

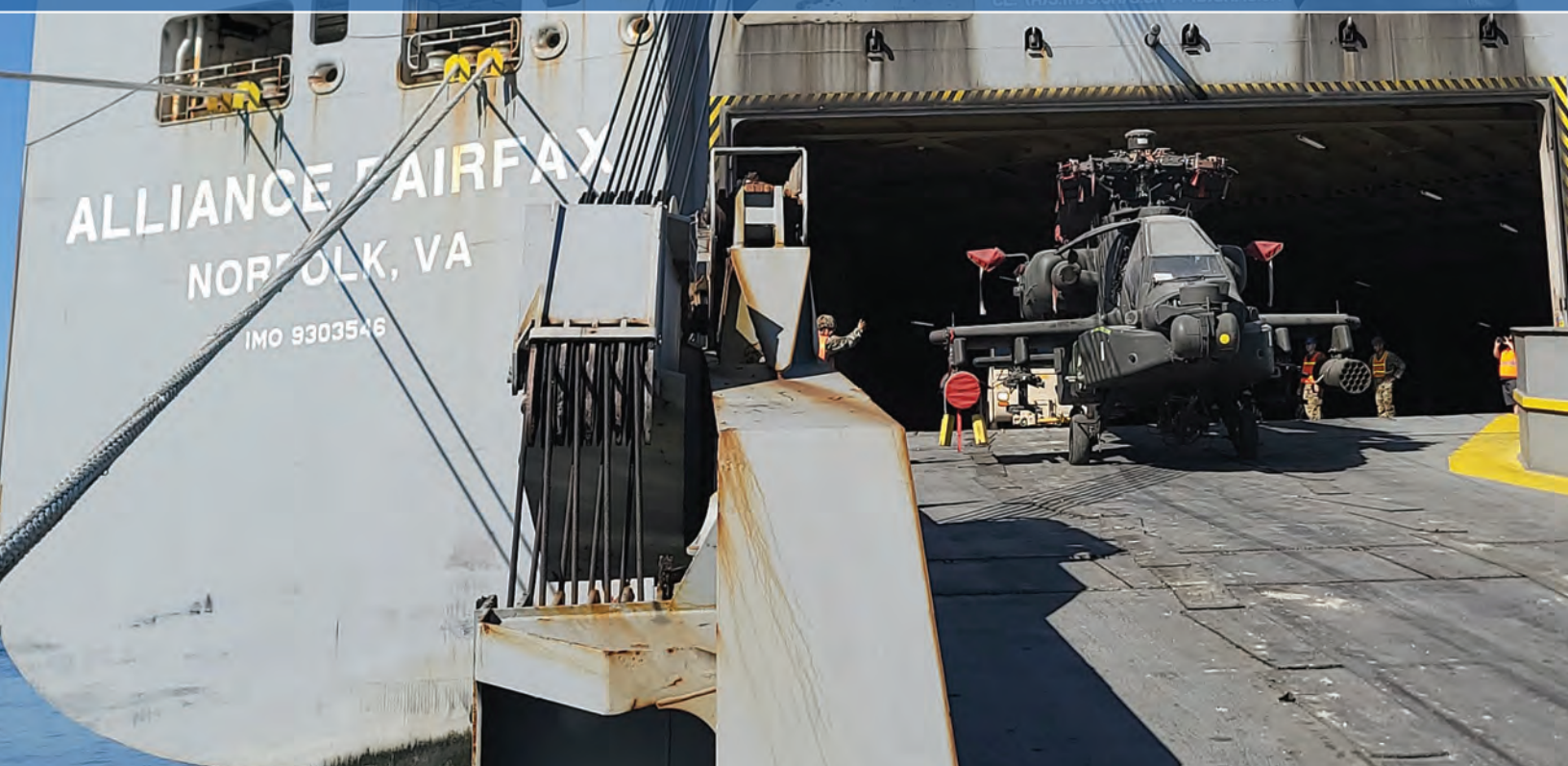
Vol. 59, No.2
Summer 2023



The Master, Mate & Pilot

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

Thoughts About Autonomous Ships
PMR Members at Leo Marine Win First Contract
U.S.-Flag Fleet Goes to Washington
To Advocate for the American Merchant Marine



The Master, Mate & Pilot

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Phone: (410) 850-8700
E-mail: communications@bridgedeck.org
Internet: www.bridgedeck.org

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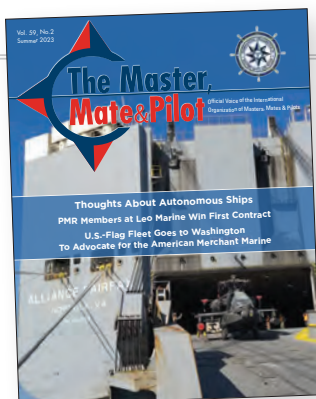
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About the Cover

An Apache helicopter is discharged from the *MV Alliance Fairfax* after transport from Kuwait. Aboard the vessel at the time were: Master Brian Mercurio, Chief Mate Ernest Caponegro, Second Mate Aaron Adamek, and Third Mate Dustin Boren. The *Alliance Fairfax* is operated by Maersk Lines Ltd.

— PHOTO CREDIT ERNEST CAPONEGRO

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FROM THE PRESIDENT

A Just Transition, Or Just a Transition

Union Sisters & Brothers:

Technological change is upon us. It must be difficult for the talented and enthusiastic young members joining our Union in 2023 to imagine what the industry will look like when they, in turn, mentor new entrants into the shipboard workplace and society of 2053.

Will mariners still be employed aboard ships? What skills will be required at sea or ashore to operate them? What fuel will power the vessels and how will cargo be loaded and discharged?

The only certainty is that the carriage of goods by sea will continue to be the lifeblood of the global economic system.

Notable events are shedding light and preparing us for the future. The Ship Operations Cooperative Program conducted a symposium recently at MITAGS about Maritime Autonomous Surface Ships. The event was well attended and informative. The views covered a wide spectrum of opinion. The future of automation is one that virtually every industry and labor organization must come to terms with. Our Union is no different. My thoughts on this critical subject, which are the product of MM&P's discussions with our international affiliates in the Nautilus Federation and the many contributions of our Union's own regulatory expert, Captain George Quick, are published in this issue. (*See page 13.*)

The transition to decarbonized fuel is a more immediate challenge than the transition to fully autonomous vessels. What will the fuel of choice be for the next generation of marine propulsion, and what will its impact be on shipboard operations and training?

The Maritime Just Transition Task Force has commissioned the classification society DNV to review seafarer training and the skills necessary for the future of decarbonized maritime transport. The task force is made up of the International Transport Workers' Federation, the International Chamber of Shipping, two United Nations' agencies—the International Maritime Organization and the International Labor Organization—the Lloyds Register Foundation and others.

The objective of the study is to facilitate a “just” transition for mariners to adapt to and receive the training required for the new technology. This report was discussed

at some length in recent ITF meetings in London and may be reviewed on the ITF's website at: <https://www.itfglobal.org/en/reports-publications/mapping-just-transition-seafarers>.

Like the frustrating and time-consuming efforts by MITAGS to get the attention of the U.S. Coast Guard to certify training for our members to operate vessels powered by LNG fuel, a transition to hydrogen or other decarbonized fuels will require an industry-wide effort if the international standards established in 2021 at the United Nations Climate Change Conference in Glasgow (COP26) are to be complied with.

A “just” transition or not, there is no doubt that with regards to marine fuels, automated systems, and technology generally, a transition is upon us. All mariners will have to adapt. At a time when mariners and their Unions are still struggling to secure basic internet connectivity aboard ship, marine employers' commitment to “a just transition” may be a dubious proposition.

In any case, MM&P's commitment is to see that our members are trained to meet the technical challenges of the future and that our employers implement these changes through collective bargaining.

MM&P members are fortunate that MITAGS is an industry leader. Our training school is using all its available resources to meet the challenges of the future. The new Director of MITAGS, Mark Heward, is an expert in the field of marine technology. He speaks eloquently of bridging the gap in technical training that U.S. mariners face relative to their counterparts elsewhere in the industry. The maritime workplace is changing like other facets of our industry—be it because of automation, decarbonized fuels or the elimination of sexual harassment and bullying. These changes must be embraced if we are to remain in the forefront.

While some things change, others remain the same. Most notably, on the global level, the International Transport Workers' Federation is celebrating the 75th



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NEWS BRIEFS

President's Message continued

Anniversary of its Flag of Convenience Campaign. While the campaign has not brought FOC vessels back to the flags of their countries of beneficial ownership, it has made great strides in improving the lives and working conditions of mariners around the world. Last year, ITF inspectors completed nearly 8800 inspections and recovered over \$36 million in wages for mariners who were cheated by their employers. Further, the ITF plays a critical role in reporting and providing care for mariners abandoned in foreign ports. Last year alone, some 118 ships and their crews were abandoned by their owners in ports around the world, including in the U.S.

