Jr., and William Westrem.



Oakland: Joseph and Chriss Carson.



Seattle: Dan Twohig, Vince O'Halloran, and Lars Turner.



Honolulu: Freedom and Roya Dennis



NY/NJ: Ernie Caponegro, Tucker Weisleder, Don Josberger, Patrick Ferrie, and Tom Larkin.



Boston: Shane Murphy, Shawn Ouellette, and Jennifer Bond.



Oakland: Greetings from the MM&P Oakland Hall!



Seattle: Mark Prussing, Anthony (Tony) Tweed, Ekatarina (Kate) Jansone.



Seattle: John Jablonski, Don Josberger, and Melany Skippen



Boston: Katie Klisavage, Laura Colpus, and Maggie Schanne



Honolulu: Ross Lee, Pat Glenn, and Debbie Glenn.



Norfolk: Charles Spradlin, John Little, Larry McCabe, Don Josberger, Dennis Houghton, and Tom Larkin.



Oakland: Chriss Carson, Veronica Schaible, and Chuck Viebrock.



Boston: Pete Stalkus, Pete Parise, and Paul Costabile.



NY/NJ: Elizabeth Livi, Atley Sanders, Hayden Coyne, and Finn Rauch.



Norfolk: Fred Kutch, Dave Ryan, and Larry Aasheim.



Seattle: Rick Pietrusiak, Mark Prussing, Anthony "Tony" Tweed, Kirsten Wilhelm, Ekaterina "Kate" Jansone, and Mollie McQuiston.



Oakland: Corey Hur and Steve Palmer.



NY/NJ: Steven Rudolph Jr., Conor McAuliffe, Brian Bermudez, Chelsea Patterson, and Ana Victoria Victorio.



Seattle: Robert (Bob) Ramsey and Charles Lund.





Oakland: Don Marcus, Carlton Bartlett, Jesse Wall, and Joseph Carson.



NY/NJ: Mohammed Hossain and Christian Livi.



Honolulu: Martin McDonald, Sorin Rosca, and Daniel Tripp.



Norfolk: Jess and Sam Osgood.



Seattle: Tim Saffle and Don Josberger.



Seattle: John Jablonski, Robert Ramsey, Don Josberger, Christian Omdal, and Greg Walsh.



Oakland: Sly Hunter, Veronica Schaible, Antonio Amalfitano, and Don Fuller.



NY/NJ: Tom Larkin, Don Josberger, Chris Hatzidakis, Patriot Port Engineer Rob Binde, Charles Carubia, and Rich May.



Norfolk: Tom Henderson, Mark Nemergut, Peter and Kimberlie Petrulis.



Norfolk: Joe Smith and Don Josberger.



Boston: Paul Rochford, Lisa Sullivan, and Tom Sullivan.



Charleston: SeaLand reunion with Alan Hinshaw, Don Josberger and Pete Mitchell.



Holiday Greetings From the Crew of the *MV Hudson Express*!



New Year, New Ship! Holiday greetings from the MM&P crew aboard the newbuilt *MV Green Ocean*. Captain Thaddeus Grohoski, Chief Mate Pete Pizzarelli, Third Mate Scott Loyden, Second Mate Patrick Boudreaux, Third Mate Shannon Zellerhoff, Third Mate (ABW) Vladimir Malkov, and Third Mate (ABW) Stefan Schwiesow.



MM&P ELECTION INFORMATION

Membership Communication Information

Any member wishing to communicate with other members may do so at his or her own expense.

MAILINGS

The Addressers is a third-party mailing service which will have access to the postal addresses of all members. All mailing material must be produced by the member wishing to send a mailing at his or her own expense. The mailing material must then be provided to The Addressers by the candidate. The mailing labels are available through MM&P and will be provided by MM&P directly to The Addressers. Detailed information follows.

Request for Mailing

A request for mailing must be made in writing to: Mike Baschenis, IT Manager, MM&P IT Department, MM&P, 700 Maritime Boulevard, Suite B, Linthicum Heights, MD 21090-1953 or mbaschenis@bridgedeck.org. Orders for mailings will be sent directly to The Addressers by MM&P. The Addressers will directly bill the candidate requesting the mailing. MM&P will be responsible for supplying The Addressers with the mailing addresses. All other instructions as to the mailing should be made directly with The Addressers.

Sending Mailings

The following prices are the estimated costs for an order of 1000 4 x 6 Postcard mailings. **Prices below are only an estimate and are subject to change depending on the specifications of your order.** For more specific information regarding the pricing of your order, please reach out to Justin Moon with The Addressers who can be reached via cell at 909-248-5122 or via email at justin@addressers.com.

