Vol. 62, No.2
Summer 2026

The Master, Mate & Pilot

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

Rep. Salud Carbajal Receives Salute to Congress Award

Maritime Industry, AFL-CIO Unions, Unite in Supporting the Jones Act

American Merchant Marine Veterans Convene at MITAGS

The Master, Mate & Pilot

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

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

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About the Cover

Maersk Iowa departing Antwerp, Belgium, in April. Photo by Captain Brent McClain.

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FROM THE **PRESIDENT**

Union Brothers and Sisters,

We have been very busy at Headquarters preparing for our 91st Convention. The convention always offers us a moment to pause and reflect on the challenges of the previous two years: this convention, in particular, will remind us that as an organization we have stood fast in the face of adversity, endured and survived.

The union has been receiving some very positive and engaging Resolutions for our Delegates to consider, modify or reject in the next few weeks.

The Secretary-Treasurer and I had the privilege of serving as Delegates to the 2026 AFL-CIO Constitutional Convention, which was held in June in Minneapolis–St. Paul. MM&P's affiliation with the national labor federation is longstanding: our charter was signed in 1916 by Samuel Gompers himself. Gompers founded the AFL and served as its president from 1886 to 1894, and from 1895 until his death in 1924.

In their speeches, Delegates to the AFL-CIO Convention underlined the fact that working families and their unions built this country and the middle class that powers it. All of us agreed that the efforts of the American workers who are fighting to organize their jobsites today are driven by the same resolve that motivated our founders: the quest for family-supporting wages, the ability to bargain collectively, a voice on the job, good health care and a dignified retirement.

A recurring theme at the convention was the urgent need to overhaul our country's outdated labor laws. MM&P Licensed Deck Officers at OSG and ATC—who are now fighting for a contract—have experienced firsthand how America's labor laws provide myriad opportunities for companies to block workers who have voted for union representation.

As I noted at the beginning of this editorial, our 91st Convention will give us the opportunity to reflect on the challenges MM&P members and officials have faced in recent months and will need to face in the future.

On the one hand, we have the promise inherent in the Ships for America Act. On the other, we have the damage caused by the inexplicable Jones Act waiver.

Fortunately, the harm being done to our industry by the sweeping 150-day waiver has finally resulted in action in Congress. The Republican leaders of the House of Representatives have written to the White House asking that it be allowed to expire on Aug. 16.

The letter's signatories include all relevant House decisionmakers: House Speaker Mike Johnson (R-LA), House Oversight Chairman Rep. James Comer (R-KY), House Majority Leader Rep. Steve Scalise (R-LA), Transportation Committee Chairman Sam Graves (R-MS), Maritime Transportation Subcommittee Chairman Mike Ezell (R-MS), and 47 other members of the chamber.

The waiver has not reduced the price of fuel at the pump. The Jones Act shipping industry says that the use of foreign-flag tanker tonnage has not meaningfully affected gas prices, has had no impact on military operations (the only statutory reason for a waiver), and is causing harm to domestic shipping and shipbuilding. Anecdotal reports suggest that at least some Jones Act newbuild decisions have been slowed down in order to wait for long-term clarity on the Act's future, and that U.S. oil-industry charterers have used the threat of waivers to press U.S. tanker operators for day-rate discounts.

The letter from House decisionmakers notes that about 95 percent of the waivered voyages benefit foreign operators that do not pay taxes and do not have to comply with U.S. immigration laws in order to crew their ships. "The Jones Act waiver has become a loophole exploited by adversarial countries to erode America's maritime dominance," the GOP representatives concluded.

Foreign-flag shipping's lower operating costs—along with the far-lower capital cost of foreign-built hulls—make it difficult for American maritime operators to compete commercially, and the Jones Act provides them protection to sustain operations.

"Our nation's strongest shield against foreign exploitation of American waterways is the Jones Act," the congressmen wrote to the President. "We respectfully request that you allow the waiver to expire on August 16, 2026. Thank you for your consideration of this matter."

Our very own President Emeritus Captain Don Marcus has provided us an invaluable take on the events of the last few months, which appears on page 3 of this issue of The Master, Mate & Pilot.

As mentioned in my last editorial, the restructuring of MITAGS and Plans is fully underway. I am very pleased with the level of cooperation and attention dedicated to this matter by both our union and company trustees.

Sadly, our longtime Plans Administrator, Patrick McCullough, has passed away after fiercely battling profound health challenges. The General Executive Board has brought forth a Resolution to honor the McCullough family's decades of support and ongoing dedication to our Plans' well-being. I have no words to express my

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From the President (continued)

personal admiration and respect for this successful, never-ending endeavor.

Ken Ryan, who fortunately remains as Plans Administrator, continues to provide his experience and knowledge for future stability. His editorial in this issue of the magazine references our new Plans Portal and forthcoming new MM&P Plans App for all our membership that Mike McCullough has been facilitating.

MITAGS Executive Director Eric Friend has participated in the hotel and conference subcontracting discussions regarding cost containment and future training options. Difficult decisions will have to be made in both cases. As Chairperson of the MATES Trust, I am fully engaged in supporting these MM&P entities with all my resources.

In closing, I want to reiterate: The challenges we face will not abate. The struggle to protect the jobs and working conditions of our members will continue. Each of us must participate in these efforts by respecting the terms of our negotiated contracts, continuing to demonstrate the professionalism and integrity that MM&P members are known for, and upholding the provisions of the MM&P Constitution.

Fraternally,

Donald F. Josberger
MM&P International President

AFL-CIO Convention Delegates Pass Resolution Supporting Jones Act

MM&P Secretary-Treasurer J. Lars Turner and President Don Josberger served as delegates to the 2026 AFL-CIO Convention. Turner spoke in support of the resolution supporting the Jones Act, highlighting the importance to our nation of the US-flag fleet, the American Merchant Marine and US shipbuilders. The convention delegates re-elected Liz Shuler and Fred Redmond to continue to lead the AFL-CIO as president and secretary-treasurer, respectively.

PHOTO CREDIT KEITH MELLNICK

LETTER FROM **MM&P PRESIDENT EMERITUS** DON MARCUS

The Jones Act Waiver Threatens the Existence of the US Fleet

Relatively low on the scale of Presidential abominations, but of potentially great impact, is a development that threatens the existence of one of America's oldest and, in centuries gone by, most celebrated industries.