Closer to home, MM&P has been actively organizing mariners on all coasts. Congratulations to California Representative Sly Hunter and Organizer Antonio Amalfitano, who successfully negotiated a first contract with Centerline Logistics/Leo Marine for some 50 tug and fuel/bunker barge personnel in LA harbor for MM&P's Pacific Maritime Region. This capped a two-year effort with great credit due to the tug and barge personnel in LA who

maintained solidarity during a demanding and stressful process. (*See page 5.*)

Further efforts are underway on the Offshore and Inland side on the East, Gulf and West Coasts. Full support and unity of purpose among our elected officials, representatives, and staff have made these efforts possible. In our Offshore organizing efforts, special thanks are in order for Captains Shawn Tucy and Ted Markuske for their participation and support of Vice President Tom Larkin, who has spearheaded this effort.

As summer approaches, our contracts are solid, new work is on the horizon and MM&P operations on all coasts are in good order. While there is no room for complacency, MM&P leadership is doing its job preparing for the transitions ahead.

Sincerely & fraternally,

Don Marcus
International President

MM&P Honors Captain Joseph S. Smith on Maritime Day

Captain Joseph S. Smith was recognized by MM&P in a ceremony in Norfolk, on Maritime Day, for his many contributions to the union and to the maritime industry.

In the course of the ceremony, which was organized by The Propeller Club – Port of Norfolk, MM&P Secretary-Treasurer Don Josberger presented him with a plaque recognizing him as the union's "Mariner of Recognition."

In his remarks, Josberger cited Smith's professionalism, his attention to duty, and his devotion to his shipmates.

Smith, who has been permanent master of the *Maersk Ohio* since 2017, attended the ceremony with members of his family. He has been an MM&P member since 2011.



In Norfolk, on Maritime Day: MM&P Secretary-Treasurer Don Josberger, Captain Joseph S. Smith, Maritime Administrator Ann C. Phillips, and MM&P Atlantic Ports Vice President Tom Larkin.

MM&P Turns Out in Force for Cal Maritime Leadership Conference



The members of the MM&P Women's Caucus Committee and Mental Health Resources Committee who participated in Cal Maritime's 12th Annual Women in Maritime Leadership Conference included Paulina Czernek, Melany Skippen, Randi Ciszewski, Miriam Anthony, and Maddiee Kuehner. Among the topics covered: developing a system of advocacy for women and LGBTQ+, maintaining positivity and self-awareness when the going gets tough, and how female leaders can make a difference in an organization.

Navy Commissions New Warship at Naval Air Station Key West



Secretary of the Navy Carlos Del Toro, NAS Key West Port Operations and CNO Harbor Pilot William Ballou and his wife, Dawny, at the Chairman's Reception on the eve of the commissioning of the Arleigh Burke-class destroyer *USS Lenah Sutcliffe Higbee* at Naval Air Station Key West, a 5,800-acre installation where fighter pilots from all branches of the armed forces are trained.

PHOTO CREDIT: U.S. NAVY MASS COMMUNICATION
SPECIALIST 2ND CLASS NICHOLAS V. HUYNH

NEWS BRIEFS (CONTINUED)

Snapshots From the Great Lakes



The crew of the dredge *St. John*, operated by Erie Sand & Gravel, received a visit from MM&P Great Lakes & Gulf Region Vice President Tom Bell: (left to right) Captain Robert Petko, Chief Engineer Fred Stover and (newly hired) Captain Ron Kincaid.



Captain Chip Walsh and Bell at Great Lakes Towing in Duluth, Minn.



At a Key Lakes gathering in February, the MM&P GL&R vice president spoke with Joe Heaney, who before retiring sailed as captain with Great Lakes Towing, and Key Lakes General Manager Ken Gerasimos.



Joe Pennuto, who sails for Grand River Navigation, made the most of winter layup to further hone his professional skills at the DDE class at MITAGS.

MM&P-Pacific Maritime Region Members at Leo Marine Win First Contract

After a demanding campaign that lasted over two years, tug and bunker barge workers at Leo Marine/Centerline in Los Angeles are celebrating their first contract.

Their quest for representation began on Dec. 28, 2020, when Centerline Logistics bought Foss Maritime and terminated all the union members who worked there, including 21 tankermen and engineers who belonged to the MM&P-PMR.

“We had three years left on our contract,” said Antonio Amalfitano, “and they laid all of us off three days after Christmas.”

Centerline opened Leo Marine as a new company—with no unions.

Amalfitano, who had been a shop steward at Foss, became a union organizer. He and MM&P-PMR California Representative Sly Hunter set out to represent the Leo Marine workers and win back the union jobs.

MM&P and the Inland Boatmen’s Union, an affiliate of the International Longshore and Warehouse Union which had also represented workers at Foss, filed a petition with the National

Labor Relations Board for an election to be certified as bargaining representative.

In preparation for the certification vote, the MM&P organizers mounted a grassroots campaign to get to know each potential member, an effort that included face-to-face meetings outside, even on cold Saturday mornings.

On May 5, 2022, the group voted overwhelmingly in favor of representation by the MM&P-PMR.

The contract with Leo Marine was signed on May 18, 2023, after seven sessions at the bargaining table.

Relations with company management are professional and cordial, Hunter says.

The members at Leo Marine are getting an approximately 20 percent wage increase. They can participate in the MM&P IRAP Plan, and they now have free health care with the company.

“None of this is by accident,” Amalfitano says. “It’s by design and hard work. They stood up for the union and they stood up for each other.”



After signing the first contract: MM&P-PMR Vice President Dan Twohig, Leo Marine Senior Vice President—West Coast Doug Houghton, MM&P-PMR California Representative Sly Hunter, Leo Marine Operations Manager Brian Vartan and MM&P Organizer Antonio Amalfitano.

NEWS BRIEFS (CONTINUED)

Spring Fit-Out on the Great Lakes

The crews of the *H. Lee White* and the *ATB Victory/Maumee* were preparing to set sail after winter lay-up when MM&P Great Lakes & Gulf Region Vice President Tom Bell came aboard to meet with them and take these photos. Both vessels are operated by Grand River Navigation.



Aboard the *H. Lee White* in Erie, Pa., (left to right) conveyorman Tristan Nelson, and assistant conveyormen Terrance Drayton and Nathaniel Allen.



Aboard the *ATB Victory/Maumee* in Ashtabula, Ohio, (left to right) André Willard (second mate), Blaine Smith (bosun), Ryan Taylor (first mate), Joshua Davis (assistant conveyorman), Tyler Savant (conveyorman), Danaryl Nealy (ordinary seaman) and (kneeling) Layne Doyle (ordinary seaman).

APL Vessels Trade Berth in Yokohama



This photo shows the *President Cleveland* leaving Yokohama with the *FD President Roosevelt* in the background, waiting for its berth. The MM&P officers aboard *President Cleveland* at the time were Master Thomas Ramsden, Chief Mate Rick Boullion, Mates Maddiee Kuehner, Danny Romero, and Sean Gingras.

Crew of *USNS Yuma* Wins MSC Maritime Excellence Award

Military Sealift Command has honored the crew of *USNS Yuma* with the Maritime Excellence Award for 2022.

The Maritime Excellence Award was created to recognize MSC ships that have achieved the highest levels of operational readiness and performance during the calendar year. This is the second time that *USNS Yuma* has received the award.

MM&P Federal Employees Membership Group Vice President David C. Gommo is master of *USNS Yuma*.

“Your hard work and professionalism have been recognized,” he told the Civil Service mariners serving aboard *USNS Yuma* in 2022.

“Congratulations to Captain Gommo and the crew of *USNS Yuma* on receiving this well-deserved recognition,” said MM&P FEMG Representative Randi Ciszewski.

“This remarkable achievement is an acknowledgment of your leadership, as well as your professional and personal contributions to our industry and your shipmates.”



PHOTO CREDIT: MILITARY SEALIFT COMMAND

This is the second time that the crew of *USNS Yuma* has received the Military Sealift Command Maritime Excellence Award. MM&P Federal Employees Membership Group Vice President David C. Gommo is master of *USNS Yuma*.

Houston Working Families Award Event



MM&P joined other Houston area unions, public officials, and friends of labor at the Working Families Awards Celebration on May 12 at the IBEW 716 hall in Houston. The event, which is organized by the Texas Gulf Coast Area Labor Federation, celebrates labor's achievements during the course of the past year. (Left to right) Jay Malone (Texas Gulf Coast AFL-CIO Political Director), Dean Corgey, (SIU Gulf Coast Vice President), Donna Paez (ILA Local 24 & 28), and Jeremy DePaolo (MM&P Offshore).

U.S.-Flag Fleet Goes to Congress to Advocate For American Ships and Crews

Representatives of the maritime labor unions, U.S.-flag shipping companies, the maritime academies and industry trade groups spent a day in March on Capitol Hill, advocating for the U.S.-flag fleet and the men and women who crew American vessels. The occasion was the “Congressional Sail-In,” now in its 11th year.

