

Vol. 60, No.2
Summer 2024



The Master, Mate & Pilot

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



MM&P Mourns Captain C. Michael Murray

The Master, Mate & Pilot

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Summer 2024

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In memory of our brother Captain C. Michael Murray. His legacy will be carried on through his family and friends.

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The MM&P Health Plan has a new partnership that will allow some active members and covered dependents to save money on their prescription drug costs. It's a free service called Rx Savings Solutions (RxSS) that "layers" your current benefits to uncover every clinically sound way to spend less on prescriptions.

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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

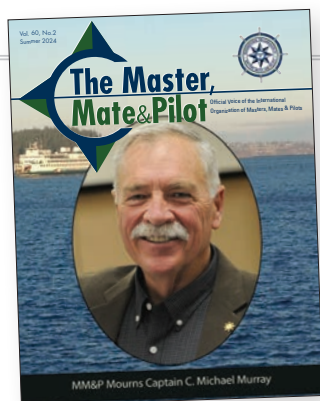
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About the Cover

The MM&P community has lost a leader, a mentor, and a friend. Tributes to former United Inland Group Vice President Mike Murray appear on pages 18 and 28.

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FROM THE PRESIDENT

EMBARC: “Every Mariner Builds a Respectful Culture” *Vessel Managers and Shipowners Need Not Bother*

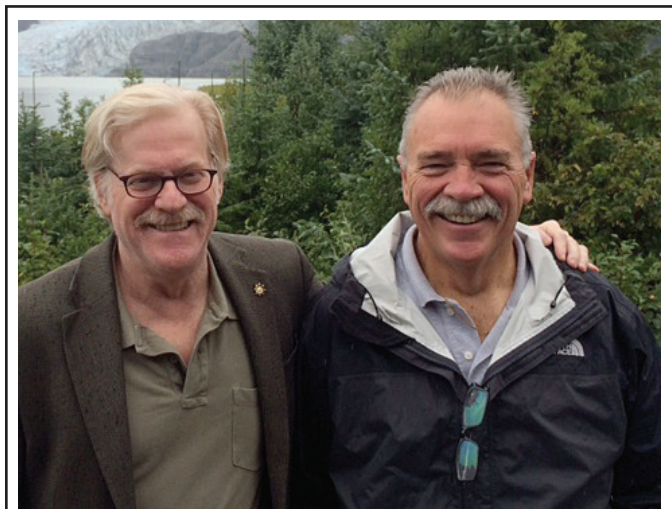
MM&P has been strongly advocating for the respectful treatment of our union sisters and brothers, our shipmates, and all workers aboard ship and ashore. The U.S. Maritime Administration (MARAD) has weighed in heavily as has the U.S. Coast Guard to see that respectful cultures aboard ship are not left to chance. A zero-tolerance policy has been instituted by federal authorities and employers with regards to bullying, sexual harassment, and discrimination aboard ship. Numerous members’ careers have been affected. Life aboard ship has and will continue to change.

In general, a small number of miscreants have painted our industry with a black brush. The fallout from the “Midshipman X” outrage and other reports of sexual assault, harassment and bullying have created an Exxon Valdez moment in our industry that will reap similar cultural changes to shipboard life. Some of these changes are long overdue.

While some members of the MM&P Women’s Caucus Committee have reported feeling a higher degree of personal security because of recent changes in policy and regulation, the effort is far from over. The culture aboard ship reflects the culture of today’s society, in which common courtesy, decency and respect are in short supply. Vigilance and mutual respect must be built into the daily experience aboard ship and ashore.

This leads to a question asked by many MM&P Masters—a question that MM&P representatives have been unable to answer without cynicism. While MM&P Masters and other senior ship’s officers understand the necessity to embrace every positive effort to build a respectful culture aboard ship, why does this laudable ethic not apply to their managers ashore?

As this editorial is being written, many of our Masters are being bullied by managers ashore and are themselves being subjected to hostile working environments. Virtually every potential liability is transferred from shoreside managers and shipowners to ships’ Masters’ shoulders by virtue of endless Safety Management System (SMS) requirements painstakingly drafted by company lawyers. At the same time, ships’ Masters, and to a similar extent Chief Engineers, are subjected to the full weight of commercial pressure to “get the job done and keep your mouth shut or we will get someone else.” This is the essence of a hostile workplace. Company platitudes about safety and working conditions are too often exposed as meaningless lip service. No one working aboard ships operated by this type of employer, from the Wiper to the Master, is deceived for a minute.



MM&P President Don Marcus with Captain Mike Murray, former Vice President of the United Inland Group, who passed away in May. Tributes appear on pages 18 and 28.

While ships’ Masters are accustomed to shouldering responsibility and the many pressures inherent in their profession, they should not be subjected to coercion, bullying or hostile work environments any more than their subordinates aboard ship should be.

A starting point for recognizing this reality with regards to the recent revisions in Sexual Assault and Sexual Harassment (SASH) policies is with the superficial training implemented by most employers and approved by MARAD. As described to me by one of our Masters:

“I have the situation where 22 crew members walk up the gangway. I have no idea where they came from, what their histories are or, most importantly what their training has been regarding sexual harassment. In fact, I have only had cursory training to identify what constitutes sexual harassment, bullying or a hostile environment. The same is true of the Chief Mate. These 22 crew members come aboard and take a computer-based training course that can be short circuited directly to the answers in about 15 minutes. Now according to the company Safety

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Management System [and MARAD], these crew members are ‘trained’ and if anything goes wrong, including not knowing about something that went wrong, I will be held responsible as well as, possibly the Chief Mate for, in hindsight, failing to provide the additional training during shipboard safety meetings that might have prevented whatever went wrong. So much for our careers. The company’s ass is covered. Their only task is to find a new Master or Chief Mate after they report the incident to the Coast Guard and can us.”

Hostile environments are most often created and perpetuated from above. That starts at company management level. The best way to build a better culture is by leadership and training. As a point of fact, Catie Gianelloni, Director of MITAGS and MM&P Women’s Caucus Committee member, developed a live-instructor hybrid course on SASH prevention. Initially this course was approved by MARAD. When presented to the employer Trustees of the MATES Program which administers MITAGS they approved of it, but not a single one wanted to pay for it. As voiced by more than one employer, “MARAD should pay.” Consequently, the MARAD-approved online training is the required standard and the MITAGS instructor-driven course has been de-certified by MARAD! Window dressing training prevails, shipboard culture be damned.

Company SMS policies have been tailored to shift SASH liability onto the vessel, i.e., the Master. The mantra being for the Master and Chief Officer to build a respectful environment aboard ship, or else. Never mind adequate support or appropriate training from the company.

Many of our Masters face a strict liability situation over matters that they don’t necessarily have training adequate to identify or over situations aboard ship that they may not have been aware of. At least after the Exxon Valdez disaster, oil spills, drug use and drunkenness aboard ship were simpler to identify and prevent.

Company SMS policies have been tailored to shift SASH liability onto the vessel, i.e., the Master. The mantra being for the Master and Chief Officer to build a respectful environment aboard ship, **or else**. Never mind adequate support or appropriate training from the company ashore (or in port).