Computer Set Up, Convert Supplied Data	\$75.00
Address Standardize and Presort Including Move Update	\$50.00 Set-Up Fee, \$2.50/M
Postcard Printing.....	\$145.00/M
Inkjet Sort Tie and Tray	\$50.00 Set-Up Fee, \$35.00/M
Verify at Local PO	\$50.00 Set-Up Fee, \$2.50/M
First Class Postcard.....	\$0.39 Each, \$390.00 Total
Total Cost	\$800.00
Graphic Design (Optional)	\$150.00 Per Postcard

NOTE: The Addressers must deliver to the Post Office; candidates are not authorized to do so. Materials, handling instructions and fees for mailing services should be submitted to: *The Addressers, 15700 Texaco Avenue, Paramount, CA 90723*. Questions about sending mailings may be directed to The Addressers by calling 562-232-1800 or by email to sales@addressers.com.

EMAILS

Sending Emails

Information on how to request communication of election materials via email, will be sent via email and posted on MM&P's website once it becomes available. If you have recently changed your email address or have not provided one to MM&P, please do so by updating your contact information in the Member's section of the website www.members.bridgedeck.org or via email to membership@bridgedeck.org.

Directory of MM&P Offices

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Jeremy Hope
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Government Contracts

J. Lars Turner
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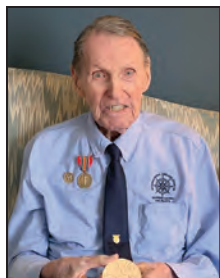
CROSS'D THE FINAL BAR

Andrew C. Bates, 31, Nov. 21, 2023. A resident of Wilmington, N.C., he attended the U.S. Merchant Marine Academy at Kings Point. Upon graduating in 2015, he accepted a commission in the U.S. Navy Reserve and sailed on ships for Military Sealift Command and Overseas Shipping Group, as well as on the Keystone tanker *Seakay Valor*. "He was gregarious and had an outgoing personality, never met a stranger, and excelled in making you feel as if you had known him your entire life." Survivors include his parents John and Lori Bates; sister Jessica; maternal grandmother, Marguerite Kumli High; paternal grandfather, John Bernard Bates; and a host of aunts, uncles, and cousins.



Bernard K. Bays, 97, Dec. 11, 2023. A resident of Sylvania, Ohio, and a pensioner since 1984, he last sailed for Marine Transport Lines aboard the *Marine Electric*. He served on Liberty Ships during World War II and transitioned to commercial ocean vessels when he joined MM&P in 1946. He is remembered for detailed stories about the 69 countries he visited, delivered "with a side of opinion." He enjoyed cooking, gardening, and reading. Visitors were always treated to a slice of his freshly baked "award winning pie." His winter home became Tucson, where he and his sister Louise joined other family members as Arizona "snowbirds" at the Rincon Valley RV Resort. He is survived by his brother Jack and sister Louise.

Ralph Carino, 91, Oct. 7, 2023. A resident of Grants Pass, Ore., and a pensioner since 1996, he last sailed for Sealand Services aboard the *Sealand Endurance*. He is survived by his wife Maria and daughter Molly.



Ejnar G. Christiansen, 101, Dec. 4, 2023. A resident of Abita Springs, La., and a pensioner since 1979, he last sailed for Lykes Brothers Steamship as master of the *SS Gulf Farmer*. Born in Denmark, he was 16 and training at a U.S. port with the Royal Danish Navy when his home country was invaded by Germany. He remained in the U.S. and worked on ships in New Orleans until 1942, when the U.S. allowed foreign seamen to join wartime duty on U.S. Merchant Marine ships. He remained without a break in service on various ships in the Battle of the Atlantic from September 1943 to May 1945. After the war, he returned to sea as a naturalized U.S. citizen. Denmark awarded him a lifetime quarterly honorarium for his service in World War II. In 2023, he was awarded a bronze replica of the Congressional Gold

Medal. He is survived by his children Pamela, Wallace, Alan, and Alice; six grandchildren, five great-grandchildren, and his sister, Eva.

Gerald Freeman, 65, Oct. 2, 2023. A resident of Las Vegas, Nev., he last sailed for Waterman Steamship Company aboard the *Maersk California*.

Alfred Gluck, 100, Nov. 8, 2023. A resident of Lake Forest, Calif., and a pensioner since 1981, he last sailed for Sealand Services aboard the *Sealand Liberator*.

Howard Goldberg, 88, Nov. 25. A resident of Crownsville, Md., and a pensioner since 2006, he was the Comptroller of the MM&P Health and Benefit Plan. He is survived by his wife Hannette, sons Martin, Saul, and Richard, daughter-in-law Sabrina, and six grandchildren.



spouses; many nieces, nephews, and friends.