The Sail-In is an occasion to consolidate relationships with members of Congress who are already aware of the importance of the U.S.-flag fleet, and to establish ties with newly elected legislators who may have only moderate awareness of the role that American ships and crews play in the nation’s economy and national defense.

This year, 138 people took part, making it the largest Sail-In ever. Collectively, they had 139 meetings with members of Congress and their staffs.

The participants included: representatives of major U.S. seafaring unions; every USA Maritime member company and association; major Jones Act companies and organizations; the state maritime academies; the Navy League of the United States; the AFL-CIO Maritime Trades Department; and the AFL-CIO Transportation Trades Department.

Representing MM&P were: President Don Marcus; Secretary-Treasurer Don Josberger; Gulf Ports Vice President Jeremy Hope; Pacific Ports Vice President Lars Turner; United Inland Group–Pacific Maritime Region Vice President Dan Twohig; Atlantic Maritime Group Representative Keith Poissant; MIRAID President Jim Patti; MIRAID Counsel Steve Wines; and MIRAID Legislative Representative James Patti.

Members of the groups met face-to-face with key senators, representatives, and their staffs to provide information about the programs and policies that enable the U.S.-flag merchant marine to meet the commercial sealift requirements of the Department of Defense.

The discussions focused on the need to assure that:

- the Maritime Security Program is fully funded at the Congressionally authorized level of \$318 million; and
- the Tanker Security Program is fully funded at the Congressionally authorized level of \$120 million.

In addition, Sail-In participants urged Congress to:

- increase funding for international food aid programs, such as PL-480 Food-for-Peace;
- support state maritime academy funding for training ship infrastructure, fuel, and student scholarships; and
- support capital improvement funding for the U.S. Merchant Marine Academy.



At the maritime industry congressional Sail-In, representatives of the U.S.-flag fleet met with members of Congress. (Left to right) Rep. Marie Gluesenkamp-Perez, John Niday (SIU), Sarah Scherer (Transportation Institute), MM&P-Pacific Maritime Region Vice President Dan Twohig and Joe Vincenzo (SIU).



Shelton Metcalf (Waterman Logistics), Greg Doyle (APL), Rep. Brian Fitzpatrick, MM&P Secretary-Treasurer Don Josberger, AMO President Paul Doell and Aram Dosdourian (Maersk)

Marcus G. Langseth's Norfolk Port Call



MM&P Norfolk Representative Mark Nemergut was there to welcome the captain and crew of the research vessel *Marcus G. Langseth* when it docked at the port of Norfolk in May. Columbia University's Lamont-Doherty Earth Observatory operates the vessel, which serves as America's national seismic research facility. Scientists and researchers from all over the world participate in research programs aboard the ship to study climate variations, the oceans, and submarine volcanoes. "Captain Mark Landow described the mission of this fascinating vessel and gave me a wonderful, informative, in-depth, tour," Nemergut said.

Greetings From the Crew of the *Alliance Fairfax*!

The licensed deck and engineering officers aboard *MV Alliance Fairfax* took a break while the vessel was berthed in the port of Veracruz, Mexico, to send greetings to the MM&P fleet. (Left to right) Chief Engineer David Baker, Second Assistant Engineer Lawrence Balsamo, Third Assistant Engineer Carly Lombardo, Master Brian Mercurio, Chief Mate Ernest Caponegro, Second Mate Aaron Adamek, First Assistant Engineer Joseph Glywasky, and Third Mate Dustin Boren.



NEWS BRIEFS (CONTINUED)

MM&P Reps Call on California Legislature To Support Marine Fuel Tax Exemption

Antonio Amalfitano and Sly Hunter, who represent members of the MM&P United Inland Group–Pacific Maritime Region, told legislators in California this spring that union members and local port communities would be severely affected if the state legislature fails to extend the marine fuel tax exemption.

Marine fuel is partially exempt from the state sales and use tax, but the exemption is set to sunset in December 2023. Amalfitano and Hunter testified that unless the legislature acts, there will be devastating economic consequences for members of maritime unions, tug and barge companies, pilots, and port communities.

For the past three decades, sales and use taxes have not been imposed on marine fuel with two exceptions: in 1991 and in 2003. Both times that the exemption was lifted, affected businesses shifted their operations to other states and countries in which marine fuels are not taxed.

State and local government entities lost considerable revenues from taxes and fees, and the extent of the losses more than offset any additional sales tax revenues. The state quickly adopted legislation to reinstate the partial exemptions.

“If this bill is not extended or the tax eliminated in its entirety, the impact on labor and the community would be disastrous,” Amalfitano says.



Maritime Day in Los Angeles



MM&P LA/LB Representative Wendy Karnes attended the Maritime Day commemoration with Los Angeles County Supervisor Janice Hahn, merchant mariner Duane Nash, who recently celebrated his 94th birthday, and Los Angeles Port Commissioner Diane Middleton.

Washington State Governor at MITAGS-West

Washington State Governor Jay Inslee visited MITAGS-West in May to meet the graduates of the Washington State Ferries AB-to-Mate Program, Mate-in-Training Pilotage Program, and the two-year apprenticeship program, “Off the Street and Into the Wheelhouse.”

Inslee spent most of the time talking with the students about the programs, which are designed and administered collectively by MM&P, WSF management, and MITAGS.

“MM&P and Washington State Ferries management have an excellent, collaborative relationship where we work together to ensure that the union can provide the best trained deck officers to operate the largest ferry system in the United States,” MM&P Pacific Maritime Region Vice President Dan Twohig told the group.

Speakers at the event included Inslee, Washington State Transportation Secretary Roger Millar and WSF Chief of Staff Nicole McIntosh.

During the meeting, Inslee was informed that the state legislature had just passed the transportation budget, which allocates \$8.1 million for the three training programs.

The amount includes full funding for all WSF workforce development programs, \$750,000 for 10 scholarships to the apprentice program, and money for student stipends.

“Our workforce development programs are reaching out to underrepresented communities to provide employment opportunities to a more diverse population,” MM&P-PMR Vice President Dan Twohig said.

“Our goal is to remove barriers to entry into the maritime fields where good wages and benefits promote better communities for all.”



(Left to right) MM&P-PMR Vice President Dan Twohig, Washington State Deputy Secretary of Transportation Amy Scarton and Washington State Ferries Operations Director Steve Nevey with graduates of the AB-to-Mate Program—Amy Oliver, Craig Fellom, Jason Rothermel, Sylvanus Koudougno, Sean Kelly, James Johnston, Anthony Adams, Edward Smith, Cory Weitz, Joe Grabicki, Chris Lupton—and WSF Chief of Staff Nicole McIntosh, Washington State Secretary of Transportation Roger Millar and MM&P member Bud Fielder, who coordinates the AB-to-Mate Program.



The three programs are bearing fruit, says MM&P-PMR Vice President Dan Twohig, and they have the potential to get the ferry system running at full capacity in the near future.

[more photos on page 12](#)

NEWS BRIEFS (CONTINUED)



Twohig with MITAGS Executive Director Eric Friend, Washington State Governor Jay Inslee and MM&P Pacific Ports Vice President Lars Turner.



Inslee in the simulator with engineer Mark Hokenson.



At the Washington State Ferries Annual Staff Masters meeting. *(Left to right)* WSF Operations Director Steve Nevey and Port Captain Jay Mooney with MM&P members Charlie King, John Brooks, Hazard Book, Jim Griffith, Steve Phillips, Al Birkland, MM&P-PMR Vice President Dan Twohig, Jim Bauer (*mask*), Noah Landau, Eric Hohl, Scott Shrader (*hat*), Curt Larson, Steve Standaert, Russ Fee, Greg Sugden, Brett Bartanen, Scott Freiboth, Greg Tryon and Genevieve Fritschen.

Thoughts About Autonomous Ships

*MM&P President Don Marcus delivered this speech at MITAGS on April 25, 2023, for the Maritime Autonomous Ship Symposium, which was organized by The Ship Operations Cooperative Program.**

On behalf of the International Organization of Masters, Mates & Pilots, I would like to thank The Ship Operations Cooperative Program for conducting this symposium at our training facility, MITAGS. It is important to note that MITAGS, like the other institutions that provide continuing education and upgrading for the vast majority of deep-sea U.S. merchant mariners, is the product of an employer–union trust fund. It is a non-profit institution, not funded by the federal government or supported by private technology companies, private equity investors or hedge fund speculators.

The Maritime Institute of Technology and Graduate Studies, like the other Union training schools in the United States, exists to train working people to enhance their seafaring and technical skills for their professional advancement. This is done for the benefit of their contracted U.S.-flag employers, for the protection of seafarers' safety and livelihoods and for the well-being of their families. They are the human element which must be central to any discussion about automation.

This Union institution has been helping mariners adapt to changing maritime technology since the school's establishment in 1967. MM&P has been doing the same since 1887.