The attitude of “make it work, or else” is most directly applicable to the question of minimum hours of work. Everyone who has ever worked aboard a liner vessel or tanker with a busy schedule of port calls knows that a day-working Chief Mate is essential to a safe and efficient operation. It is also essential for the health of the officer in question. As this editorial goes to print, one of our major employers has made a unilateral decision to reduce the number of licensed deck officers aboard their liner vessels and placed the Chief Mate on watch. This was described, after the fact, as a “business decision.” Clearly, this was not a decision based on safety and efficient operations! No consultation was had with the Masters responsible for implementing this decision. The work of one officer, at least 65-70 hours per week, will now be spread among the remaining four who can barely comply at present with their hours-of-rest requirement. When one of our Masters was informed about this “business decision,” he responded that it could not be implemented within the minimum hours of rest required by international standards and federal standards. The response from the company was, “Make it work or we will find another Master who can.” Every mariner builds a respectful culture, indeed!!!

This is the same company that discards Masters like plastic utensils when anything goes wrong. After receiving praise from the National Transportation Safety Board (NTSB) for the textbook extinguishment—without injury to any crew—of a major engine room fire that might have been catastrophic, and after weeks of fully cooperating with every investigation and legal inquiry requested by his employer, one of the most respected Masters in our Union was terminated days before his scheduled return to work date. Using every tactic available to a battery of company lawyers to delay the arbitration process, almost three years later, the company settled the claim for \$400,000 and rescission of his termination to become a resignation. This is sad recompense for an officer who should have been commended, and who devoted over fifteen years of service to protecting the company’s interests. This consummate professional no longer wants anything to do with this company that has no regard, least of all “respect,” for the individuals most responsible for the safe and successful operation of its vessels. Another employer is pleased to have him safeguarding their vessel.

In this instance one might ask, “well what was the source of the fire?” Like the M/V Dali, which brought down the Francis Scott

Key Bridge in Baltimore, fingers may be pointed at events in the engine room, but if that is the case, there is no doubt in my mind that the company demand of “Get it done or we will find someone else who can” was a part of the equation.

This situation of commercial pressure is not unique to one MM&P-contracted company. Another major employer prefers to classify violations of the international STCW rest requirements as permissible “deviations” due to overriding operational conditions. While deviations from required rest hours are part of the recognized international standards if they are unforeseen, if these “deviations” happen every trip, week in and week out, and if they are arising for the same general reasons such as cargo delays, pilot delays, bunkering delays, and a multitude of other typical circumstances, then the deviations are not “unforeseen.” In fact, they are routine and quite reasonably foreseeable. In any event, this sleight of hand with the rest hours rules that this particular employer is quite proud of has one undeniable result—whether it is arguably within the international standards or not: by the company’s own account, for fifteen days out of thirty, in other words every other day, the Chief Mate is not getting enough sleep! How is that for building a respectful culture and a healthy workplace!

Further, just in case a Master might be tempted to sail too close to the wind on what might or might not be deemed an “unforeseen” overriding operational condition, STCW hours of rest violations (as opposed to “deviations”) are factored into a vessel’s “Key Performance Indicators,” (KPI) whereby if a vessel’s KPIs fall below the desired standard, the Master is deemed a poor manager and is subject to a performance review. Yes, let’s build a respectful culture! ‘Safety First’—unless, of course, it costs money for “luxuries” like training or additional personnel. While our contractual rights and bargaining rights in all these circumstances are protected through the grievance and arbitration process and with the National Labor Relations Board, this takes time. Even the most incompetent company attorneys can deny basic justice through excessive delay at the request of their clients.

It is no wonder that recruitment and retention in our industry have become more challenging. It does not take a social scientist to figure out that building a respectful environment should extend to the treatment of senior officers most responsible for the safe operation of company vessels. This too starts from the top: vessel owners and managers ashore.

As described to me by another Master of long and well-regarded standing: “My job is to get the ship from point ‘A’ to ‘B’ and cover my ass.” No doubt that has always been the Master’s job, but in the past there was a lot less blatant and arrogant hypocrisy coming from company principals ashore.

It does not take a social scientist to figure out that building a respectful environment should extend to the treatment of senior officers most responsible for the safe operation of company vessels.

MM&P members are too well aware of what is happening aboard ship today. Rather than a culture of respect, there is one of “adjustment,” as in adjustment to the demands of commercial pressure coming from ashore. This is brilliantly described in a study conducted by the World Maritime University in 2020: “*A Culture of Adjustment, Evaluating the Implementation of the Current Maritime Regulatory Framework on Rest and Work Hours*.” As has been noted in a previous editorial and distributed to our major employers and to the highest levels of the U.S. Coast Guard this study can be reviewed at the following link: https://commons.wmu.se/lib_reports/66/.

More recent follow-up studies on this critical issue that effect the safety and quality of life for all seafarers can be accessed at the following links: <https://www.sciencedirect.com/science/article/pii/S2213624X23001797><https://www.sciencedirect.com/science/article/pii/S0308597X24001039>

To all of our members, please join us at our upcoming Convention, June 24-27 to discuss these and many other important challenges facing us individually and collectively.

In Sincerity and Solidarity,

Don Marcus
MM&P President

MM&P Government Group Representative Randi Ciszewski Honored for Defending Mariners' Rights

Randi Ciszewski, who represents the MM&P Federal Employees Membership Group, has been honored by Seafarers International House for her work on behalf of Civil Service mariners. She received the award at an April 18 ceremony in New York City attended by members of her family, representatives of national and international maritime unions, shipping companies, and charitable organizations.

Ciszewski has advocated for the rights of Civil Service mariners for well over 40 years: first as Military Sealift Command labor relations director and for the past 22 years as an MM&P official.

"My goal has always been to advocate for human rights as well as union rights," she said. "Every worker has the right to show up for work and be accepted. No employer should be a safe harbor for intolerance or hatred of any kind."

Ciszewski is a powerful voice on maritime issues who has dedicated her career to protecting the rights of Civil Service mariners who sail with MM&P. She relies on her extensive experience in employment law, negotiation, and conflict resolution to administer federal terms and conditions of employment.

She is the recipient of numerous professional honors, including the Navy Meritorious Civilian Service Award.

"There is no more knowledgeable, dedicated or resolute representative in our organization than Randi Ciszewski," said MM&P President, Don Marcus. "She is foremost in protecting our members' rights. We thank the Seafarers International House for recognizing her outstanding service."

Katie Higginbottom, head of the International Transport Workers' Federation Seafarers' Trust since 2018, was also recognized at the event. She works in close cooperation with international maritime unions and other organizations on issues that affect seafarers' wellbeing. Tim Nolan, president and chief executive officer of TOTE Group, was also honored at the event.

Seafarers International House has assisted seafarers in need since 1873. The New York port mission helps support more than 15,000 seafarers in the ports of Albany, Baltimore, Duluth, New Haven, and New York and New Jersey.



Randi Ciszewski receives the award for defending mariners' rights from Seafarers International House Executive Director Rev. Marsh Luther Drege.



MM&P International Secretary-Treasurer Don Josberger congratulates Ciszewski on the well-deserved honor.



A large, enthusiastic MM&P contingent was on hand to salute the union's Government Group Representative. (Left to right) Atlantic Maritime Group Vice President Mike Riordan, Associate International Counsel Jen Stair, AMG Representative Paulina Trzepacz, AMG Representative Keith Poissant, Atlantic Ports Vice President Tom Larkin, Government Group Representative Randi Ciszewski, President Don Marcus, Pilots East Coast Regional Representative Tim Ferrie, Secretary-Treasurer Don Josberger, International Representative Roger Lash, and City Representative Anthony Turzio.

Maersk Kinloss Helps Dozens of People Drifting in Inflatable Boat

The crew of *Maersk Kinloss* helped a large group of people who were drifting in an inflatable boat off the coast of Morocco on April 19. Aboard *Kinloss* at the time were Master Vitaly Kuznetsoff, Chief Mate Mitchell Chisholm, Second Mate Benedict Choi, and Third Mate Benjamin Engel.