America's prosperity as far back as colonial days grew in no small measure due to the creation and rapid expansion of a vibrant colonial and, later, national merchant marine. Merchant ships built in the thirteen colonies and crewed by Americans were essential to the economic growth of the colonies, their prosperity and the establishment of the United States as a great trading nation.

In fact, one of the first actions taken in the first United States Congress of 1789 was the enactment of cabotage laws reserving U.S. waterborne domestic trade to U.S.-flag vessels and other provisions promoting the use of U.S.-flag vessels in America's foreign trade.

This was a principle recognized by the celebrated free trader Adam Smith. He understood that exceptions to his theory of international free trade were necessary in the case of a national merchant marine and supportive navigation laws as a nation's military and economic security relies on its ability to engage in and protect its seaborne trade.

The United States remains a nation dependent on ocean commerce. However, our maritime industry and its small fleet of approximately 190 U.S.-flag ocean-going merchant vessels is threatened with extinction. The demise of the U.S.-flag merchant marine is something that the Royal Navy of King George III and the Nazi U-Boats of World War II were unable to accomplish. Nor can Chinese industrial policy—which has subsidized the establishment of the world's largest national merchant fleet of over 5000 Chinese-flag vessels as well as creation of the world's greatest shipbuilding complex (over 50% of total world capacity)—be blamed for what could become the imminent death of one of America's oldest and most essential commercial enterprises.

Like other disasters in the making as the U.S.A. approaches its 250th anniversary, ignorance, greed, hypocrisy and simple neglect are at the heart of the peril facing the U.S. Merchant Marine.

On May 22, 2026, as has been done every May 22 since the observance was first established by Congress in 1933, "Maritime Day" was acknowledged by the White House. A memorial event was conducted at the U.S. Department of Transportation as well as elsewhere in various ports around the country. Bells were tolled and wreaths cast into local waters to commemorate the sacrifice of countless U.S. seafarers in the performance of their duties in times of both "Peace and War" as is the credo of the U.S. Merchant Marine.

In his White House statement, President Trump honored "the brave Mariners who have borne our nation's strength across the seas, and we recommit to restoring and expanding America's maritime dominance." After recognition of many conflicts dating from the Revolutionary War through World War II during which the Merchant Marine played a critical role, and noting the essential mission of seaborne trade in supporting our national economy and security to this day, President Trump stated:

"Last year I signed an Executive Order to expand our shipbuilding capacity, strengthen our maritime workforce, protect our industrial base and ensure America's shipping capabilities can support both military operations and economic independence. As a result of these decisive actions, our nation is securing unprecedented investments in port and maritime infrastructure, boosting American industry, driving economic growth, and protecting national security."

President Trump did sign Executive Order 14269, "Restoring America's Maritime Dominance," on April 9, 2025. Unfortunately, virtually nothing of this plan has come to fruition. In fact, quite to the contrary, the moral and strategic debacle of the unauthorized war against Iran has given the President the opportunity to carry out one of the pledges stated in Project 2025: that is, the effective repeal of the Jones Act.

This law requires, among other provisions, that exclusively U.S.-crewed, U.S.-built and U.S.-owned vessels be utilized to load and discharge cargo for carriage between U.S. ports. The law is essential in maintaining U.S. commercial shipbuilding capacity (now at less than 1% of world capacity), a domestic fleet of merchant vessels (approximately half of the total U.S. fleet) and a trained American-citizen mariner workforce.

The Jones Act is now being circumvented using what amounts to a blanket waiver process imposed by the Trump administration.

Jones Act waivers, intended under the law only when necessary for national defense, are now being granted without justification. This is allowing foreign vessels into U.S. domestic trade in contradiction of the law which authorizes waivers only when "necessary in the interest of national defense to address an immediate adverse effect on military operations," [46 U.S.C Section 501(a)] or "if the President determines it is necessary in the interest of national defense" [46 U.S.C. Section 501(b)].

Waivers were granted initially for 60 days on March 18, 2026, and for another 90 days on May 18. If these waivers continue,

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From the MM&P President Emeritus (continued)

U.S. companies and the industry itself will be undermined. The livelihoods of thousands of U.S. citizen workers aboard vessels of all types, shipyard workers and workers in a multitude of related industries will be jeopardized.

According to the U.S. Maritime Administration, as of June 15, 2026, 109 foreign flagged voyages have been carried out in U.S. waters under the waiver process since the waivers were established by the President's order on March 18. There has been no showing of necessity for the purpose of national defense nor, contrary to the statements of President Trump, has there been any evidence of a lowering of gasoline prices on a nation-wide basis because of the waivers.

What *is* happening is that the industry is being undermined as maritime contracts with U.S. carriers are being shifted to foreign carriers and shipbuilding contracts in U.S. shipyards are being put on hold as confidence in the future of the industry dims.

If this continues and the Jones Act is neutralized or ultimately repealed, the central pillar of the U.S. maritime industry will crumble. Once scrapped by the destruction of the domestic core of the industry, rebuilding maritime skills and shipbuilding will be a multi-generational process if it is ever attempted. Skilled workers at sea, on our inland waterways and in our shipyards are not developed overnight.

In the short-term, oil and commodity traders and foreign shippers will prosper, not consumers. National defense has not been enhanced in any manner by the ongoing Jones Act waivers. Among the longtime supporters of these expansive waivers and of the outright repeal of the Jones Act are interests including Koch Industries, the Heritage Foundation and the CATO Institute all of which have no regard for the jobs of thousands of American maritime workers, their health or safety, the integrity of the marine environment, or, at the end of the day, national security other than to the extent their financial interests are threatened.

If this is allowed to continue, foreign-built vessels and workers will be flooding our ports, undermining national security, safety, environmental standards, and our country's economic independence.

While the White House lauds the contributions of the men and women of the U.S. Merchant Marine and the maritime industry over the last 250 years, the legal foundation for the preservation of that industry is being undermined. Workers and their families will be discarded, and an essential U.S. industry will be outsourced to the detriment of the nation.

US-Flag Fleet Goes to Capitol Hill to Advocate for the Merchant Marine

Representatives of the maritime unions, US-flag shipping companies, trade associations and the maritime academies spent the day on Capitol Hill in April, advocating for the US-flag fleet and the American Merchant Marine. This year, 153 people took part in the Sail-In, make it the largest day of advocacy for our industry since 2011.

The participants were organized into 30 groups which met over the course of the day with legislators and staff in 115 Congressional offices.