Merchant mariners have accepted and adapted to enormous technological change since the steamship era of 1887. From sail to steam, coal to fuel oil and most recently to LNG fuel, mariners have and will continue to adapt. The advent of unmanned engine rooms, satellite navigation, integrated navigation systems, ARPA, GMDSS, VDR, AIS and e-Navigation are just a few of the changes seafarers have absorbed in more recent years. In this process, those who make their living at sea have adapted to changes in their required skill-sets and major reductions in the numbers of their shipmates. While technological change has required mariners to learn new skills, their workload has **not** decreased. The result has been a more isolated and austere workplace with increased stress and mental health challenges.

** The Ship Operations Cooperative Program (SOCP) is a 501(c)6 nonprofit, nonpartisan, member-driven organization of industry leaders working to promote and improve the maritime industry through collaboration, facilitation, recommendation, and innovation. SOCP is not a lobbying organization. Its members are primary maritime stakeholders, including owning and operating companies, labor, training and educational professionals, mariners, regulatory, government and non-government organizations.*

The role of labor organizations is to improve safety, working and living conditions and the professional skills of working people as these changes occur. In the United States, this is accomplished through collective bargaining and legislative action. It is also done through our presence at two agencies of the United Nations, the International Maritime Organization and the International Labor Organization. Automation is part and parcel to our efforts to deal with the needs of mariners with regards to minimum safe manning, fatigue, mental health, and all elements of safety of life at sea.

*While technological change
has required mariners
to learn new skills, their
workload has not decreased.*

Notwithstanding the promotional videos of autonomous or remote-controlled vessels of the future, there will be no instantaneous transition to the nirvana of a mariner-free, human-error-free maritime transport system as promised by the purveyors of marine technology. Change will be gradual, and labor will have an active role in influencing the regulatory and political processes that control it.

As stated by MM&P's own Vice President, Captain George Quick, who is also the Chairman of the International Transport Workers' Federation Subcommittee on Maritime Autonomous Surface Ships at the IMO:

"Corporate decisions are not based on social consequences, but shareholder value and the linkage with Executive Compensation. A case for labor's continued participation in the manning and operation of ships needs to be based on cost effectiveness and safety."

On both counts there is cause for skepticism about any rapid transition for autonomous shipping outside of limited circumstances. A vast amount of investment will be necessary to achieve marginal savings in labor costs. Currently there are roughly 50,000 merchant ships plying the international trade routes of the world. About 90, that's correct—about 90—of these ships fly

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FEATURE (CONTINUED)

the Stars and Stripes. Of one thing we can be certain, the deep-sea U.S.-flag merchant marine will not be driving this development.

The vast majority of these 50,000 non-U.S.-flag ships are crewed by low-paid mariners from nations in the developing world. Given the fact that crewing costs are only about 6% of the total overall cost of running a ship, a cost-benefit analysis will be determinative. The capital costs involved in building, maintaining, and operating a highly complex, technically sophisticated fully autonomous vessel and the shoreside technical establishment necessary to sustain it will be daunting. Many shipboard equipment redundancies must be factored in, along with the cost of routinely upgrading software systems, doing repair and maintenance work with the vessel out of service and finally replacing the vessels after the relatively short but arduous lifespan of an ocean-going merchant vessel.

The economics of fully autonomous or remote-controlled, ocean-going vessels becomes a lot less clear, even before one considers the financial risk involved.



The *Yara Birkeland*, a 260-foot, 120 TEU electric-powered vessel operating up and down the confines of a fjord in Norway. The technology is impressive, but technical feasibility does not mean there is economic feasibility.

The margin of profit in our capital-intensive industry is slender. It is necessary to compare the cost of a fully autonomous vessel to the cost of a conventional vessel with a 16-person Flag-of-Convenience crew. This must be coupled with the added risk of total loss of the vessel and cargo if something goes wrong absent human intervention. There are no records of how many catastrophes at sea have been avoided by timely action by vessel crew members.

Technical feasibility does not mean there is economic feasibility. The *Yara Birkeland*, a 260-foot, 120 TEU electric-powered vessel operating up and down the confines of a fjord in Norway is impressive, but funding came from the Norwegian government for the benefit of Norwegian technical export firms. Ocean operators such as Maersk, CMA/CGM and Mediterranean Shipping Company do not appear to be lining up at this time.

This is not to say that technical change will not come or that autonomous vessels will not be cost effective in certain sectors of the maritime industry. The point is that the economics must make sense. At this time ship owners are investing in new fuel technologies where fuel cost savings and environmental considerations far outweigh the savings that might be achieved by the massive and risky investments necessary to eliminate human beings.

As labor costs are an increasingly smaller percentage of the total cost of building and operating a ship, labor's role in impacting the cost analysis will be minor. The question of safety, however, is another matter. The use of technology should make seafaring safer and improve working and living conditions aboard ship. This is the critical area on which international and national regulatory bodies must focus. What degree of automation will make seafaring safer and how can regulations ensure this will happen?

Notwithstanding the *Yara Birkeland*, which operates exclusively on domestic waters and outside of international regulation, it is fairly clear that from the international regulatory standpoint, fully autonomous or remote-controlled ships engaged in international trade remain well on the horizon. However, further reduced crews, increased monitoring, and surveillance from ashore and the remote operation of specialized vessels are already upon us. At each stage in these developments, legislative and regulatory bodies must be deliberate and fully engaged if safety is to be paramount.

Safety at sea and quality of life at sea for those who will remain working in the future will be enhanced only if the human element is prioritized as various automated systems are introduced. The objective in London at the IMO must be to ensure this happens. Automated systems often fail, and the skills needed to fix them or operate a vessel when they fail will be needed. Will mariners be upskilled by new technology, or will they be gradually de-skilled as new technology is introduced? Will vessel operators of

the future—afloat or ashore—be in any position to acquire the technical competencies, skills, and experience necessary to handle emergencies?

Already, in many of today's automated systems, the lack of standardization from various manufacturers, the lack of consideration of the human-machine interface and ergonomics and the severity of the marine environment on electronic equipment have often made life aboard ship more difficult. While new technology is most often introduced to justify reducing crewing levels, the reality is often the opposite. Crews are reduced, but workload stays the same or increases for those who remain.

Communication technology alone has transformed the position of the ship's master. Increased monitoring, inquiries, and direction from ashore are facts of life. In theory, instant assistance should be readily available and helpful, but if one thing is clear, it is that responsibility, scrutiny, and liability when something goes wrong remain with the vessel master. In the future, to the extent operations are directed from ashore, regulations must grapple with the issue of liability and ensure that the highest qualifications are required for those operating remotely from ashore.

From a cybersecurity standpoint, having skilled personnel aboard ship who can address technical problems and operate the vessel manually would appear to be essential. While mariners and human error are frequently blamed for the lion's share of marine accidents, the absence of personnel will by no means ensure safer seas. Technical and mechanical failure will always occur in a marine environment. Small problems can easily become catastrophic absent human intervention. So, any system of automation must be backed up in some fashion and regulations must ensure that appropriate redundancies, back-up systems and the skill-sets of personnel aboard ship or ashore are maintained.

Further, the U.S. merchant marine remains the fourth arm of national defense. As wartime logistical support for our military is the essence of today's U.S. merchant marine, cybersecurity and emergency operations in hostile environments are additional factors that the U.S. government and U.S. shipowners must take into consideration. Issues such as software quality, reliability of the communication and data links, and the maintenance and upgrading of engineering and technical systems all have national security ramifications as well as commercial ones.

Finally, while the greater social context of automation is not on the agenda for this symposium or an issue to be determined by the maritime industry alone, there needs to be recognition that increased automation will result in less employment. Estimates show that automation in all industries will reduce employment opportunities in developed countries by at least 50%.

The nature of work and society itself will change with technological unemployment, underemployment, and the down-skilling of workers. In years past increased productivity brought not only profits to investors and industrial innovators, it also brought employment and steady wages to the producers—the workers who are also consumers. This was the cycle that fueled the middle class. The profits generated from gains in productivity seen in today's technical/digital “4th Industrial Revolution,” will be achieved by robots and automated systems. These profits will go to capital—the tech companies and investors—not labor.

*Safety and quality of life at sea
will be enhanced only if the
human element is prioritized
as various automated systems
are introduced*

While unregulated private industry and capital will do what they will, the consequences must be borne by society at large. Consideration must be given to growing inequality, political polarization, and the destruction of the social compact between capital and labor in this country. Good government and rational regulatory schemes are required.

In the maritime industry, technical trends will be set globally, based largely on economics and risk. Economics have already created a Flag-of-Convenience system that has farmed out hundreds of thousands of jobs away from traditional maritime nations. Economics and risk will largely determine if a dozen or so low-wage seafarers per ocean-going ship are a better value than high-priced, fully automated or autonomous vessels. One would hope that regulatory bodies and national governments will be keen to ensure that concerns of maritime safety, protection of the environment, national security, and the social welfare of working people are all taken into account.