The crew of the containership received the distress call from Las Palmas search and rescue at around 0530, when *Kinloss* was approximately 15 nm from the boat, which was stranded about 120 nm from the Canary Islands and 35 nm off Morocco.

Kinloss diverted to provide assistance since the rescue boat *Al Manar*, which had been dispatched from Morocco, would take at least four hours to arrive.

Once *Kinloss* was on site, the crew passed a line to the smaller boat to keep it alongside. More lines were later passed. The 20-foot inflatable boat had an outrig engine and was overcrowded: onboard there were at least 50 people, including several children.

“While waiting for the rescue boat to arrive, our crew provided blankets, water, fruits and sandwiches for the people inside the boat,” Kuznetsoff said. “Fortunately, the weather was calm, which made the operation that much better.”

The rescue boat arrived, and transfer was completed by 1146. “All refugees safely onboard the rescue boat,” the captain said. “Mission completed!”



MM&P LDOs aboard *Maersk Kinloss*: Captain Vitaly Kuznetsoff, Second Mate Benedict Choi, and Third Mate Benjamin Engel.
(Not pictured: Chief Mate Mitchell Chisholm.)



The crew gave blankets, water, fruit, and sandwiches to the people inside the boat. (Top row, left to right) AB-W Victor Valencia, DEU Mauricio Vega, AB-W Jose Calix, AB-M Edwin Salada, QMED Anatoli Vetsinov, Electrician Chris Eason, Chief Engineer Michael Rugarber, First Engineer Joseph Jacovino III, Third Engineer Andrew Pellechia, Second Engineer Ronald Forte Jr. (Bottom row) Captain Vitaly Kuznetsoff, Second Mate Benedict Choi, AB-M Mohamed Mosed, AB-W Edgardo Martinez, Bosun Rufino Giray, Stwd Asst Ramon Lino, Chief Stwd Caesar Mercado. (Not pictured: Third Mate Benjamin Engel and Chief Mate Mitchell Chisholm.)

There were at least 50 people, including several children, aboard the overcrowded boat.



NEWS BRIEFS (CONTINUED)

Crew of *Circle Line Manhattan* Pulls Kayaker From Treacherous Waters of Hell Gate

The crew of *Circle Line Manhattan* saved a man who was being carried away by the turbulent waters of the East River on April 21.

The *Circle Line Manhattan* is crewed by members of the MM&P Atlantic Maritime Group. Aboard the vessel at the time were Captain Kenneth Corcoran, senior deckhand Omar Kaye, deckhand Anthony Sena, deckhand Rafael Zorrilla, and tour guide Jerry Kaiser.

More than 200 passengers were aboard the vessel for Circle Line's Best of New York Cruise when the rescue took place. Deckhand Anthony Sena was the first to spot the man struggling desperately to remain afloat in Hell Gate, a narrow tidal strait in the East River.

"He was clinging to a submerged kayak as the turbulent water swirled him around," Captain Kenneth Corcoran said. "We knew time was of the essence when we saw the terror in his face."

The crew sprang into action, sounding the alarm and setting up a recovery station on the bow.

"The vessel came about to swoop him up as he was moving with the swift current at over three knots," Corcoran said. "He was weak but able to speak when senior deckhand Omar Kaye told him to grab the rescue sling, which he was able to hold onto."

"The rescue ladder was in place with deckhand Rafael Zorrilla descending to reach him as he held him and placed him on the platform of the ladder." The crew assisted him up the ladder to safety.

Throughout the rescue, the captain said, "Tour guide Jerry Kaiser was instrumental in keeping the passengers informed and out of the way."

Once the man was on board, he was found to be hypothermic. Passengers with EMT training helped give him first aid and he was transferred to an NYPD boat for transport to a hospital.

"I'm extremely proud of my crew for executing a safe and successful rescue," Corcoran said. "It shows how drills and proper training pay off. MM&P and Circle Line Sightseeing have always supported this mission."

"The professionalism and training of the crew helped save a life," said Nicole Estevez of New York Cruise Lines Inc. "This is a great example of the type of leadership we have at Circle Line."



Aboard *Circle Line Manhattan*: Deckhand Rafael Zorrilla, senior deckhand Omar Kaye, tour guide Jerry Kaiser, deckhand Anthony Sena, MM&P Atlantic Maritime Group Representative Keith Poissant, and Captain Kenny Corcoran.

PHOTO CREDIT MANHATTAN II



Deckhand Rafael Zorrilla descends the rescue ladder to reach the struggling man. "We knew time was of the essence when we saw the terror in his face," the captain said.

"The professionalism and training of the crew helped save a life."

— Nicole Estevez, New York Cruise Lines Inc.

Crew of Washington State Ferry *Samish* Rescues Six Boaters

The crew of WSF *Samish* rescued six people from a sinking cabin cruiser in March. MM&P members participating in the rescue were Captain Noah Landau, Chief Mate Justin McCaughan, Mate-in-Training Matt Farber, and Al Brandt, who was aboard the ferry and stepped up when the bells rang.

Those aboard the cabin cruiser were initially able to give their position, and the crew began navigating towards it.

“They were able to pass their position to the Coast Guard,” the captain said, “but then apparently they took a wave through the windshield that soaked their VHF, and that was the last anybody heard from them on the radio.”

“Just as we got to the north end of James Island, we could see there was a boat approaching us, and that turned out to be them.” He said he could see the passengers “frantically scooping water out of the boat using a 5-gallon bucket.”

“We did a big round turn to put them in our lee,” he said, “then we launched a rescue boat.”

The crew brought four of the six passengers aboard the ferry, where they were given dry clothes, hot water bottles, and hot drinks, and the mate assessed them for injuries and hypothermia.

Landau said the success of the operation came down to experience, professionalism, and training.

The high wind conditions had added to the difficulty of the rescue, he told Nate Connors of KIRO News Radio, and he

underlined the risks of launching a rescue boat. “It’s just about the most dangerous thing that we do at ferries, putting a boat over the side with people in it,” he said.

“It was so windy that the *Samish* was being blown sideways, but the crew is so experienced that they were able to manage it.”

*“It was so windy that the *Samish* was being blown sideways, but the crew is so experienced that they were able to manage it.”*
— Captain Noah Landau

“The quick response and excellent seamanship exhibited by Washington State Ferries highlights the incredible partnerships we have in Puget Sound,” said Lt. Ryan Sexton, a USCG command duty officer.

Connors of KIRO News Radio called the operation “a remarkable example of the bravery and professionalism that maritime workers exhibit in times of crisis.”



Aboard the Washington State Ferry *Samish* during the rescue in Rosario Strait. (Left to right) AB Justin Huggins, Captain Noah Landau, OS Sandi Atwood, AB Dave Wickland, Bosun Pam Baughn, OS Brandon Torres, OS Jerry DeCenzo, and Chief Mate Justin McCaughan.

NEWS BRIEFS (CONTINUED)

SEACOR/Waterman Continues Fleet Renewal

MM&P-contracted SEACOR/Waterman brought the newbuild Pure Car/Truck Carrier *Green Wave* into its fleet in April. The new vessel replaced the *Green Lake*.

The *Green Wave* is the second new addition to Waterman's fleet as part of its fleet renewal program. MM&P licensed deck officers have been at the conn of the *MV Green Ocean*—sister ship to the *Green Wave*—since December 2023. The *Green Ocean* replaced the 1998-built *MV Green Ridge*.

The new ships are purpose-built to carry both cars and military cargo. They have significantly more high/heavy cargo space than the vessels they replace.