In the meetings, Sail-In participants urged legislators to oppose the extension or expansion of the administration's Jones Act waiver and to support full funding for the Maritime Security Program and the Tanker Security Program. They also encouraged them to support and cosponsor the Ships for America Act and to adequately fund the state maritime academies and Kings' Point.

MM&P Great Lakes & Gulf Vice President Ed Lulko with Sen. Todd Young (R-Ind.) who had just received the Legislator of the Year Award from the Lake Carriers' Association.

continued

US-Flag Fleet Goes to Capitol Hill continued

MM&P International President Don Josberger with Joe Manion, William Campbell, Ed Hanley, Shelton Metcalf and James Spear.

MM&P was represented at the Sail-In by: President Don Josberger; Atlantic Ports Vice President Tom Larkin; Great Lakes & Gulf Vice President Ed Lulko; Federal Employees Membership Group Vice President Dave Narby; United Inland Group-Pacific Maritime Region Vice President Dan Twohig; MM&P Captain Brett Cowan and the union's new organizer, Daniel Ginsberg-Jaeckle.

As in previous years, the 2026 Maritime Industry Congressional Sail-In was organized by MIRAID President C. James Patti. MIRAID Counsel Steve Wines and Legislative Representative James Patti also participated in the event, as did officers and staffers from the AFL-CIO Transportation Trades Department and the AFL-CIO Maritime Trades Department.

MM&P Vice President Atlantic Ports Tom Larkin with Gina Rivera, Jason Callahan, Michael Maginnis and Joe Schwartzstein.

MM&P Pacific Maritime Group Vice President Dan Twohig with Jeff Surrell, Anthony Poplawski, Matt Henning and Lianne Endo.

MM&P Federal Employees Membership Group Vice President Dave Narby with Brian Schoeneman, Adam Peterson, Mario Torrey and David Wood.

MM&P Members Celebrate Maritime Day in Washington, DC, and Chicago

Representatives of the maritime unions, US shipping companies, the Armed Forces and government agencies convened on May 22 across the country to honor the men and women of the American maritime industry.

The National Maritime Day commemoration was held in Washington, DC, at the headquarters of the Department of Transportation and the Maritime Administration. Among the speakers were Maritime Administrator Stephen Carmel and Air Force Gen. Randall Reed, the 15th Commander of the US Transportation Command.

"We have come here today to honor the proud history of the American Merchant Marine," Carmel said in his opening remarks, "and the enduring and indelible courage and commitment of the men and women who sail, build and operate the vessels in the US fleet."

He noted the fact that all sectors of the industry—companies, unions, and mariners sailing offshore, on the Great Lakes and the inland waterways—were in attendance at the commemoration.

During the course of the event, six current and former leaders of the American Merchant Marine Veterans association received the prestigious Merchant Marine Medal for Outstanding Achievement. The medal is the third highest award given to American merchant mariners.

The six honorees, all of whom have spent decades working in the maritime industry, served in AMMV national officer positions between 2015 and 2025. They are: Captain Dru DiMattia; Captain Christopher Edyvean; Captain Darin Huggins; Dennis Kelly; Chief Engineer Christian G. Yuhas; and Bosun John Pitts (posthumously).

Maritime Administrator Stephen Carmel presents the Merchant Marine Medal for Outstanding Achievement to six current and former AMMV officers who worked to promote passage of the Merchant Mariners of World War II Congressional Gold Medal Act.

Their most notable accomplishment was the grassroots effort behind passage of the Merchant Mariners of World War II Congressional Gold Medal Act, which was signed into law on March 13, 2020.

Passage of the Congressional Gold Medal Act generated public attention that allowed AMMV to showcase the proud history of the American Merchant Marine, beginning with its inception during the Revolutionary War.

National Maritime Day, which was designated by Congress on May 20, 1933, is held on May 22 each year to commemorate the 1819 voyage of the SS Savannah, the first steamship to cross any ocean.

Captain Dave Joyce, Captain Joe O'Connor and Captain Bill Russell at the 2026 Maritime Day and Blessing of the Fleet in Chicago.

Chicago Fire Boat Christopher Wheatley, under the command of Captain Bob Lund, gives a fire boat salute as a wreath is tossed into the water in honor of mariners who have gone down to the sea in ships.

American Merchant Marine Veterans Convene at MITAGS

Merchant marine veterans were honored at MITAGS in March at the 38th National Convention of the American Merchant Marine Veterans association. AMMV is a non-profit established in 1984 to gain public and government recognition for the service of America's mariners in peace and war.

Among the attendees were veterans of World War II—including longtime MM&P member Captain Pete Kurkimilis—and veterans of the Korean War, the Vietnam War, and Expeditionary Operations in the Middle East and Northeast Africa.

Participants included the new national AMMV officers—Captain Darin Huggins, national president; Captain Chris Edyvean, national secretary; Kimberly King, national treasurer—and AMMV President Emeritus Dru Di Mattia. Among the speakers was MSC Commander Rear Adm. Benjamin Nicholson.

The keynote speech was given by MIRAID President C. James Patti, who expressed the nation's "respect, admiration and gratitude for American mariners, who never hesitate to sail into harm's way to support the United States."

Many American mariners, he noted, are now working in conflict zones in the Middle East.

"America's maritime industry, led by America's maritime unions, has once again sent its sons and daughters, husbands and wives, friends and colleagues into dangerous waters, serving aboard US-flag ships, ready to do their jobs without hesitation on our country's behalf," Patti said.

The theme of the convention was "Preserving Our Legacy, Charting Our Future." Participants in the three-day event underlined the opportunities created by the administration's policy goal of revitalizing the domestic maritime industry and its recent issuance of a comprehensive Maritime Action Plan.

In Congress, the industry is also the focus of renewed attention: The bipartisan SHIPS for America Act has 127 cosponsors in the House of Representatives and 13 cosponsors in the Senate.

"[F]or the first time since the enactment of the Merchant Marine Act of 1970," Patti said, "we have the opportunity to put in place maritime policy initiatives to increase the number of vessels operating under the United States-flag; the share of America's cargo—both government generated and commercial carried by these vessels; and the number of mariners ready to respond to our nation's call whenever needed. Let us all seize this opportunity."

"AMMV honors the merchant marine veterans who have served our nation in peace and war since the United States was founded," said MM&P International President Don Josberger in his welcoming remarks. "Their heroic dedication to our nation is a source of tremendous pride to us all."