As a labor organization, MM&P's mission will not change. Our members and others like them will adapt to and even embrace technical change where it improves working conditions and safety at sea, but we will not embrace the down-skilling of our profession or unproven technology that puts our lives at risk or degrades our working conditions. Thank you for your attention and good luck with the symposium.

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

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.

Health & Benefit Plan

Employee Assistance Program (EAP)

As a reminder, the MM&P Health & Benefit Plan provides an Employee Assistance Program to our eligible members and their covered dependents.

Sometimes life's problems can seem overwhelming. Our Employee Assistance Program, which has been in place for many years, may be of help in these cases. All eligible participants and their covered dependents can take advantage of the program, which is administered by TELUS Health, formerly LifeWorks. At this time, I would like to review with you how the program works and how members and their covered dependents can avail themselves of its services.

The Employee Assistance Program is a free, confidential service that provides professional consultant and referral services to help people deal with personal or work-related problems. Among them are family and relationship issues, alcohol and drug abuse, stress management, mental health, planning for retirement and financial challenges.

Whether your question is simple or complex, TELUS Health, formerly LifeWorks, can help. For confidential assistance 24 hours a day, seven days a week, call 1-877-234-5151.

Here's how the program works:

1. Call the toll-free number, 1-877-234-5151, if you would like to talk to a consultant. You will talk to a specialist who will assess your situation. This will take approximately 30 minutes.
2. After an assessment is made, you may be given a referral for up to three in-person sessions with an EAP provider at no cost to you.
3. A referral to an EAP provider is made when the issue appears to be resolvable in the course of three sessions. When issues appear complex or seem to require longer-term treatment, the consultant may refer you to a PPO Provider to ensure the best continuity of care.
4. If you are referred to a PPO Provider, the MM&P Health & Benefit Plan will pay 90 percent of the cost if the counselor is in-network and 70 percent of the cost if the counselor is out-of-network.
5. If, for whatever reason, you are unhappy with the provider you were referred to, you can call the specialist and get a referral for another facility/provider.

TELUS Health, formerly LifeWorks, also offers useful articles, information, and resources through its web site, www.lifeworks.com (User ID: MMP; Password 5100).

Online:
login.lifeworks.com

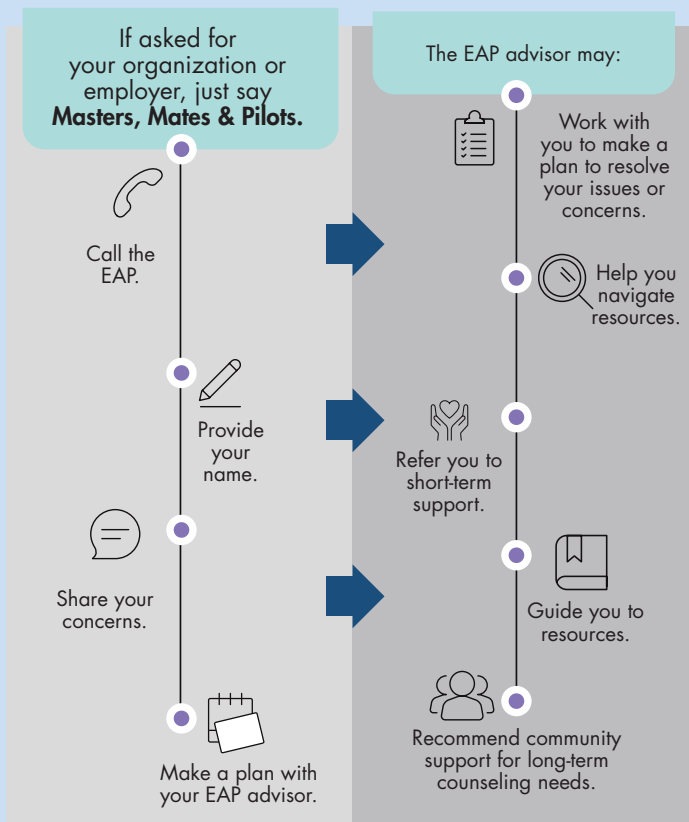
Username:
mmp

Password:
5100

 **LifeWorks**



Call the EAP Toll Free 877-234-5151 or
888-732-9020 en español



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*	William Skagen*
Robert Hannis	Susan Vanhorne*
Angel Lugo-Santana	Ruby Weimer
Richard Mercer*	

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

Earnings Limitations for Pensioners and Spouses Under 65 for the 2023 Calendar Year

I would like to remind pensioners and spouses under age 65 about the MM&P Health Plan Earnings Limitations for calendar year 2023. In December 2022, 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 January 1, 2023

The Trustees last year agreed to change the Plan rules to increase the Plan's pensioner annual earnings limitation, effective Jan. 1, 2023, to \$44,000. Effective Jan. 1, 2023, 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 \$44,000 without losing their health coverage under the Plan.

Plan Amendments

AMENDMENT NO. 159 TO THE M.M.& P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

Effective January 1, 2014, the following provisions of the Rules and Regulations are amended as follows:

Article I (Definitions), Section 10 (Dependent), Subsection A.1 (Child or Children) and Subsection D (Documentation) are

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.

Please be advised that the Plan needs to receive this form, properly completed, by the time you are scheduled to receive your **JULY** 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 a 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.

Masters, Mates & Pilots Plans

amended as follows:

A. Child or Children

1. Each natural child, adopted child, child placed for adoption or step-child of an Eligible Employee or Pensioner or each child for whom the Participant has been named the legal guardian by court order who is under 26 years of age.

D. Documentation

The Plan Office, at its discretion, may require documents to establish dependent eligibility including, but not limited to IRS Form 1040, Adoption Papers, Divorce Decree, Marriage Certificate or Birth Certificate.

Effective October 13, 2023, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 2 (Covered Charges) is amended to add a new Subsection S as follows:

- S. charges related to the elective termination of a pregnancy.

AMENDMENT NO. 17 TO THE
M.M.& P. INDIVIDUAL RETIREMENT ACCOUNT
PLAN/401(k) ARRANGEMENT
FOURTH RESTATED REGULATIONS

The Masters, Mates & Pilots Individual Retirement Account Plan is hereby amended as follows:

1) Article IV (Benefit Payments) of the Masters, Mates & Pilots 401(k) Arrangement, Section 4.7(a) (Benefit Payments) shall be deleted in its entirety and replaced with the following:

- (a.) Except as provided in Section 4.6 of this Article IV, in no event shall any portion of a Participant's Accumulated 401(k) Share be distributed prior to the earliest of:
 - (1) his death or disability;
 - (2) his complete and permanent termination from employment in the Maritime Industry; or
 - (3) effective January 1, 2023, his attainment of age 59½.

Effective October 7, 2006, a Participant shall be treated as having a complete and permanent termination from employment under the preceding sentence even though he is employed ashore in the Maritime Industry, provided that (a)

such employment is not Covered Employment and (b) if he has not yet attained age 59 ½, he has had a bona fide severance from employment of not less than 90 days from all Employers.

Effective October 1, 2007, a Participant shall be treated as having a complete and permanent termination from employment under the first sentence hereof even though he is employed afloat in the Maritime Industry, provided that (a) such employment is not Covered Employment and (b) if he has not yet attained age 59 ½, he has had a bona fide severance from employment of not less than 90 days from all Employers.

With regard to subsection (a)(3) above, a Participant may not request more than one distribution in any Plan Year and may request up to 100% of his Accumulated 401(k) Share. Distributions payable under subsection (a)(3) above shall be paid only in a lump sum.

2) Article VIII (General Provisions) of the Masters, Mates & Pilots Individual Retirement Account arrangement, shall be amended by adding new Section 8.15 (Automatic Enrollment) as follows:

- (a) Effective January 1, 2023, and subject to Employer cooperation, automatic enrollment shall apply to Offshore Membership Group employees who are covered by a collective bargaining agreement between an Employer(s) and the Organization and who have not affirmatively elected to opt out of the Plan or affirmatively selected a contribution of 1% or more of compensation. Such a Participant shall be automatically enrolled in the Plan and three percent (3%) of such Participant's compensation shall be deferred to the Plan unless such Participant makes a written election not to contribute to the Plan or a written election to contribute a percentage other than 3% of such Participant's compensation.
- (b) The automatic contribution rate of 3% referenced in subsection (a) shall remain in effect until December 31, 2023, and will increase to four percent (4%) for the 2024 Plan Year, and will increase to and hit a maximum cap of five percent (5%) in the 2025 Plan Year and all Plan Years thereafter.

PENSIONERS

Stephen S. Bartlett, shipping out of West Coast ports. He last sailed for APL Marine Services as third mate aboard the *APL Roosevelt*.

Geraldine Brown worked with My Cleaning Services at MITAGS and was a member of the United Inland Group–Atlantic & Gulf Region.

James L. Clements worked as an instructor at the Maritime Institute of Technology and Graduate Studies.

Paul E. Coan, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as master of the *Maersk Kensington*.