Joseph G. Heaney, 67, Dec. 10, 2023. A resident of Southgate, Mich., he retired as a longtime tugboat captain with Great Lakes Towing. He is survived by his wife of 40 years, Linda; children Keri and Mitchell and their spouses; grandchildren Lia, Ryan, Grace, and Joseph; siblings Michael, Mary, Maureen, Kathleen, Dennis, Brenda, Dermot, Kevin and Patrick, and their



camaraderie and professionalism." His daughters inherited his sense of wanderlust and the tradition of collecting currency from all countries traveled. His pride in his daughters and granddaughter left them with a sense of gratitude for the "profound impact he made with his unwavering love, exemplary guidance, and being their source of strength, and wisdom." He is survived by daughters Kerri and Katie, son-in-law Rick, granddaughter Veronica; his siblings Rick, Janice, Katherine, Robert, and Jeannie; many nieces, nephews, cousins, friends, and his very best friend Jamie Wilson.

Jay Incharidi, 96, Nov. 15, 2023. A resident of Brunswick, Maine, and a pensioner since 1992, he last sailed for Central Gulf Lines aboard the *MV Green Ridge*.



Saunders A. Jones, 76, Oct. 7, 2023. A resident of Jacksonville, Fla., and a pensioner since 1988, he last sailed for Puerto Rico Marine Management aboard the *SS Borinquen*. He is remembered for “the indelible impact that he made as a mentor, advocate and industry innovator.”

John M. Kever, 74, Nov. 20, 2023. A resident of Napa, Calif., he was a member of Masters, Mates & Pilots, a member of CAMM, and a former master of the *TS Golden Bear*. In 2006, he became Vice President of Student Services and was named Commodore of the U.S. Merchant Marine by the Maritime Administration. Survivors include his wife Lynden, daughter Carson, son Scott, brother Bill, sisters Kathryn and Karol, and granddaughter Nicola, and many nieces, and nephews.

John C. Kruesi, 80, Dec. 1, 2023. A resident of Middletown, Del., and a pensioner since 1979, he was the MIS Director for the Masters, Mates & Pilots Health and Benefit Plan.



Daniel F. MacKinnon VIII, 77, Nov. 14, 2023. A resident of Independence, La., and a pensioner since 1990, he last sailed for Lykes Brothers Steamship as master of the *SS Leslie Lykes*. He served in the U.S. Navy Reserve during the Vietnam War. Following his retirement, he spent 24 years as a marine surveyor. He enjoyed many sports including softball, sailing, and fishing. He had a

lifelong love of cats and dogs, and rescued many. He loved to cook, attributing many of his recipes to the stewards on his ships. His family fondly remembers that he only ever cooked one bad meal, in 1988, and they never let him live it down. He is survived by his wife of 44 years, Diana “Dee Dee,” sons Ian and Daniel IX and his wife Bridget, grandsons Ethan and David, siblings John and Sylvia, Bonnie, Alis, Mary, Will, and Sherry; siblings-in-law Florence and Ward Nelson, Kendrick and Ethelyn White, and Allison and Wayne Lomax; nieces and nephews.



Richard F. Stewart, 95, Dec. 5, 2023. A resident of Wells, Maine, and a pensioner since 1986, he last sailed as master for Boston Towing Company. He loved to waterski and enjoyed summer camping in Gray, Maine, with Dot, his wife of more than 70 years. He was a runner, a longtime member of the Malden YMCA, the Malden Elks Club, and Princeman Chorus. He enjoyed boating with his family on Lake Winnepesaukee. Survivors include his children Frank, Richard and his wife Kathy, Cindy, Doug, and his wife Sharon; ten grandchildren and 17 great-grandchildren.



Patricia “Trisha” J. Walters, 84, Oct. 31, 2023. A resident of Baldwin, Md., and a pensioner since 2000, she was the much beloved Masters, Mates & Pilots dispatcher in the Port of Baltimore before finishing her career at MM&P. She is remembered for her vivacious spirit, warm heart, unwavering love for her family, and as a doting grandmother. She was an avid seamstress, known for her exquisite sewing skills. She also enjoyed bicycling with her husband and the Baltimore Bicycle Club, and ballroom and polka dancing in later years. She is survived by her daughter Linda and husband Wayne, daughter Susan and husband Tom, granddaughter Megan and husband Michael, and great-granddaughters Eva and Elizabeth.

Crossing the Bar

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

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

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

Twilight and evening bell,
And after that the dark!

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

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

— Alfred Lord Tennyson (1809-1892)