Rear Adm. Benjamin Nicholson, commander of Military Sealift Command, and AMMV National President Darin Huggins. The convention featured panel discussions, simulator tours, and a patriotic banquet honoring US Merchant Marine veterans.

Union Brothers Helping Union Brothers!

MM&P crews returned after the winter maintenance season to take the American Courage out of dry dock and get the vessel underway for the start of the 2026 sailing season. Captain Ben Sams was serving as master of American Courage, which is operated by Grand River Navigation. Towing assistance was provided by Captain Scott Baker, master of the Great Lakes Towing vessel New York. Members of the MM&P Great Lakes & Gulf Region crew the vessels in the Grand River Navigation and Great Lakes Towing fleets.

MM&P Great Lakes & Gulf Region VP Meets With American Mariner Crew

During 2026 spring fit out, MM&P Great Lakes & Gulf Vice President Ed Lulko met with the crew of the American Mariner, which is operated by Grand River Navigation. Fit out usually takes place on the Lakes during the second week of March. Crew members get called back to work several days early to get the vessel in tiptop shape for regulatory inspections and in preparation for departure.

The American Mariner is a 730-foot, self-unloading bulk carrier used to transport dry bulk commodities like limestone, coal, iron ore, salt, and grain.

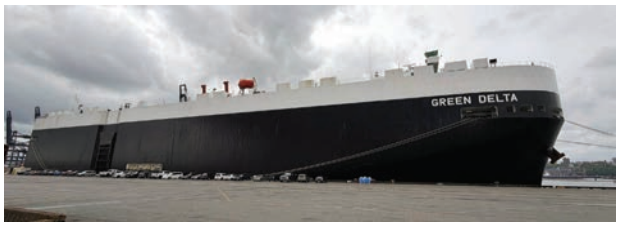
"The members of the crew were able to enjoy one of the last days at the dock at dinner discussing and getting questions answered pertaining to MITAGS, the health and the benefit plan." Lulko said.

Greetings From the Lurline Deck Department!

Second Mate Grant Jepson shared photos of the deck department aboard the Matson vessel MV Lurline. "With the exception of the chief mate and deck cadet, the crew has been together for three trips now," he said. MM&P officers aboard the vessel include: Chief Mate Nathan Woodward (back right), Third Mate Earl Gray (back middle) and Jepson (front middle). The Lurline is an 870-foot, 50,000-ton Kanaloa Class con-ro which currently serves on the West Coast to Hawaii shipping route.

MM&P Secretary-Treasurer Visits MV Green Delta in Tacoma

When the MV Green Delta docked in Tacoma, Wash., in May, MM&P International Secretary-Treasurer J. Lars Turner spent time talking with the MM&P licensed deck officers on board: Master Erick Long, Chief Mate Arel Ryan, Second Mate Joseph Cromwell and Third Mate Abigail Edelman. They discussed the Jones Act, the Maritime Security Program and other issues of importance to the American Merchant Marine.



The 2010-built MV Green Delta, which is owned and operated by US Ocean LLC, is primarily used to transport vehicles, heavy equipment, and roll-on/roll-off cargo for government and commercial clients.

US Fleet Honors Rep. Salud Carbajal With Salute To Congress Award

Rep. Salud Carbajal has been honored by the International Propeller Club of the United States for his years of advocacy for the American maritime industry.

Carbajal (D-Calif.) is the ranking member of the House Coast Guard and Maritime Transportation Subcommittee and a member of both the House Committee on Armed Services and the House Committee on Agriculture. Along with his strong support for the US-flag fleet, he is known for his ability to reach across the aisle to advance bipartisan legislation.

> *There is nothing more bipartisan, or more American, than the American maritime industry.*
>
> *— Rep. Salud Carbajal*

Working with Mississippi Republican Mike Ezell, chair of the Coast Guard and Maritime Transportation Subcommittee, Carbajal last year cosponsored legislation to increase cargo preference for all US Department of Transportation cargoes to 100 percent. The two also cosponsored legislation to overhaul the Coast Guard credentialing exam in favor of a new and more streamlined process.

Officials of MM&P and MIRAID were among several hundred industry leaders who gathered in May at the Army-Navy Club in Arlington, Va., to congratulate Carbajal and express their appreciation for his years of advocacy for the men and women of the American maritime industry.

"I am proud to support the Jones Act, the Maritime Security Program and Cargo Preference," Carbal said in accepting the award.

"All of us here know the importance of the Jones Act," he said, adding "I believe that Congress needs to strengthen it" so that "broad, open-ended waivers" like the ones that have been issued by the Trump administration will not take place in the future.

In his remarks, Carbajal noted the strong support that the American maritime industry has traditionally received from lawmakers on both sides of the aisle. "I noticed something about the list of former recipients of this award," he said. "It is bipartisan. There is nothing more bipartisan, or more American, than the American maritime industry."

Carbajal asked those present to always consider him "a partner in the extremely worthwhile endeavor of ensuring that Americans can carry American cargo and that we are not beholding to foreign shipping interests."

If the programs and policies necessary to advance the American maritime industry are supported by the administration and Congress, he added, "the US can once again be a maritime powerhouse."

The Salute to Congress award is presented annually to a member of Congress who demonstrates a keen awareness of the importance of the maritime industry to the economic, homeland, and national security of the United States.

MM&P President Don Josberger with Rep. Salud Carbajal, MM&P Pilots Group Vice President Tim Ferrie and Captain John Amaro of the Virgin Islands Port Authority Pilots Association.

MIRAID President C. James Patti with Matt Dwyer, staff director at the Subcommittee on Coast Guard and Maritime Transportation, House Transportation Committee, and MM&P Secretary-Treasurer J. Lars Turner.

Savannah Docking Pilots Reach New Five-Year CBA

The Savannah Docking Pilots have reached a new five-year collective bargaining agreement. Bargaining committee members (*left to right)* Charles Hammesfahr, Brenton Edenfield, Patrick Cazaubon, Derek Dragon, Ed Lulko and Christopher Sikes. "The committee worked diligently to secure an agreement that protects and advances the interests of the pilots while recognizing the professionalism and dedication they bring to their work every day," said MM&P Great Lakes & Gulf Vice President Ed Lulko. "The committee also acknowledges Crescent Towing Management for engaging in good-faith negotiations throughout the bargaining process, resulting in a fair and mutually beneficial agreement."