Waterman operates a fleet of four U.S.-flag roll on/roll off vessels with the flexibility to carry some of the largest and heaviest cargoes, including support cargoes for the military and construction equipment for major infrastructure projects. The company's PCTCs participate in the Maritime Security Program and the Voluntary Intermodal Sealift Agreement.



Captains Dan Ziemer and Tom Bagan with MM&P President Don Marcus in Baltimore at the celebration of the maiden voyage of the *MV Green Ocean*.



MV Green Ocean Chief Mate Kevin Kuebler and Second Mate James Early in the wheelhouse.



Captain Thaddeus Grohoski delivered *MV Green Ocean* from the shipyard. Aboard the vessel on delivery (left to right) Grohoski, Chief Mate Pete Pizzarelli, Third Mate Scott Loyden, Second Mate Patrick Boudreaux, Third Mate Shannon Zellerhoff, AB Vladimir Malkov, and AB Stefan Schwiesow.

[MORE PHOTOS ON PAGE 9](#)

MV Green Wave, which was delivered to the fleet in April by Captain Tom Bagan. The other MM&P officers aboard the vessel at the time were Chief Mate Kevin Newby, Second Mate Austin Janik, and Third Mate Cory Oliveira.





At the *Green Wave* naming ceremony (left to right) Chief Mate Kevin Newby, Captain Tom Bagan, Chief Engineer Joseph Tierney, and First Engineer Ryan McNeight.



The crew of *MV Green Wave* when the vessel was delivered to the SEACOR/Waterman fleet.

MM&P International Counsel Gab Terrasa and Associate Counsel Jennifer Stair with Captain Ziemer at the ceremony.



A Visit to Washington State Ferries

MM&P United Inland Group–Pacific Maritime Region Vice President Dan Twohig spent time recently with PMR members who work at Washington State Ferries. WSF is the country’s largest ferry system: every year, it carries billions of dollars’ worth of cargo and about 20 million passengers. Twohig worked as a WSF deck officer for 11 years before he became the union’s full-time Puget Sound representative.



MM&P UIG-PMR Vice President Dan Twohig with Captain Brad Brickley, who has been a deck officer at Washington State Ferries since 1999 and is currently master of the “Anacortes C watch,” which runs from Anacortes, Wash., to the San Juan Islands. “Brad was the first chief mate I worked under when I started at WSF in 2005,” Twohig says.



WSF Fleet/Facilities security officers Jon Litzenberger, David Jokinen, and Director of Security Ana Fuschetto. The security team is responsible for ensuring compliance with the Maritime Security Act in 19 terminals and on all 21 of the vessels in the WSF system. Along with their compliance duties, they act on behalf of the Designated Person to investigate and manage security issues in real time.

NEWS BRIEFS (CONTINUED)

MM&P Turns Out for Legislators Who Support the U.S.-Flag Fleet

MM&P members show their support for the legislators who stand with us in the battle to keep American mariners working and American ships sailing. Among them are Sen. Maria Cantwell of Washington, Sen. Jon Tester of Montana and Rep. Mary Peltola, who represents Alaska's at-large congressional district.

Cantwell, a longtime backer of the maritime industry, was the 2022 recipient of the International Propeller Club's Salute to Congress Award and is currently chair of the Senate Committee on Commerce, Science and Transportation. Tester chairs the Senate Veterans' Affairs Committee.

To see which members of Congress MM&P supports in the upcoming elections, enter the Members section of bridgedeck.org, click on "Documents," and scroll down.



MM&P members show their support for two senators who stand shoulder-to-shoulder with us in the battle to protect U.S. maritime jobs. (Left to right) Madeleine Wolczko, UIG-PMR Vice President Dan Twohig, Sen. Maria Cantwell, Sen. Jon Tester, Emily Hopkins, and Mike Rodriguez.



Rep. Mary Peltola (center) with UIG-PMR Vice President Dan Twohig and PMR member Shannon Adamson.

Maritime Union Representatives Meet With Hawaii Sen. Mazie Hirono



Members of the Honolulu Port Council met recently with Hawaii Sen. Mazie Hirono, a past recipient of the International Propeller Club's Salute to Congress Award and a powerful voice in Congress for the U.S.-flag fleet. (Left to right) MM&P Honolulu Representative Randy Swindell, SIU Port Agent Hazel Galbiso, Hirono, and MEBA Representative Luke Kaili.

MM&P Participates in Career Fair at Texas A&M Maritime



MM&P Gulf Ports & Government Contracts Vice President Jeremy Hope attended the career fair at Texas A&M Maritime Academy this spring to talk with cadets about the many benefits of sailing with MM&P. (Left to right) Patriot Maritime Marine Personnel Manager Mohamed Iman, MM&P Gulf Ports & Government Contracts Vice President Jeremy Hope, and William Johnston, an MM&P member who graduated Texas A&M last year. The school is the only state maritime academy in the southern U.S. and trains over 400 cadets each year. The next career fair will be held in the fall.

Newest Addition to APL Fleet

Pacific Ports Coast Agent Melany Skippen visited the crew of the newbuild *President John Quincy Adams* in Oakland. The vessel is the first of the new ships to be flagged into the APL fleet. (Left to right) Third Mate Joseph Schulman, Brendan Lewis PRO, Skippen, and Chief Mate Fred Holm. The new ship replaces the *President Truman*.



MM&P Captain Donates Merchant Marine Flag to VFW Hall

Michael S. Lee, who sailed as captain in the MM&P Offshore Membership Group after retiring from the Navy, donated a flag honoring the wartime service of merchant mariners to his local VFW hall. Lee sailed for more than 30 years. His last command was master of the *USNS Watson*. In the photo, Lee (right) and Alvin Dunnegan display the flag in the lobby of the VFW Hall in Fortuna, Calif.



A Visit to Great Lakes Towing

MM&P Great Lakes & Gulf Vice President Tom Bell and Secretary-Treasurer Don Josberger spent time recently at Great Lakes Towing Company in Cleveland. Josberger and MM&P President Don Marcus were in town for the Great Lakes & Gulf Group's membership meeting. The Great Lakes Group is a full-service marine transportation organization made up of Great Lakes Towing, Great Lakes Shipyard, and other diversified marine-related companies. Great Lakes Towing is a longtime MM&P-contracted employer which operates the largest U.S.-flag tugboat fleet on the Lakes. In July 2024, it will celebrate its 125th anniversary with the christening of the tug *Minnesota*.



MSC Takes Delivery of Newest Fleet Replenishment Oiler

Military Sealift Command has taken delivery of *USNS Earl Warren*, its newest fleet replenishment oiler. *Warren* is the third vessel in the 20-ship John Lewis class. After testing and sea trials, it will be deployed to provide logistics support to Navy ships at sea.

The Lewis class oilers, all of which are being built by General Dynamics NASSCO, will replace the Kaiser Class oilers, which are aging out of the fleet.

The newbuild honors *Earl Warren*, attorney, politician, and jurist, who served as the chief justice of the Supreme Court from 1953 to 1969, after serving for a decade as the governor of California. He is considered one of the most influential Supreme Court justices and political leaders in the history of the United States. During his term on the Supreme Court, he is remembered for writing the majority opinion in landmark civil rights cases such as *Brown v. Board of Education*. He also led the Warren Commission, which investigated the 1963 assassination of President John F. Kennedy.

The John Lewis class honors civil rights leaders and activists. Among the other Lewis class oilers being built are *USNS Robert F. Kennedy*, *USNS Lucy Stone*, and *USNS Sojourner Truth*.