Eric S. Kelm, shipping out of West Coast ports. He last sailed for Sunrise Operations as second mate aboard the *Horizon Enterprise*.

Sergey Kurchenko, shipping out of East Coast ports. He last sailed for E-Ships as second mate aboard the *Maersk Ohio*.

Michael R. Parker, shipping out of West Coast ports. He last sailed for Maersk Lines Limited as chief mate aboard the *Maersk Charger*.

John G. Peterlin III, shipping out of East Coast ports. He last sailed for Columbia University's Lamont–Doherty Earth Observatory as master of the *RV Maurice Ewing*.

Peter A. Petrulis, shipping out of East Coast ports. He last sailed for Patriot Contract Services as chief mate aboard the *USNS Pomeroy*.

Kenneth T. Quinn, shipping out of East Coast ports. He last sailed for Matson Navigation as second mate aboard the *Daniel K. Inouye*.

Gregory M. Tylawsky, shipping out of West Coast ports. He last sailed for Maersk Lines Limited as master of the *Maersk Charger*. He was a San Francisco Bar Pilot until his retirement.

Frank E. Warnekros, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as master of the *Maersk Denver*.

William J. Westrem, shipping out of West Coast ports. He last sailed for APL Marine Services as master of the *President Eisenhower*.



Directory of MM&P Offices

International Headquarters

700 Maritime Blvd., Suite B
Linthicum Heights, MD 21090-1953
Phone: 410-850-8700
Fax: 410-850-0973
www.bridgedeck.org

International Officers

Donald J. Marcus
President
410-850-8700 ext. 122
president@bridgedeck.org

Don F. Josberger
Secretary-Treasurer
410-850-8700 ext. 116
sec-treas@bridgedeck.org

Executive Offices

Roger Lash
International Representative
410-691-8142
rlash@bridgedeck.org

Steven M. Miceli Jr.
International Representative
410-691-8149
smicelijr@bridgedeck.org

Accounting

Margaret Schanne
International Comptroller
410-691-8134
mschanne@bridgedeck.org

Communications

Lisa Rosenthal
Communications Director
410-691-8146
communications@bridgedeck.org

Legal Department

Gabriel Terrasa
International Counsel
410-691-8148
gterrasa@bridgedeck.org

Jennifer Stair
Contracts Coordinator
410-691-8178
jstair@bridgedeck.org

Membership Department

Teresa Pettus
410-691-8133
membership@bridgedeck.org

MM&P Women's Caucus

410-691-8194
WomensCaucus@bridgedeck.org

MM&P Health & Benefit, Vacation, Pension, JEC and IRAP Plans

Patrick McCullough
Administrator
MM&P Plans
700 Maritime Blvd., Suite A
Linthicum Heights, MD
21090-1996
Phone: 410-850-8500
Fax: 410-850-8655
Toll-Free: 1-877-667-5522
PMcCullough@mmppplans.com

Hours: Monday – Friday
8:30 AM – 4:30 PM ET

Atlantic Maritime Group

Michael Riordan
Vice President
570 Broad Street, Suite 701
Newark, NJ 07102
Direct: 201-830-3409
Cell: 917-324-1462
Fax: 201-963-5403
mriordan@bridgedeck.org

Paulina Czernek
Representative
Phone: 201-830-3406
pczernek@bridgedeck.org

Keith Poissant
Representative
Phone: 973-420-0492
kpoissant@bridgedeck.org

Rich Russo
City Representative
Direct: 201-830-3408
Cell: 347-205-2924
rrusso@bridgedeck.org

Federal Employees Membership Group

David Gommo
Vice President
Executive Office
MM&P Headquarters
700 Maritime Blvd., Suite B
Linthicum, MD 21090-1953
dgommo@bridgedeck.org
410-850-8700

Randi Ciszewski
Government Fleet Representative
& CNO Pilot Representative
MM&P Headquarters
700 Maritime Blvd., Suite B
Linthicum, MD 21090-1953
Cell: 202-679-7594
Fax: 732-527-0829

Offshore Membership Group

Thomas Larkin
Vice President - Atlantic Ports

Jeremy Hope
Vice President - Gulf Ports &
Government Contracts

J. Lars Turner
Vice President - Pacific Ports

Boston

Ron Colpus
Thomas Sullivan
Representatives
Marine Industrial Park
12 Channel St., Suite 606-A
Boston, MA 02210-2333
Phone: 617-671-0769
Fax: 617-261-2334
boston@bridgedeck.org

Charleston

John Livingston
Representative
1481 Tobias Gadson Blvd., Suite 2C
Charleston, SC 29407-4794
Phone: 843-766-3565
Fax: 843-766-6352
Charleston@bridgedeck.org

Honolulu

Randy Swindell
Representative
521 Ala Moana Blvd., Ste 254
Honolulu, HI 96813
Phone: 808-523-8183
Fax: 808-538-3672
honolulu@bridgedeck.org

Houston

Jeremy Hope
Vice President - Gulf Ports &
Government Contracts

Sara Gasper
Representative
13850 Gulf Freeway, Ste 250
Houston, TX 77034
Phone: 281-464-9650
jhope@bridgedeck.org
Houston@bridgedeck.org

Los Angeles/Long Beach

Wendy Karnes
Representative
533 N. Marine Ave., Ste A
Wilmington, CA 90744-5527
Phone: 310-834-7201
wkarnes@bridgedeck.org

Miami/Port Everglades

Andrea Fortin/Maike Coan
Representatives
3081 East Commercial Blvd., Suite 100
Ft Lauderdale, FL 33308
Phone: 954-946-7883
pompano@bridgedeck.org

New York/New Jersey

Thomas Larkin
Vice President-Atlantic Ports

Jay Tripaldi
Atlantic Regional Representative
570 Broad Street, Ste 701
Newark, NJ 07102
Phone: 201-963-1900
Fax: 201-963-5403
tlarkin@bridgedeck.org
nynj@bridgedeck.org

Norfolk, Va.

Mark Nemergut
Peter Petrusis
Representatives
Interstate Corporate Center, Bldg 8
6353 Center Dr., Ste 200
Norfolk, VA 23502
Phone: 757-489-7406
norfolk@bridgedeck.org

Oakland

Melany Skippen
Pacific Ports Coast Agent

Veronica Schaubel
Representative
548 Thomas L. Berkley Way
Oakland, CA 94612
Phone: 510-808-7068
Fax: 510-808-7067
mskippen@bridgedeck.org
vschaible@bridgedeck.org

Seattle

J. Lars Turner
Vice President-Pacific Ports

Kirsten Wilhelm
Representative
15208 52nd Ave. South, Suite 100
Seattle, WA 98188
Phone: 206-441-8700
Fax: 206-448-8829
lturner@bridgedeck.org
kwilhelm@bridgedeck.org

Tampa

Laura Cenkovich / Ted Dohrman
Representatives
4333 S 50th St.
Tampa, FL 33619
Phone: 813-247-2164
Hours: 9:00 AM-2:00 PM ET
tampa@bridgedeck.org

Pilot Membership Group

George A. Quick
Vice President
3400 N. Furnace Rd.
Jarrettsville, MD 21084
Phone: 410-691-8144
Fax: 410-557-7082
gquick@bridgedeck.org

East Coast Regional Rep.

Timothy J. Ferrie
201 Edgewater St.
Staten Island, NY 10305
Phone: 718-448-3900
Fax: 718-447-1582
tferrie@bridgedeck.org

Gulf Coast Regional Rep.

Kristi Taylor
203 Deerwood Glen Drive
Deer Park, TX 77536
Phone: 713-645-9620
ktaylor@houston-pilots.com

West Coast Regional Rep.

Kip Carlson
Pier 9, East End
San Francisco, CA 94111
Phone: 415-279-2665
kcarlson@bridgedeck.org

Alaska Marine Pilots

David Lund
President
P.O. Box 920226
Dutch Harbor, AK 99692
Phone: 907-581-1240
Fax: 907-581-1372
amp@ampilots.com

Aransas-Corpus Christi Pilots

Forrest Albrecht
President
P.O. Box 2767
Corpus Christi, TX 78403
Phone: 361-884-5899
Fax: 361-884-1659

Associated Branch Pilots

Michael Miller
President
3813 N. Cswy Blvd., Ste 100
Metairie, LA 70002
Phone: 504-831-6615

Association Maryland Pilots

Eric Nielsen
President
3720 Dillon St.
Baltimore, MD 21224
Phone: 410-276-1337
Fax: 410-276-1364
President@mdpilots.com

Biscayne Bay Pilots

Geoffrey Pool
Chairman
2911 Port Blvd.
Miami, FL 33132
Phone: 305-374-2791
Fax: 305-374-2375

Boston Pilots

Richard Stover
President
256 Marginal Street, Bldg 11
East Boston, MA 02128
Phone: 617-569-4500
Fax: 617-569-4502

Canaveral Pilots

Ben Borgie
Sean Morrissey
Co-Chairmen
Box 816
Cape Canaveral, FL 32920
Phone: 321-783-4645
TheCanaveralPilots@msn.com