US Employers Spend More Than $1.5 Billion Annually on "Union Avoidance"

A recent study estimates that US employers spend roughly $1.7 billion a year on "union avoidance" consultants and law firms to keep workers from organizing and bargaining for better pay and working conditions. The study was conducted by EPI, a nonprofit, nonpartisan think tank established in 1986 to include the needs of middle- and low-income workers in economic policy discussions.

> ***Americans increasingly view unions favorably and recognize them as critical to building a more just economy.***

In 2025, unionization in the United States grew to its highest levels since 2009. Americans increasingly view unions favorably and recognize them as critical to building a more just economy.

More than 50 million nonunion American workers say they would join a union if they could, but many are unable to do so because our nation's labor laws make it easy for employers to block workers' unionization efforts.

While employers are required to disclose money spent on lawyers engaged in discouraging attempts to form a union, there is an exemption for reporting money spent on "advice" services, a term that is not clearly defined in the law. Union avoidance law firms have taken full advantage of this reporting loophole and have constructed an industry that provides counsel on union busting.

In its report, EPI calculates, for example, that Amazon spent almost $27 million in 2025 to fight attempts by its employees to unionize, noting that the figure is undeniably an underestimate because of legal loopholes in reporting.

Union avoidance consultants and law firms have long exploited the significant loopholes in the National Labor Relations Act, the researchers write, "making it harder and harder for workers to win unions."

USNS Kanawha Is First MSC Ship to Receive the Military's Highest Unit Award

A Military Sealift Command auxiliary ship will be awarded the Presidential Unit Citation, the first time ever that a civilian-crewed vessel in the MSC fleet has received the Pentagon's highest honor.

The award is a rare recognition: the Pentagon has only issued it about 100 times since World War II, and recipients are among the most storied units in military history. USNS Kanawha received the award for the crew's performance in support of the Ford Carrier Strike Group from February through May 2026, during Operation Epic Fury.

Over the course of the deployment, the crew conducted more than 110 underway replenishments, transferring more than 17 million gallons of fuel.

The military-crewed warships in the strike group received the same award, and Kanawha's award recognizes her comparable participation—but with merchant mariners operating the vessel and without onboard defenses of their own.

In 2025, USNS Kanawha received the Navy Unit Commendation ribbon—the Navy's second-highest honor, just behind the Presidential Unit Citation—for her performance in support of combat operations related to the Red Sea crisis.

That deployment put the ship in harm's way, within reach of attack from Houthi forces in western Yemen. Kanawha operated in the area from October 2023 through May 2024, conducting more than 110 UNREP evolutions, transferring 3,400 pallets of goods, 30 million gallons of diesel and 4.7 million gallons of MGO.

"[The crew of USNS Kanawha] protected vital global commerce through two strategic maritime chokepoints, defended key allies and partners, deterred aggression, and forged partnerships founded in trust and unity of effort against violations of international law," the Navy Unit Commendation citation reads. "They provided a crucial naval presence in the region at a pivotal moment in history."

USNS Kanawha conducts a replenishment-at-sea with the USS Iwo Jima. Kanawha's crew has received the military's highest unit award for their performance in support of Operation Epic Fury.

"MM&P CIVMARS continue to serve as the unsung, indispensable lifeblood of America's strategic sealift capability, executing high-risk logistics missions in contested waters to sustain global combat readiness," said MM&P Government Fleet Representative Randi Ciszewski. "They are the ultimate backbone of global maritime defense, delivering critical operational support in the world's most hostile waters with unmatched grit.

"Kudos to our MM&P leaders for going above and beyond the normal call of duty during this time—especially Captain Brian Roney, First Officer Anthony Canseco, and all of our MM&P members who selflessly performed such extraordinary service to our great nation."

MM&P represents the LDOs, Pursers and MSOs aboard all MSC CIVMAR manned ships.

Leap of Faith

CNO Harbor Pilot Jay Anderson transitioning from a tugboat onto a ship's Jacob's ladder. "This photo highlights the intense focus, skill, and bravery required of all MM&P pilots," says MM&P Government Fleet Representative Randi Ciszewski. "They brave unpredictable seas, heavy swells, and the treacherous boarding of moving vessels. Their expertise and courage ensure that massive ships navigate our waterways safely, protecting the local economy and the marine environment." MM&P proudly represents the Navy Tug Captains and CNO harbor pilots.

Executive Director's Column

KEN RYAN
Executive Director

We had our second Board of Trustees meeting for 2026 on June 11-12.

The Board of Trustees is made up of a number of Union and Employer representatives. The Employer Trustees represent the companies that contribute to all the MM&P Benefit Plans. The Union Trustees are the elected officials of the Offshore, UIG Pacific Maritime Region, UIG Great Lakes and Gulf and Atlantic Maritime Group. The Union has appointed two pensioners and a Pilot Trustee.

The Trustees meet four times a year with the third quarter meeting held remotely for any member appeals.

During these meetings, the Plan's actuaries, accountants, attorneys and investment consultants provide the Trustees with the status of each plan including professional fees, administrative expenses and investment performance.

The Board of Trustees considers any member appeals and ratifies the action taken by the Acting Administrator by approving Pension, APP and IRAP payments since the last meeting.

The Plan's Fund Counsel and Actuaries provide the Board with all legal updates to make sure the Plan is in compliance with federal laws.

The Plan Office continues to make Plan changes and updates to provide outstanding service to all participants and dependents for each of the Plans. Over the last several years, working closely with the Trustees, we have added the following enhancements:

- Member Portal
- Provider Portal
- Credit card payment on-line for COBRA and License Insurance
- IVR Telephone improvements
- New Summary Plan Description Booklets available on the Member Portal
- Member Portal app (schedule for August 2026)
- Benefit Improvements such as Fertility and Family Building, License Insurance Program and increase in the Offshore pensioner earnings limit.
- Dependent Audit which protects members' benefits to make sure benefits are paid for eligible dependents.
- RX Saving Solutions

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.

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

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

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

Health and Benefit Accident Form

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

Member Portal

You can download your Explanation of Benefits statements on your own through the MM&P Plans Member Portal

The Plan Office recently announced the launch of the new **MM&P Plans Member Portal**, designed with your needs in mind. The portal gives you quick and easy access to essential tools and information—all in one place.

With the new portal, you can:

- view your Explanation of Benefits (EOB) statements and your Eligibility status;
- access your Vacation Computation Sheets;
- find and download important documents whenever you need them;
- access your Plan's issued tax forms.