MSC directs and supports operations for approximately 140 civilian-crewed ships that replenish U.S. Navy ships at sea, conduct specialized missions, preposition combat cargo at sea around the world, perform a variety of support services, and move military equipment and supplies to deployed U.S. forces.

MM&P represents the licensed deck officers, pursers, and medical services officers aboard all MSC CIVMAR-manned ships.



U.S. Fleet Goes to Capitol Hill to Advocate for American Ships and Crews

Representatives of labor unions, U.S.-flag shipping companies, and the maritime academies spent a day on Capitol Hill in April, advocating for the U.S.-flag fleet. They asked members of Congress to increase the number of jobs for American merchant mariners and the share of cargo carried aboard U.S.-flag vessels. The occasion was the “Maritime Industry Congressional Sail-In,” now in its 12th year.

The Sail-In is an opportunity to consolidate relationships with members of Congress who stand with maritime labor in defense of the U.S.-flag fleet. It is also an opportunity to establish ties with legislators who may have only moderate awareness of the role that American ships and crews play in the economy, national security, and national defense.

This year, 122 people took part. Collectively, they had 126 meetings with members of Congress and their staffers. Participants included MM&P and the other major U.S. seafaring unions; Jones Act companies and organizations; the state maritime academies; the AFL-CIO Transportation Trades Department; and the AFL-CIO Maritime Trades Department.

MM&P was represented by: President Don Marcus; Secretary-Treasurer Don Josberger; Gulf Ports & Government Contracts Vice President Jeremy Hope; Atlantic Ports Vice President Tom Larkin; Western Great Lakes Pilots Christopher Edyvean and Nate Lammers; MIRAID President Jim Patti; MIRAID Counsel Steve Wines; and MIRAID Legislative Representative James Patti.

Participants emphasized the importance of supporting American mariners and the U.S.-flag shipping industry, especially as China expands its domination of global shipping and supply chains.

Discussions focused specifically on the need to assure that the Maritime Security Program and the Tanker Security Program are fully funded at the Congressionally authorized level.

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 Kings Point.



MM&P President Don Marcus (*second from left*) meeting with Congresswoman Jill Tokuda (D-Hawaii).



MM&P Secretary-Treasurer Don Josberger (*second from right*) prepares to meet with Congressman Joe Courtney, Ranking Democrat on the House Seapower Subcommittee.



MM&P Atlantic Ports Vice President Tom Larkin (*far right*) with Sen. Deb Fischer, a leading member of the Armed Services, Commerce, and Agriculture committees.

NEWS BRIEFS (CONTINUED)



On-the-Job Learning in Port of Tacoma

MM&P member Christian Omdal and applicant Nickolas Schneider prior to a PRO watch in the port of Tacoma, Wash. Omdal was taking time to show Schneider the ropes. "It's great to see our members helping the next generation of deck officers coming into our union," says MM&P Pacific Ports Vice President J. Lars Turner.

USNS Pililaau Deck Officers Meet With MM&P Vice President



MM&P Vice President Gulf Ports & Government Contracts Jeremy Hope visited recently with MM&P members sailing aboard *USNS Pililaau*. (Left to right) Chief Mate Matthew Colla, Chief Mate Van Hotard, Hope, Captain Sean Sabeh, Third Mate Michael Gilman, and Third Mate Henry Duncanson. (Not pictured Second Mate Dale Orgain.)

MM&P Turns Out in Force for Women on the Water Conference

Each year, the Maritime Administration partners with one of the seven maritime academies to organize the Women on the Water Conference. The conference features panel discussions, keynote speeches, mock interviews, and networking events designed to prepare female cadets and maritime students for work in the maritime industry.

This year's conference was hosted by Massachusetts Maritime. Participants included MM&P Women's Caucus Committee members Melany Skippen, Chelsea Patterson, Paulina Trzepacz, and Madeleine Wolczko. Patricia Greene, who sails with Military Sealift Command, joined Skippen on a panel.



Patricia Greene, a member of the MM&P Federal Employees Membership Group, and Melany Skippen, who chairs the MM&P Women's Caucus Committee, participated in a panel at the conference.



Skippen, MM&P WCC East Coast Liaison Chelsea Patterson, and WCC member Paulina Trzepacz. (Not pictured: WCC member Madeleine Wolczko.)

Greetings From the Crew of *MV Kamokuiki*



The crew of *MV Kamokuiki* took time out of their busy work schedules to send greetings to the rest of the MM&P fleet before layup in Labaun, Malaysia. (Back row, left to right) Chief Mate Coleman Rosenberg, Second Mate Dan Fairweather, AB Larry Moone, Bosun Cody Clark, 1AE Alex Baird, AB Brent Wells, CE Mark Mullaney, Oiler Oliver Woodson, 2AE Kurt Sutter, Assistant Cook Christian Daguio, Electrician Matthew Powell; (front row) AB John Villa, Third Mate Guillermo Faller, Steward Greg Lynch, and Captain Khamarin Sem.

New York City Can't Slash Retiree Health Care Benefits, Appeals Court Rules

An appeals court has barred New York City from forcing retired employees—including MM&P members who sailed for the Staten Island Ferry—to give up the health care benefits guaranteed by their union contracts.

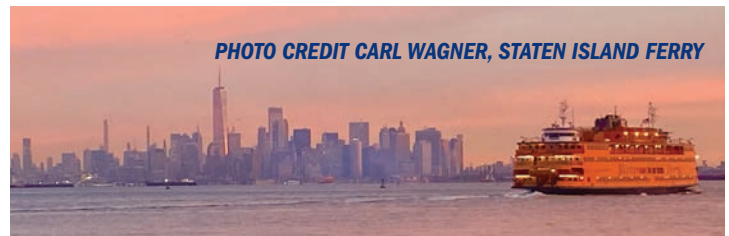
The court's May 21, 2024, ruling bars the city from renegeing on its pledge to pay for retirees' Medicare Part B premiums and supplemental insurance.

Members of the MM&P Atlantic Maritime Group who sailed for the Staten Island Ferry joined hundreds of other New York City retirees in the class action suit to halt the attempt to slash their benefits.

A former NYC deputy mayor submitted an affidavit stating that access to traditional Medicare with a city-paid supplemental plan served as "an essential recruiting and retention tool." She said some people left higher-paying jobs to work for New York City because "the promise of lifetime free Medicare Part B and Medigap was worth the significant financial sacrifice."

Attorneys for the retirees said many healthcare providers do not accept the city-proposed substitute plan, Aetna MAP, which they said is well-known for denying pre-approvals and rejecting a high percentage of claims.

"The City has made clear, consistent, unambiguous representations over the course of more than 50 years that New York City municipal worker-retirees would have the option of receiving health care in the form of traditional Medicare with a City-paid supplemental plan," the appeals court ruled. "Consequently, the City cannot now mandate the proposed change eliminating that choice."



"This ruling is a big victory for Staten Island Ferry retirees, many of whom may have taken a job at a lesser salary because of the retirement health coverage," said MM&P City Representative Anthony Turzio.

"The appeals court ruling is a big victory for Staten Island Ferry retirees, many of whom may have taken a job at a lesser salary because of the retirement health coverage," said MM&P City Representative Anthony Turzio. "We will keep fighting to ensure that the city continues to respect the conditions in our collective bargaining agreement."

Legislation that would bar the city from cutting retiree healthcare is pending in the state legislature.

"Public sector employees, such as our members, have earned the health insurance benefits they were promised," MM&P President Don Marcus wrote in a letter of support for the legislation. "At a time when health care is a burden for every working person, none more so than the elderly, retirees should not be asked to suffer reduced access to medical care, excessive pre-authorization procedures and the need to switch providers."