Charleston Branch Pilots

W. Crayton Walters
6 Concord St.
Charleston, SC 29401
Phone: 843-577-6695
Fax: 843-577-0632

Columbia River Bar Pilots

Dan Jordan
Administrative Pilot
100 16th St.
Astoria, OR 97103-3634
Phone: 503-325-2641

Columbia River Pilots

Christopher D. Eckardt
MM&P Delegate

Jeremy Nielsen
President
13225 N. Lombard
Portland, OR 97203
Phone: 503-289-9922

Coos Bay Pilots

George Wales
President
686 North Front St.
Coos Bay, OR 97420-2331
Phone: 541-267-6555
Fax: 541-267-5256

Crescent River Port Pilots

E. Michael Bopp
President
2640 Ridgelake Drive
Metairie, LA 70002
Phone: 504-392-8001
Fax: 504-392-7598
www.crescentpilots.com

Galveston-Texas City Pilots

Mark Saunders
P.O. Box 16110
Galveston, TX 77552
Phone: 409-740-3347
Fax: 409-740-3393

Hawaii Pilots Association

Sinclair Brown
President
Pier 19-Honolulu Harbor
P.O. Box 721
Honolulu, HI 96808
Phone: 808-532-7233
Fax: 808-532-7229
www.hawaiipilots.net

Houston Pilots

Clint A. Winegar
Presiding Officer
203 Deerwood Glen Drive
Deer Park, TX 77536
Phone: 713-645-9620

Key West Bar Pilots Association

Alejandro Gonzalez
P.O. Box 848
Key West, FL 33041
Phone: 305-296-5512
Fax: 305-296-1388

Mobile Bar Pilots

W. Curtis Wilson III
President
P.O. Box 831
Mobile, AL 36601
Phone: 251-432-2639
Fax: 251-432-9964

Northeast Marine Pilots

Richard Astles
243 Spring St.
Newport, RI 02840
Phone: 401-847-9050
Toll Free: 1-800-274-1216

Penobscot Bay & River Pilots Association

David Gelinas
President
Skip Strong
Vice President
18 Mortland Road
Searsport, ME 04974
Phone: 207-548-1077
Fax: 207-548-1078
pilots@penbaypilots.com

Pilots Association for the Bay & River Delaware

David Cuff
President
800 S. Columbus Blvd.
Philadelphia, PA 19147
Phone: 215-465-8340
Fax: 215-465-3450

Port Everglades Pilots

Sam Stephenson
Dave Ulrich
Co-Managers
P.O. Box 13017
Port Everglades, FL 33316
Phone: 954-522-4491

Puget Sound Pilots

Ivan Carlson
2003 Western Ave. - Suite 200
Seattle, WA 98121
Phone: 206-728-6400
Fax: 206-448-3405

Sabine Pilots

Andrew Guidry
Presiding Officer
2605 Jimmy Johnson Blvd.
Port Arthur, TX 77640
Phone: 409-722-1141
Fax: 409-962-9223
www.sabinepilots.com

Saint Johns Bar Pilots

Barrie Snyder
President
4910 Ocean St. Mayport, FL 32233
Phone: 904-249-5631
Fax: 904-249-7523
admin@jaxcpilots.com

San Juan Bay Pilots

Stephen Rivera
President
P.O. Box 9021033
San Juan, PR 00902-1033
787-722-1166

St. Lawrence Seaway Pilots

John R. Boyce
President

Pat Broderick
MM&P Branch Agent
P.O. Box 274
230 North Point Street
Cape Vincent, NY 13618
Phone: 315-654-2900
Fax: 315-654-4491

San Francisco Bar Pilots

John Carlier
President/Port Agent

Zack Kellerman
MM&P Representative
Pier 9, East End
San Francisco, CA 94111
Phone: 415-362-5436
Fax: 415-982-4721

Sandy Hook Pilots

James Mahlmann
New York President

Timothy J. Ferrie
New Jersey President

Rob Dobrowski
Branch Agent
rdobrowski@sandyhookpilots.com
201 Edgewater St.
Staten Island, NY 10305
Phone: 718-448-3900
Fax: 718-447-1582

Savannah Pilots Association

Robert T. ("Trey") Thompson III
Master Pilot
130 Houston St.
P.O. Box 9267
Savannah, GA 31401-3528
Phone: 912-236-0226
Fax: 912-236-6571

Southeast Alaska Pilots

Mark Lundamo
President
1621 Tongass Ave. - Suite 300
Ketchikan, AK 99901
Phone: 907-225-9696
Fax: 907-247-9696
pilots@seapa.com
www.seapa.com

Southwest Alaska Pilots

Ian Maury
President
P.O. Box 977
Homer, AK 99603
Phone: 907-235-8783
Fax: 907-235-6119
swapa@swpilots.net

Tampa Bay Pilots

Terry Fluke
Executive Director
1825 Sahlman Dr. Tampa, FL 33605
Phone: 813-247-3737
Fax: 813-247-4425

Virgin Islands Port Authority Pilots

John Amaro
President
6877 Upper Wintberg
St. Thomas, VI 00802
340-998-2260
Srpilot580@aol.com

Virginia Pilot Association

J. W. Whiting Chisman III
President
3329 Shore Dr.
Virginia Beach, VA 23451
Phone: 757-496-0995

Western Great Lakes Pilots Association

Christopher Edyvean
President
6559 S M221, P.O. Box 365
Brimley, MI 49715
Phone: 715-392-5204
Fax: 715-392-1666
capt.edyvean@wglpa.com

United Inland Membership Group

Thomas Bell
VP-Great Lakes & Gulf Region

Daniel Twohig
VP-Pacific Maritime Region

Cleveland

Thomas Bell
VP-Great Lakes & Gulf Region
1285 Old River Rd.
Cleveland, OH 44113-1228
Phone: 216-776-1667
Fax: 216-776-1668
tbell@bridgedeck.org

Juneau

C. Michael Murray
Regional Representative
Phone: 410-582-6709
mmurray@bridgedeck.org

Los Angeles/Long Beach

Sly Hunter
Regional Representative
533 N. Marine Ave., Ste A
Wilmington, CA 90744-5527
Phone: 510-808-7066
Fax: 510-808-7064
shunter@bridgedeck.org

Oakland

Sly Hunter
Regional Representative
548 Thomas L. Berkley Way
Oakland, CA 94612
Phone: 510-808-7066
Fax: 510-808-7064
shunter@bridgedeck.org

Portland

Nick Sorber
Regional Representative
Portland, OR
Phone: 503-369-6947
nsorber@bridgedeck.org

San Juan, Puerto Rico

Eduardo Iglesias
Regional Representative
1055 Kennedy Ave. Ste 914
San Juan, PR 00920
Phone: 787-664-3052
Fax: 787-723-4494
Hours: Monday-Friday
9:00AM – 1:30PM ET
eiglesias@bridgedeck.org

Seattle

Daniel Twohig
VP-Pacific Maritime Region
15208 52nd Ave., South, Ste 100
Seattle, WA 98188
Phone: 425-775-1403
Fax: 425-775-1418
dtwohig@bridgedeck.org

MIRAID

C. James Patti
President
1025 Connecticut Ave., NW
Suite 507
Washington, DC 20036-5412
Phone: 202-463-6505
Fax: 202-223-9093
jpatti@minaid.org

MM&P Federal Credit Union

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

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

Patrick McCullough
Administrator

Eric Friend
Executive Director

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

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

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

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

Pacific Maritime Region Pension & Benefit Plans

Columbia Northwest Marine Benefit Trust

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

Northwest Maritime Pension Trust

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

Southwest Marine Health, Benefit & Pension Trust

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

Maritime Institute of Technology & Graduate Studies (MITAGS)

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

MITAGS East

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

BWI Airport Shuttle

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

MITAGS West

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



CROSS'D THE FINAL BAR

Manuel Arosemena, 64, Jan. 25. A resident of Palm Harbor, Fla., and a pensioner since 2014, he last sailed for Waterman Steamship as master of the *Maersk California*. He served as secretary-treasurer of CAMM's Tampa Bay Chapter and, in 2019, he became the event vice-president for CAMM, leading the planning of their annual meetings. He was active in his grandchildren's school activities as well as in his grandson's Little League. He loved gardening and his fish tank. Survivors include his son Hayden, daughter Nicole and grandchildren.

George Bomareto, 98, Dec. 10, 2022. A resident of Elmira, Ore., and a pensioner since 1986, he last sailed for Sealand Services aboard the *Sealand Endurance*. George was a strong and respected advocate for union democracy in MM&P during the turbulent decade of the 80's.



He belonged to the local American Legion. He is survived by his wife Jean, sister Bernadette and brother Christopher.