And this is just the beginning: More features and enhancements are on the way to make your experience even better. To explore the portal, visit members.mmpplans.com and click the Sign-Up button. If you encounter any issues, send an email to HELP@mmpplans.com, or call 410-850-8638.

Delta Dental

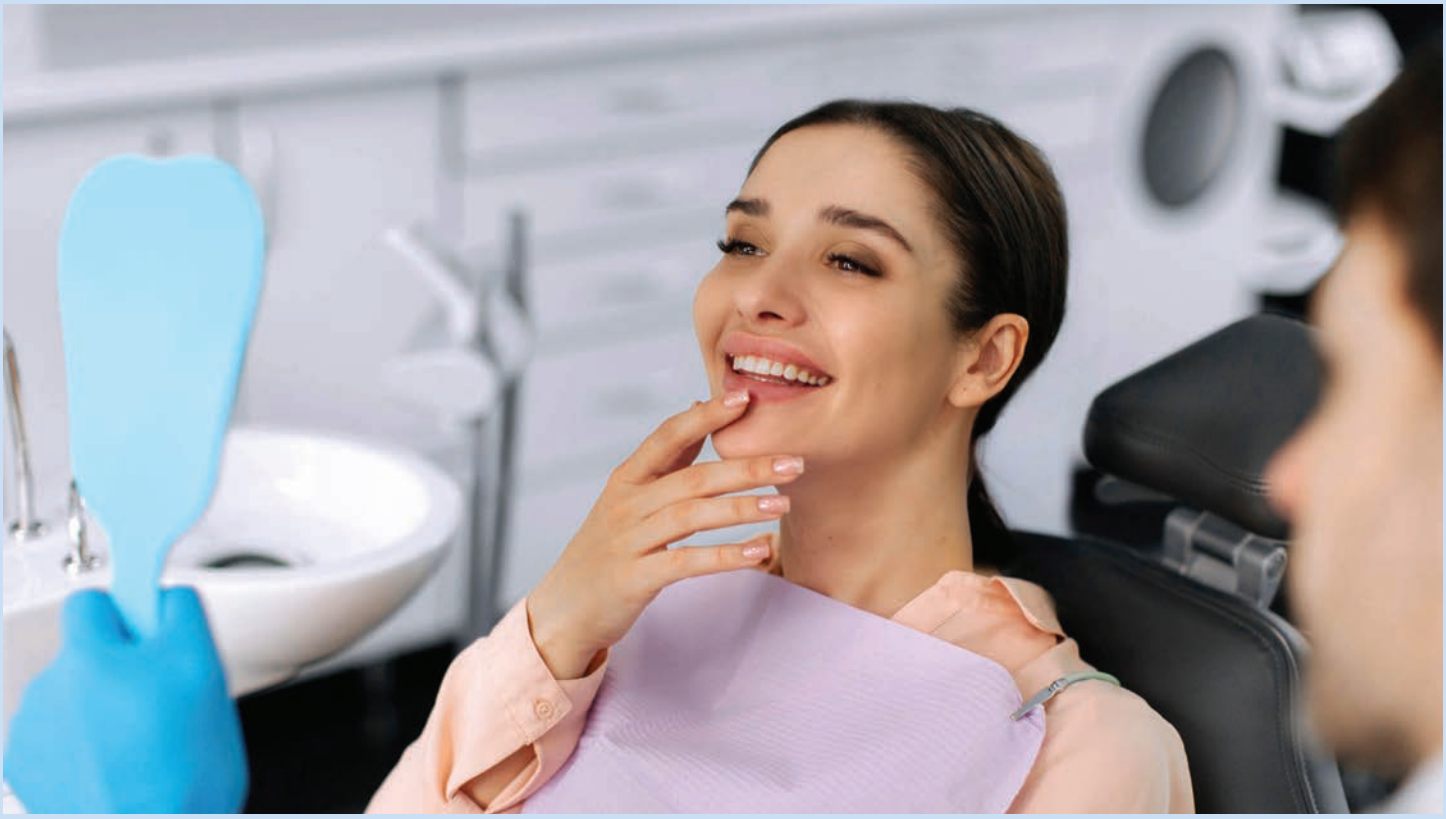
At Delta Dental we are continuously listening to your feedback to enhance your and our members' experience. I am excited to share a new enhancement designed to simplify the member experience when submitting out-of-network claims.

Out-of-network dental claims can now be submitted online directly through the Delta Dental member site, eliminating the need for paper forms and mail.

Members can go to **Claims & visits** > File an out-of-network claim to be guided through a step-by-step submission process. With this digital option, members can:

- Submit in-country and out-of-country claims online
- Upload required documentation such as receipts and x-rays
- Receive a confirmation reference number for easier claims tracking

This enhancement reflects our commitment to listening and improving to support a faster, more convenient claims experience. We continue to encourage members to maximize their dental benefits by choosing in-network providers which leads to lower out-of-pocket costs and no claim forms to file. Members can log into the member portal to find a dentist, submit claims, and manage benefits all in one place.



Out-of-network dental claims can now be submitted online directly through the Delta Dental member site, eliminating the need for paper forms and mail.

Pension Plan–Adjustable Pension Plan

Annual Verification of Pensioner Benefits

To safeguard pension benefits for all participants and their qualified spouses, as they have over the past few years, the Trustees require all pensioners to verify on an annual basis that they have received their pension benefits for the previous year. The annual verification of pensioner benefits form does not have to be notarized this year so please sign the form and return your form to the Plan Office as soon as possible.

Please be advised that the Plan needs to receive this form properly completed. Effective with your **May** pension benefit payment, we are withholding 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 410-850-8647 or 410-850-8625.