NEWS BRIEFS (CONTINUED)

All Aboard the *Daniel K. Inouye*

The crew of Matson's *Daniel K. Inouye* took time out of their busy work schedules to share photos with the rest of the MM&P fleet. The last of DKI's three liquified natural gas fuel tanks was installed in March. The remainder of the work, including associated piping and other conversion equipment, was expected to be completed by the first week of June.

DKI was built in 2018, when commercial supplies of LNG were not yet available in the network. Matson outfitted the *DKI* and its sister ships *Kaimana Hila* (2019), *Lurline* (2019), and *Matsonia* (2020) with LNG-capable dual-fuel engines in anticipation of their eventual conversion.

Matson also plans to replace the main engine on *Manukai* with a dual-fuel engine. *Kaimana Hila* is expected to convert to LNG in the second quarter of 2024, with an estimated five-month completion time



Aboard the *DKI*. (Left to right) Captain Frank Reed, Chief Mate Johnathan Londynsky, Second Mate Connor McAuliffe, and Third Mate Kalani Asano Jr. The *DKI* was on the way back from Shanghai and headed into Long Beach when this photo was taken.



PHOTO CREDIT
CONNOR MCAULIFFE

Sailors' Snug Harbor Helps Retired Mariners With Financial Need

Sailors' Snug Harbor is one of the oldest secular charities in the United States. It was created in the early 1800s by Captain Robert Richard Randall, who spent much of his life managing the family shipping company. In his will, he stipulated that his 21-acre Manhattan farm be used to build and operate a retirement home for mariners.

His attorney, Alexander Hamilton—American military officer, statesman, and Founding Father—helped him outline the terms of his bequest. The charity was to be “governed forever” by eight of New York's most important dignitaries and their successors: the chancellor and recorder of New York, the mayor of New York City, the president of the Chamber of Commerce, the president and vice president of The Marine Society of New York, and the senior ministers of the city's Episcopal and Presbyterian churches.

Numerous legal challenges to the terms of the bequest were appealed all the way up to the U.S. Supreme Court. But in 1830, the will was definitively upheld, and the trustees were finally free to fulfill the captain's wishes by constructing a retirement home on Staten Island.

Now, more than 200 years later, the retirement home no longer exists, but SSH remains active, continuing to fulfill Captain Randall's wishes by helping mariners with financial need live more comfortably in their communities by assisting them with living expenses and facilitating their access to local services.

For more information about SSH, and to download an application for benefits, go to: thesailorssnugharbor.org.

Sailors' Snug Harbor was founded by Captain Robert Richard Randall, who stipulated in his will that his family's 21-acre Manhattan farm be used to build and operate a retirement home for mariners. Today, the retirement home no longer exists, but SSH continues to provide financial assistance to retired deep sea and inland mariners.



Maritime Coalition Honors Friends of the Merchant Marine in Congress

The 2024 Maritime Industry Sail-In provided an opportunity for the USA Maritime Coalition to present its first-ever Maritime Leadership Award to Congressman Rob Wittman in recognition of his longstanding support for the U.S.-flag fleet.

MM&P and MIRAID are members of USA Maritime, a coalition of ship operators, unions and related associations working to educate policymakers, the media, and the public about the U.S. merchant marine and the importance of the U.S. maritime industry to the economic, military, and homeland security of the United States.

Throughout his career in the House of Representatives, and in his numerous leadership positions on the Committee on Armed Services, Wittman has worked to ensure that our country has the U.S.-flag commercial sealift readiness capability and American mariners needed by the Department of Defense in time of war or national emergency.

“The U.S.-flag deep sea fleet and its cadre of American mariners have no better friend and stronger supporter than Congressman Rob Wittman,” said USA Maritime Chair Chris Johnsen in presenting Wittman with the award.

Michigan Sen. Debbie Stabenow was honored with the Great Lakes Maritime Task Force’s first lifetime achievement award for her dedication to safeguarding the Great Lakes Navigation System and bolstering American jobs in the U.S.-flag Great Lakes shipping industry.

“The Great Lakes Maritime Task Force is grateful for Senator Stabenow’s service to our country, the Great Lakes Region, and the State of Michigan,” said Jim Weakley, vice president of the Great Lakes Maritime Task Force and president of the Lake Carriers’ Association. “She is truly a champion for the Great Lakes watershed and the healthy marine transportation system it supports.”



Western Great Lakes Pilots Nate Lammers and Chris Edyvean with Sen. Debbie Stabenow (D-Mich.). Stabenow was honored during the Sail-In with the Great Lakes Maritime Task Force first lifetime achievement award.



Congressman Rob Wittman (R-Va.) received the Maritime Leadership Award from the USA Maritime Coalition.



Captain George Worsham Turns 100

Captain George Worsham, an MM&P member who served in World War II, recently celebrated his 100th birthday. Worsham joined the merchant marine at the age of 18. The first ship he was on, the *Theodore Dwight Weld*, was torpedoed by a U-238 on Sept. 20, 1943. He was one of 37 survivors out of a crew of 70. After a month’s leave, he returned to the merchant marine and sailed for another 33 years as an MM&P captain. In 2022, along with other merchant marine World War II veterans, he received the Congressional gold medal.

In Memory of Our Brother Capt. C. Michael Murray

"His legacy will be carried on through his family and friends."



"Mike truly loved and appreciated all members of the Union and is undoubtedly still pulling for them."



"His selflessness, work ethic and drive was unparalleled."

"To have known 'Iron Mike' was to love him."



Quotes from son Kyle Murray

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

At their last meetings in March 2024, the Board of Trustees agreed to increase the following benefit:

MM&P Health & Benefit Plan Maximum Orthodontic Benefit

The Trustees agreed to increase the maximum lifetime orthodontic benefit to \$3,000. They made the decision after hearing what it would cost the Plan to increase by \$1,000 the previous maximum lifetime orthodontic benefit, which was \$2,000. The increase to \$3,000 of the maximum lifetime orthodontic benefit is effective from Jan. 1, 2024.

A New Way Some Active Members Can Save on Prescriptions

Prescription drug prices are soaring. From January 2022 to January 2023, the prices of more than 4,200 drugs increased. In almost half

of these cases, the increases were higher than the rate of inflation. The cost of prescription drugs is the MM&P Health & Benefit Plan's single largest expense.

Now, the Plan has a new partnership that will allow some active members and covered dependents to save money on their prescription drug costs. The free, confidential service is called Rx Savings Solutions (myrxss.com). RxSS doesn't replace your CVS Caremark prescription plan. It layers your current benefits to uncover every clinically sound way to spend less on prescriptions.

Get started today at myrxss.com and share RxSS with family members on your health plan so they can activate their own accounts.

(Please note: This program is only for active members, not for MM&P pensioners, who are in the new Silver Script EWG Plan.)



Your Whole Family Can Save on Prescriptions

Any adult covered by your health plan from MMP H&B can use a free service called Rx Savings Solutions (RxSS) to manage prescriptions and find lower-cost options.



Visit myrxss.com and invite your family to activate their own RxSS account today.



Masters, Mates & Pilots Plans

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.

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 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

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.

Individual Retirement Account Plan (IRAP)

You most likely have thought a lot about your retirement! But have you planned for your retirement?

If you have not thought much yet about planning for your retirement, now may be a good time to consider how you are going to save for it.