Richard R. Conlin, 75, Feb. 22. A resident of Hawley, Pa., and a pensioner since 2010, he last sailed for American President Lines aboard the *President Jackson*. A graduate of the U.S. Merchant Marine Academy at Kings Point, he earned a Juris Doctor degree from the Elisabeth Haub School of Law at Pace University. He loved his dog Bandit and spending time on his eight acres in the



Lines. Upon his retirement, he enjoyed running a restaurant and traveling with his wife Emily, golfing, and doting over his granddaughters. He is survived by his wife Emily, daughters Mei Ling and Jen Ling, and granddaughters Luka and Paisley.

John M. Crell, 72, Jan. 17. A resident of Virginia Beach, Va., and a pensioner since 2008, he last sailed for Horizon Lines aboard the *Horizon Crusader*. Over the course of his career, he sailed as chief mate with US Lines, bringing two "Econs" into service, and then later with Farrell Lines on the *Argonaut*. John rounded out his career sailing on the Puerto Rico run with Horizon

Samuel S. Irvin III, 65, Dec. 15, 2022. A resident of Pisgah Forest, N.C., and a pensioner since 2007, he last sailed for Maersk Lines as master of the *Sealand Achiever*.



Joe D. Itson, 94, Feb. 6. A resident of Keller, Texas Villa Park, Calif., and a pensioner since 1997, he last sailed for West Coast Shipping as master of the *Sierra Madre*. A merchant marine veteran of World War II, he joined the Sailors' Union of the Pacific as a teenager during the war and became a member of MM&P Local 90 in 1960. He was a highly regarded tanker master and expert pilot in Los Angeles/Long Beach Harbor. He volunteered for many years as master of the *SS Lane Victory* in San Pedro. One of the last of a great generation of World War II merchant seamen, he was known for his incisive intelligence, his professional skill and his proud membership in SUP and MM&P. He is remembered for his love of the maritime industry, golf, and spending time at his desert home. Survivors include sons Steven and Joseph "Woody," his sister Elizabeth Owens, 10 grandchildren and 11 great-grandchildren.



Colin Kelly, 67, Jan. 24. A resident of Sacramento, Calif., and a pensioner since 2010, he last sailed for Matson Navigation aboard the *Mokihana*. He enjoyed boating and owned two boats—one sail and the other motor. His preferred berth for both was in Jack London Square in Oakland. He vacationed around the world with his wife and saw everything from the Great Wall of China to the pyramids. He was well read, enjoyed music, and playing the guitar. In retirement, he taught adult education for two local school districts. He is survived by Cynthia "Cyndy," his wife of 41 years, his sister Colleen and brother-in-law Doug.



George Korba, 83, April 7. A resident of Reisterstown, Md., he began his career at MM&P Plans in New York City in 1963, officially retiring in 1998 but continuing as a consultant with, at various times, MM&P Plans and then the Union until 2022. George was a great mentor for Plans and Union officials and staff. He had a gift for explaining the nuances of MM&P benefit plans, the necessary contribution rates, and the sometimes-tortured history behind them. With his strong sense of economic justice, wry sense of humor and philosophical outlook on the ups and downs of collective bargaining, George was an invaluable resource through many difficult contract campaigns and MM&P Plans evolutions. All in MM&P owe him a deep debt of gratitude. An expert in "numbers," George generously gave of himself, teaching



CROSS'D THE FINAL BAR

mathematics and GED courses to incarcerated Marylanders in his free time and helping scores of people get their lives on track. A dedicated baseball fan, George never ceased to mourn the move of the New York Giants baseball team from the Polo Grounds to San Francisco in the year he started working for MM&P Plans. He was a respected leader and a past president of Ohel Abraham in New York, and two-time president of Adat Chaim in Owings Mills, Md. He is survived by his loving wife Janet, his children Lauren, Douglas and Judith, and numerous siblings, nieces, nephews, and grandchildren. George Korba was a beloved husband, father, Pop Pop, brother, uncle, mentor, and friend. He was a quirky, funny man and if you had the privilege of knowing him, your world was better for it.



John Maclean, 88, March 12. A resident of Cape Vincent, N.Y., he was an Offshore member from 1958 to 1971 and transferred to the St. Lawrence River Pilots from 1972 to 2004. He served as a merchant mariner during the Vietnam War. He enjoyed old trucks and was a member of the Central New York Antique Car Association.

Following family tradition, his son Michael is a fourth-generation captain. Survivors include his wife Marcia, sons Michael and Richard and their spouses, and sisters Mary and Margaret.

Richard E. Manchester, 76, Oct. 24, 2022. A resident of Carriere, Miss., and a pensioner since 2014, he last sailed for Lykes Brothers Steamship as master of the *Tillie Lykes*.



Jack F. Marshall, 101, March 31. A resident of Clarksville, Tenn., and a pensioner since 1966, he last sailed for Marine Carriers Corp. as master of the *SS Producer*. A World War II veteran, he was awarded a Meritorious Service Medal Citation for his role in rescuing and taking under tow the disabled French destroyer *Le Triomphant* during a cyclone in the

Indian Ocean. After spending 23 years at sea, he retired to a life of farming and raising cattle with his wife of 74 years, Charlotte. He is survived by his children Charles, Emily and Woodson, grandchildren Eleanor, Patrick and Charles, great-grandchildren Charlotte and Elizabeth.

John J. Monson, 79, Feb. 25. A resident of Friday Harbor, Wash., and a pensioner since 1998, he last sailed for American Ship Management as master of the *President Truman*. Notable voyages in his career included a run up the Saigon River on an ammunition ship, a trip to Diego Garcia for an international diplomatic meeting, and meeting his wife of 47 years when she was a passenger on one of his ships. He was an avid fisherman and crabber, gardener, and winemaker. He was always quick to help people in need. Survivors include his son Spain, brother Lee, sisters Lorrie Anne and Elaine, nieces and nephews.

Christopher Nielsen, 84, Feb. 18. A resident of Sun City West, Ariz., and a pensioner since 1994, he last sailed for Sealand Services aboard the *Sealand Reliance*.



Louis W. Sackett, 95, July 9, 2022. A resident of Edmonds, Wash., and a pensioner since 1987, he last sailed for Alaska Steamship aboard the *Chena*. Survivors include his brother William, sisters Laura, Jennifer, and Verna, and many nieces and nephews.

Raynor A. Smith, 87, Feb. 26. A resident of Brooklyn, N.Y., and a pensioner since 1988, he last sailed for Sealand Services aboard the *Sealand Leader*.

Thomas G. Spearin Jr., 77, Jan. 6. A resident of Owls Head, Maine, and a pensioner since 1995, he last sailed for Waterman Steamship aboard the *Green Island*. He lived on Matinicus Island, where he lobstered for over a decade. His many interests included hunting, fishing, and a love of nature. Survivors include his children Thomas and Elizabeth, siblings Robert, Donn, Tim, Jeanne and Sharon, granddaughters Martina, Clara and Caterina, many cousins, nieces and nephews, and his good friend and neighbor Art Stanley.



Christian David Sweeny, 80, Feb. 16. A resident of Miami and a pensioner since 2005, he last sailed for U.S. Ship Management aboard the *Sealand Performance*. He is remembered for his love of traveling and reading and writing about philosophy. He is survived by his wife Raquel, daughter Mariele, and three grandchildren.



Antoine I. Tedmore, 83, Dec. 8, 2022. A resident of Aventura, Fla., and a pensioner since 2000, he last sailed for Farrell Lines aboard the *MV Endurance*.



Richard P. Toomey, 75, Oct. 27, 2022.

A resident of Whitman, Mass., and a pensioner since 1990, he last sailed for Lykes Brothers Steamship Company as master of the *Mallory Lykes*. He enjoyed many adventures at sea before coming ashore to work as port captain in Virginia Beach. In retirement, he volunteered with the Knights of Columbus and became a tax

specialist with H&R Block. He is remembered as “a stereotypical salty seaman with a dry sense of humor and a quick wit. Quite the character, his legend will live on.” Survivors include his daughters Nicole and Erin and their spouses; son Christopher; sisters Mary and Ann and their spouses; sisters-in-law Marjorie and Virginia; many nieces and nephews; and lifelong friend and accomplice Fred Butler and his wife Janice.

Fred Von Recklinghausen, 79, Nov. 3, 2022. A resident of Livingston, Texas, and a pensioner since 1996, he last sailed for N.P.R. Inc. aboard the *SS Humacao*.



Thomas Jack Worman, 79, Dec. 20,

2022. A resident of Sequim, Wash., and a pensioner since 2002, he last sailed for CSX aboard the *CSX Kodiak*. He was an avid reader of non-fiction who was eager to learn a bit about everything he could wrap his mind around. He liked photography, music, fast cars, and motorcycles. He and his wife enjoyed many trips exploring the

country in their red MG sports car. One of their favorite places was Sedona. He enjoyed his time at sea but loved returning home to his sons Jason and Joshua. He was active in his local church, serving as councilman and usher, and always greeting people warmly. Survivors include Melvina, his wife of 52 years; sons Jason and Joshua; his brother Mike; and sisters Jill, Sasha and Robin.

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)