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

Dolores Hoffman

2022 Annual Pension Confirmation Forms Needed for Plan Year 2021

Ray Friis*
Joanne Gray*
Richard Mercer*
Julius Perkins
Susan Vanhorne*
Ruby Weimer

2023 Annual Pension Confirmation Forms Needed for Plan Year 2022

Jerry Androes*
Marlinda Atkinson
Barbara Curtiss*
Steven Morgan*
Constantinos Vafiades

2024 Annual Pension Confirmation Forms Needed for Plan Year 2023

Aaron Hairston*
Donald Jacoby*

2025 Annual Pension Confirmation Forms Needed for Plan Year 2024

David Drinkwater*
Carol Herndon*
Anthony Lafayette
Sheila Lindholm
Michelle Olin*
Kathleen Shebley*
Diane Lindberg
Cesar Montes
Elida Parks*
William Walls

2026 Annual Pension Confirmation Forms Needed for Plan Year 2025

Lois Alligood
Joel Austin*
Pearl Blacher
Kelly Butts*
William Chenault*
Margaretha Chiglo
Melanie Clovis*
Raymond Conrady
Timothy Devine
Tommy Harvey
Donald Hiltbrunner*
Bernard Landos
Kevin Lott*
Linda Mara
Michael McRoberts*
Michael Mullins*
Billy Nevills*
Janice Pistole*
Olimpia Salomon
Sharon Smith
Richard Spromberg*
Marilyn Stack*
Charles Stewart*
Somthavil Tongcharus*
James Willis

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

Plan Amendments

AMENDMENT NO. 172 TO THE
M.M.& P. HEALTH AND BENEFIT PLAN
RULES AND REGULATIONS

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

1. **Effective June 11, 2026, Article III ("Eligibility"), Section 5 ("Pilots Membership Group"), Subsection B ("Termination of Eligibility") is clarified by deleting item number 2, and renumbering subsequent items accordingly, as follows (with deleted language in strikethrough format):**

   B Termination of Eligibility

   Eligibility under this Section shall terminate the earliest of . . .

   1. the date the Branch ceases contributions on a Pilot's behalf, or
   2. ~~the date the Pilot ceases active employment with a participating Branch due to illness or injury and is not retired, or,~~

   2. the date he is granted a withdrawal card from the Organization, or, if earlier, the date the Plan received

notice from the Organization that the Employee is six (6) months delinquent in his Union Dues, or

3. the date of the Branch's withdrawal from the Plan unless the Branch has deposited with the Plan contributions to provide for one or two additional months of eligibility under the Plan, or
4. the date he becomes eligible for benefits under any Health and Benefit Plan established by the Organization, or
5. the date he enters the military or naval or air forces of any country, state of union or association thereof; provided, however, that if the Employee had any extended coverage under the Plan remaining as of his being recalled to military service, then the remaining extended coverage will be reinstated if he returns to Covered Employment in accordance with the Uniformed Services Employment and Reemployment Rights Act, or
6. the date he dies, or
7. the date the Branch ceases to maintain the minimum participation requirements and/or to pay the monthly contribution amounts as may be established by the Trustees from time to time.

2. Effective May 1, 2026, Article III (Eligibility), Section 6 (United Inland Group Pacific Maritime Region Employees), subsection A (Active Employee), shall be amended to read as follows (*new language shown in bold italics*):

Section 6. United Inland Group Pacific Maritime Region Employees

Eligible Employees of the United Inland Group Pacific Maritime Region shall become eligible for certain benefits specified under Subsection E below as follows:

A. Active Employee

1. Regular Employees

a. Monthly Reporting Employer

Contributions For the Month of	Provide Eligibility for the Month of
January	March
February	April
March	May
April	June
May	July
June	August
July	September
August	October
September	November
October	December
November	January
December	February

b. Bi-Monthly Reporting Employer

Contributions For the Month of	Provide Eligibility for the Month of
January/February	April/May
March/April	June/July
May/June	August/September
July/August	October/November
September/October	December/January
November/December	February/March

2. **Casual Employees** - A Casual Employee who works in Covered Employment for one or more contributing Employers shall become eligible for benefits as provided under Section 6(A)(l) and (E) on the earlier of:

a. the first of a month after required contributions are made by his Employer on his behalf sufficient to pay for a month's coverage, or

b. the first of a month after the required deduction from his Individual Reserve Account is made to the Plan sufficient to pay for a month's coverage, unless otherwise provided in their Collective Bargaining Agreement. Casual Employees may maintain their coverage by making timely self-payments and/or deductions from the existing dollar credit in their reserve account in the amount of the required monthly contribution, provided there is no lapse in coverage and provided the payment for the prior month's coverage has not been a COBRA self-payment.

If the Employee's Reserve Account is not sufficient to pay one month's coverage, and the Casual Employee does not make a partial self-payment to continue his coverage, he will not be eligible to make future self-payments until his reserve account has sufficient Employer contributions to pay for a month's coverage, provided, however, he may be offered COBRA Continuation of Coverage as set forth hereunder. The required self-payment must be received

by the 10th day of the month for which coverage is requested.

Notwithstanding the foregoing, the above eligibility requirements shall be waived for initial eligibility for an Employee who has not previously participated in the Plan if: (1) the Employee is an active Employee with an Employer that has commenced work in Covered Employment; (2) the Employee has lost health coverage under his or her former health plan due to a change in a bargaining agreement; and (3) additional contributions are paid to the Plan on behalf of the Employee and all other similarly situated Employees sufficient to cover the additional eligibility. If all the above conditions are met, the Employee's eligibility for benefits will commence as of the date both conditions (1) and (2) have been met.

3. **In Article III (Eligibility), Section 8 (Continuation of Coverage for Pensioners), all references to "June 30, 2026" shall be amended to read "June 30, 2027."**

AMENDMENT NO. 173 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. **Subsections (F) and (H) of Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 5 (Limitations), are amended to read as follows (with removed language struck through and *new language shown in bold italics*):**

   F. Home nursing services are limited to thirty (30) calendar days following a Hospital confinement or~~, effective January 1, 2002, an~~ outpatient procedure***, unless additional treatments are determined to be medically necessary by the treating Physician and approved by the Plan's medical consultant***.

   . . .

   H. ***For a diagnosis of heart disease or stroke, b***enefits relating to Physical Therapy/Physical Medicine/Rehabilitation within six (6) months of either a hospital confinement or~~, effective January 1, 2001,~~ an outpatient procedure for heart disease or stroke are limited to an aggregate of sixty (60) days of in-patient hospital and/or out-patient care per calendar year.

   For diagnoses other than heart disease or stroke, benefits relating to Physical Therapy/Physical Medicine***/Occupational Therapy/Speech Therapy/***Rehabilitation or Applied Behavioral Analysis ("ABA") Therapy in the aggregate are limited to ninety (90) days in a calendar year for in-patient hospital and out-patient care, or a combination of both, unless additional treatments are determined to be medically necessary by the treating Physician and approved by the Plan's medical consultant.

   Care must be approved by the Plan's review organization or medical consultant and performed at a facility which is equipped to provide the required treatment. For the purposes of this section, the facility will be deemed appropriate if its treatment program has been approved by the State in which it is located or certified by any other state agency that has legal authority to do so.