The Masters, Mates & Pilots Individual Retirement Account Plan/401(k) arrangement provides a simple, easy mechanism to save for your retirement. You can make pre-tax contributions directly from your payroll check. The pre-tax contributions are then transferred by your employer to the Plan, which will forward your contribution to your 401(k) account at Fidelity Investments.

You may also be allowed to contribute to the Plan under a Roth 401(k). The Roth 401(k) contribution option is subject to agreement by your individual employer to keep separate payroll records for your pre-tax 401(k) and your after-tax Roth 401(k) contributions.

Please check with your employer to confirm the availability of this option. If your employer allows Roth 401(k) contributions and you are eligible to make traditional pre-tax contributions to the 401(k) plan, you are eligible to make Roth 401(k) contributions. In addition, unlike an individual Roth IRA, the Roth 401(k) contributions to the MM&P IRAP/401(k) Plan are not subject to restrictions based on your adjusted gross income.

Some members may think that a small amount will not help them much in saving for retirement, but remember that over time, a small amount of money can grow. That's the magic of compounding. The contributions that you make to your 401(k) account and any earnings on those contributions are not taxed until you withdraw the money at retirement. And remember that the earlier you start saving, the more money you will have in your 401(k) account at retirement.

When you enroll in the 401(k) Plan, you can decide what investment style you are most comfortable with. The Plan offers a wide range of investment options with different risks and potential returns.

If you have questions about your Masters, Mates & Pilots Individual Retirement Account Plan/401(k) arrangement, you can call the Plan's benefit advisors at 410-850-8625 or visit Fidelity's website at www.netbenefits.com or call 866-84UNION.

In 2024, for people under age 50, the combined IRS contribution limit for both Roth and traditional pre-tax contributions is \$23,000. If you are over 50, you can contribute an additional \$7,500 to make catch-up contributions; for people over age 50, the combined IRS contribution limit for Roth and traditional pre-tax contributions is \$30,500.

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.

AMENDMENT NO. 162 TO THE M.M.& P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

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

1. Effective January 1, 2024, Article III (Eligibility), Section 1 (Offshore Employees) shall be amended by adding the following as Subsection E. to read as follows and re-numbering subsection E (Termination of Eligibility) as Subsection F:

E. Extension of Eligibility for Certain Offshore Employees

Notwithstanding anything herein to the contrary, the eligibility of any Eligible Employee who is a licensed Offshore Employee and who is pregnant, and any Dependents of such Eligible Employee, shall not

terminate until 12 consecutive months after the date on which the Eligible Employee's eligibility would otherwise terminate under Section 1 if this Subsection E did not apply to the Eligible Employee.

To initiate an extension of eligibility under this Subsection, the Eligible Employee must submit a request in writing by such means and in such a manner as determined in the Trustees' discretion. The Trustees may request from Eligible Employees such information that in their sole discretion they deem necessary to verify that the Eligible Employee satisfies and continues to satisfy the criteria as provided in this Section, which may include a written certification from the Eligible Employee's treating Physician substantiating the pregnancy and any other relevant medical information.

Any extension of eligibility under this Subsection shall be in addition to any extension of eligibility provided pursuant to Subsection C.

AMENDMENT NO. 163 TO THE M.M.& P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

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

1. Effective January 1, 2024, Article III (Eligibility), Section 1 (Offshore Employees), Subsection D (Co-Pay Requirements (Actives)) shall be amended by adding at the end the following:

Effective January 1, 2024, the co-pay contribution shall be one and three-quarters percent (1-3/4%). Effective January 1, 2025, the co-pay contribution shall be two percent (2%).
2. Effective January 1, 2024, Article III (Eligibility), Section 2 (Pensioners), Subsection A (Initial Eligibility), Subsection 5 (Co-Pay Requirements (Pensioners)) shall be amended to read as follows (with new language in bold italics):

Effective August 1, 1987 a Pensioner and his dependents shall not be eligible for continued benefits under this Plan unless he shall pay or authorize the deductions from his pension benefits under the M.M.& P. Pension Plan, in accordance with procedures established by the Administrator, a monthly contribution in the amount of two percent (2%) of the pension benefit, with a minimum contribution per month in the amount of twenty-five (\$25.00) dollars and a maximum contribution per month in the amount of one hundred (\$100.00) dollars.

Masters, Mates & Pilots Plans

Effective April 1, 2002, and until **December 31, 2023**, a Pensioner and his Dependents shall not be eligible for continued benefits under this Plan unless he shall pay or authorize the deductions from his pension benefits under the M.M.& P. Pension Plan, in accordance with procedures established by the Administrator, a monthly contribution in the amount of three percent (3%) of the pension benefit, with a minimum contribution per month in the amount of thirty-five dollars (\$35.00) and a maximum contribution per month in the amount of one hundred and seventy-five dollars (\$175.00).

Effective January 1, 2024, and until December 31, 2025, the monthly contribution shall be four percent (4%) of the pension benefit, with a minimum contribution per month in the amount of fifty dollars (\$50.00) and a maximum contribution per month in the amount of three hundred dollars (\$300.00).

3. Effective January 1, 2024, Article III (Eligibility), Section 2 (Pensioners), Subsection A (Initial Eligibility), Subsection 6 (Pensioners Receiving a Lump-Sum Payout) shall be amended to read as follows (with new language in bold italics):

Effective March 1, 1991, in the case of a Pensioner who has opted for and receives his pension benefit in the form of a Lump-Sum Payment, pursuant to the M.M.& P. Pension Plan Restated Regulations, such Pensioner shall not be eligible for continued benefits under this Plan unless he shall pay, in accordance with procedures established by the Administrator, an amount equal to two percent (2%) of the gross monthly pension benefit payable had the Lump-Sum Payment not been elected, with a minimum contribution per month in the amount of twenty-five (\$25.00) dollars and a maximum contribution per month in the amount of one hundred (\$100.00) dollars.

Effective April 1, 2002, and until **December 31, 2023**, in the case of a Pensioner who has opted for and receives his pension benefit in the form of a Lump-Sum Payment pursuant to the M.M.&P. Pension Plan Second Restated Regulations, such Pensioner shall not be eligible for continued benefits under this Plan unless he shall pay, in accordance with procedures established by the Administrator, an amount equal to three percent (3%) of the gross monthly pension benefit payable had the Lump-Sum Payment not been elected, with a minimum contribution per month in the amount of thirty-five dollars (\$35.00) and a maximum contribution per month in the amount of one hundred and seventy-five dollars (\$175.00).

Effective January 1, 2024, and until December 31, 2025, the amount required to be paid by a Pensioner to be eligible for continued benefits under this Plan shall be four percent (4%) of the gross monthly pension benefit payable had the Lump-Sum Payment not been elected, with a minimum contribution per month in the amount of fifty dollars (\$50.00) and a maximum contribution per month in the amount of three hundred dollars (\$300.00).

4. Effective January 1, 2024, Article III (Eligibility), Section 3 (Officers of the Organization and Office Employees of the Organization and Plan Office), Subsection C (Co-Pay Requirements (Actives)) shall be amended by adding at the end the following:

Effective January 1, 2024, the co-pay contribution shall be one and three-quarters percent (1-3/4%). Effective January 1, 2025, the co-pay contribution shall be two percent (2%).

PENSIONERS

John H. Bloomingdale, shipping out of West Coast ports. He last sailed for Matson Navigation as master of the *Lurline*.

Paul Camirand, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as chief mate aboard the *Hartford*.

Brian M. Fosmo, shipping out of West Coast ports. He last sailed for Matson Navigation as third mate aboard the *Lurline*.

Richard M. Gurry, shipping out of West Coast ports. He last sailed for American President Lines as second mate of the *APL President Jefferson*, then worked as a Southwest Alaska Pilot until his retirement.



Donald Sacca, shipping out of West Coast ports. He last sailed for Matson Navigation as master of the *Cape Henry*.

John R. Sunkel, shipping out of West Coast ports. He last sailed for Matson Navigation as master of the *Tacoma*.

Sharon A. Truitt, worked for My Cleaning Services at MITAGS.

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
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Web: www.mitags.org

BWI Airport Shuttle

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1-866-900-3517 Ext. 0

MITAGS West

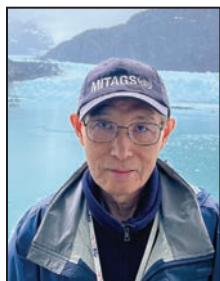
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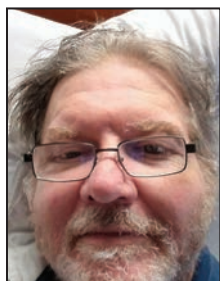
CROSS'D THE FINAL BAR

Louis J. Backert, 95, Feb. 17. A resident of New Orleans, La., and a pensioner since 1991, he last sailed for Lykes Brothers Steamship aboard the *SS Ruth Lykes*.

David P. Chamberlain, 79, Jan. 18. A resident of Durango, Colo., and a pensioner since 1988, he last sailed for Diversified Marine aboard the *MV Calrice Transport*.



Hao Hong Cheong, 79, March 14. A resident of Ellicott City, Md., and a pensioner since 2014, he worked at the Maritime Institute of Technology and Graduate Studies, East Coast campus. He immigrated to the U.S. in 1988, settling in Maryland to be near his siblings. He spent the last 23 years of his career working alongside his brother as a simulator engineer at MITAGS. He is remembered as quick with a smile and helping hand. In retirement he volunteered at his wife's table tennis competitions and enjoyed walks in the neighborhood woods. He was a kid at heart and loved spending time playing with his grandchildren. He is survived by his wife of over 40 years, Si Hong, his daughter Alice and grandchildren Maddie and Nathan.



Richard B. English, 74, Dec. 23, 2023. A resident of Marysville, Wash., and a pensioner since 2005, he last sailed for American Ship Management aboard the *MV President Jackson*. He loved salmon fishing, sailing, long drives in the Pacific Northwest, fast cars, and rescuing kittens. He was known for his outspoken leadership, care for subordinates and love of the sea. His unique sense of humor was evident in the chowder spoon he always carried and the nod to seafaring antics on his headstone, which reads "Never found the golden rivet." He is survived by his sister Diane, sons Jake and Dan, and many other family, friends, and colleagues.

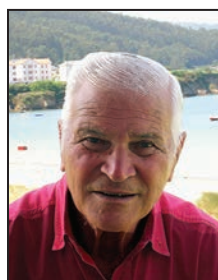
Kurt Holen, 76, Jan. 28. A resident of Bodo, Norway, and a pensioner since 1996, he last sailed for American President Lines aboard the *President Grant*.

Franklin L. Knutsen, 90, Feb. 19. A resident of Mastic, N.Y., and a pensioner since 1997, he last sailed for Matson Navigation aboard the *Matsonia*.

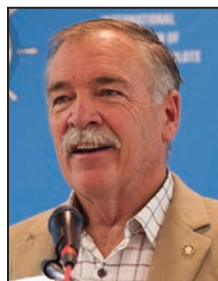
Edward D. Kolar, 83, Feb. 25. A resident of Farmville, Va., and a pensioner since 1995, he last sailed for Central Gulf Lines aboard the *MV Green Valley*.

Frederic C. Kutch, 81, March 11. A resident of Mathews, Va., and pensioner since 1999, he last sailed for Sealand Services aboard the *Sealand Consumer*.

Arthur J. McCall, 83, March 14. A resident of Miami, Fla., and pensioner since 1997, he last sailed for NPR, Inc. aboard the *SS Humacao*.



Jose Montero, 93, Jan. 7. A resident of Kenner, La., and a pensioner since 1990, he last sailed for Sealand Services aboard the *Sealand Consumer*. After retirement he returned to his roots, a fisherman's village in northern Spain. He enjoyed quality time with family and friends, playing dominos and cards, and helping those in need. He enjoyed his life as an adventurer, taking in the scenery, languages, and cuisines in his travels. "He is remembered as an extremely kind human to everyone, a generous and loving father and grandfather, and a humble servant to his very large family." He is survived by his daughter Lynette.



C. Michael Murray, 74, May 7. A resident of Kingston, Wash., and an MM&P member for 52 years, he sailed for Washington State Ferries for 30 years before stepping into the role of United Inland Group Vice President. After service as Vice President, he continued to represent MM&P members working on the Alaska Marine Highway System and the Ketchikan Ferry. He was a devoted father and grandfather who loved fishing near his home with his dog Bridget. He was warm and friendly, modest, and reserved: a private person who didn't speak much about himself but gave generously to his union brothers and sisters as a friend and mentor. "Mike represented all that is best in MM&P, a true professional in his craft, a man of unflagging personal integrity, possessing the truest of hearts," said MM&P President Don Marcus. "As Union Brother, mentor and friend, Mike touched hundreds of souls. He will long be remembered and loved." He is survived by his wife Linda, son Kyle, daughter Kaitlin, and granddaughters Lily, Thora, and Lynx.



Gerald A. H. Purslow, 90, Feb. 4. A resident of both Sorrenson, Maine, and St. James City, Fla., and a pensioner since 1990, he last sailed for Farrell Lines as master of the *Export Patriot*. He is remembered for his lifelong love of being on the water and an outdoorsman in the Maine woods. He enjoyed all the outdoor sports Maine had to offer. Survivors include Mary, his wife of 44 years, son Orion, daughter Geralda “Gigi,” eight grandchildren and nine great-grandchildren.

Hans C. Randrup, 83, March 16. A resident of Carson City, Nev., and a pensioner since 1993, he last sailed for American President Lines as master of the *President Tyler*. He is survived by his brother Jon and sister-in-law Mary.



Viggo “Snuffy” Sorensen, 95, Jan. 8. A resident of Snohomish, Wash., and a pensioner since 1999, he last sailed for Matson Navigation aboard the *Manulani*. He enjoyed card games, travel, and fishing. Survivors include his wife Annette, whom he met in 1975 when they both worked for Crowley tugs in Seattle, daughter Erica and son Erik, granddaughters, and many nieces and nephews in Canada and Denmark.

Egon K. Stage, 91, Dec. 31, 2023. A resident of Margate, Fla., and a pensioner since 1997, he last sailed for NPR Inc., as master of the *Guayama*. He is survived by his son Eric and wife Tina and grandsons Mason, Cameron, Connor, and Dawson.



George N. Zeluff Jr., 75, Jan. 14. A resident of San Diego, Calif., and a pensioner since 2013, he last sailed for American President Lines aboard the *APL China*. He served in the U.S. Navy Reserve. He received a commendation for evacuating thousands of Vietnamese refugees on board the *Pioneer Contender*. He was a Vice President with the Council

of American Master Mariners and a strong advocate for MM&P and the American Merchant Marine. He was an avid fan of the San Diego Padres, “made a killer-of-a-meal, his famous cioppino!” and enjoyed the annual extended family July 4th gatherings. Survivors include his daughter Susan, stepdaughters Grace and Diane and their mother Kum Zeluff; sister Shannon and her husband Jeff; nieces Carleen, Allison, and Erin; grandnieces Scarlet and Poppy, many other family members and shipmates and friends.

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)