AMENDMENT NO. 21 TO THE M.M.& P. INDIVIDUAL RETIREMENT ACCOUNT PLAN/ M.M.& P. 401(k) ARRANGEMENT RULES AND REGULATIONS

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

1. **Effective January 1, 2023, Article I (Definitions) shall be amended by adding the following as Section 1.22:**

   Section 1.22 Required Age.

   The term "Required Age" shall mean:

   (a) Age 70 ½ in the case of any Employee who attains such age before January 1, 2020.

   (b) Age 72 in the case of any Employee who attains age 70 ½ after December 31, 2019 and age 72 before January 1, 2023.

   (c) Age 73 in the case of any Employee who attains age 72 after December 31, 2022, and age 73 before January 1, 2033.

   (d) Age 75 in the case of any Employee who attains age 73 on or after January 1, 2033.

2. **Effective January 1, 2023, Article VI (Payment of Benefits and Eligibility),**

Section 6.09 (Mandatory Commencement of Benefits), subsection (b) shall be amended by replacing "age 72" with "the Required Age."

3. **Effective January 1, 2024, Article VI (Payment of Benefits and Eligibility),**

Section 6.08 (Benefit Payments Generally) shall be amended by removing subsections (b) through (f) and replacing them with the following:

   (b) All distributions required under this Plan shall

be determined and made in accordance with the Treasury Regulations under Section 401(a)(9) of the Code including the minimum distribution incidental benefit requirement of Section 401(a)(9)(G) of the Code and Sections 1.401(a)(9)-2 through 1.401(a)(9)-9 of the Treasury Regulations, as modified by changes in these rules made by the Setting Every Community Up for Retirement Enhancement Act, the Coronavirus Aid, Relief and Economic Security Act and the SECURE 2.0 Act of 2022. In accordance with Section 401(a)(9)(G) of the Code, any distribution required to satisfy the minimum distribution incidental benefit requirement shall be treated as a required distribution under Section 401(a)(9) of the Code. The provisions of this Section shall apply to any distribution of a Participant's benefit under this Plan and will take precedence over any distribution options in this Plan inconsistent with Section 401(a)(9) of the Code.

(c) Required minimum distributions during the Participant's lifetime will begin with the first Distribution Calendar Year and continue up to and including the Distribution Calendar Year that includes the Participant's date of death.

(d) If a Participant dies before the Participant's entire interest is distributed, and there is no Designated Beneficiary, the Participant's entire interest will be distributed by December 31 of the calendar year containing the 5th anniversary of the Participant's death.

(e) If a Participant dies before the Participant's entire interest is distributed and a Designated Beneficiary survives the Participant, the Participant's entire interest will be distributed by December 31 of the calendar year containing the 10th anniversary of the Participant's death, whether or not distributions to the Participant had begun prior to the Participant's death, except if the Participant's Designated Beneficiary is an Eligible Designated Beneficiary, as defined in subsection (f)(i) below, the Participant's entire interest will be distributed, or begin to be distributed, as follows:

(i) If distributions to the Participant had not begun prior to the Participant's death, distributions will be made over the life of such Eligible Designated Beneficiary (or over a period not extending beyond the life expectancy of such Eligible Designated Beneficiary), subject to the limitations below, so long as such distribution to any Eligible Designated Beneficiary other than the Participant's surviving spouse begins by December 31 of the calendar year immediately following the calendar year in which the Participant died. If the Participant's Eligible Designated Beneficiary is the Participant's surviving spouse, distribution must begin by December 31 of the calendar year in which the Participant would have attained his Required Beginning Date, provided, however, that for calendar years beginning after December 31, 2023 if the Participant's sole Designated Beneficiary is the Participant's surviving spouse, the surviving spouse elects to be treated as if the surviving spouse were the Participant in accordance with Section 401(a)(9)(B)(iv) of the Code and the surviving spouse dies before distributions to such spouse begin, then the applicable distribution period for Distribution Calendar Years after the Distribution Calendar Year including the Participant's date of death shall be determined under the Uniform Lifetime Table in Section 1.401(a)(9)-9 of the Treasury Regulations.

(ii) If the Participant's Eligible Designated Beneficiary is the Participant's minor child, the Participant's entire remaining interest will be distributed to such Eligible Designated Beneficiary by December 31 of the calendar year containing the 10th anniversary of the calendar year in which the Eligible Designated Beneficiary attained the majority age of 21.

(iii) If distributions to the Participant had begun prior to the Participant's death and the Participant died after the Required Beginning Date, the Participant's remaining interest will be distributed for each Distribution Calendar Year after the year of the Participant's death at least as rapidly as under the method of distribution being used as of the date of the Participant's death and within the 10-year period described in Section 6.08(e).

(iv) If an Eligible Designated Beneficiary dies before distribution of the entire portion of the Participant's interest distributable to such Eligible Designated Beneficiary, the remainder of such portion will be distributed by December 31 of the calendar year containing the 10th anniversary of the death of the Eligible Designated Beneficiary.

(f) Definitions

(i) "Designated Beneficiary" means the individual who is designated as the Beneficiary under the Plan and is the Designated Beneficiary under Section 401(a)(9) of the Code and Section 1.401(a)(9)-4 of the Treasury Regulations. A Participant's Eligible Designated Beneficiary means, with respect to the Participant, any Designated Beneficiary who is, as of the date of the death of the Participant: (A) the surviving spouse of the Participant; (B) a child of the Participant who has not yet attained the majority age of 21; (C) disabled within the meaning of Section 72(m)(7) of the Code; (D) chronically ill within the meaning of Section 7702B(c)(2)(A)(i) of the Code, provided there is a certification from a licensed health care provider (within the meaning of Section 7702B(c)(2)(A)(i) of the Code) provided to the Trustees no later than October 31 of the calendar year following the year of the Participant's death that provides that, as of the date of death of the Participant, the period of incapacity with respect to the individual is an indefinite one that is reasonably expected to be lengthy in nature; or (E) an individual not otherwise described in (A)-(D) hereof who is not more than 10 years younger than the Participant.

(ii) "Distribution Calendar Year" means a calendar year for which a minimum distribution is required. For distributions beginning before the Participant's death, the First Distribution Calendar Year is the calendar year immediately preceding the calendar year that contains the Participant's Required Beginning Date. For distributions beginning after the Participant's death, the first Distribution Calendar Year is the calendar year in which distributions are required to begin. The required minimum distribution for the Participant's first Distribution Calendar Year will be made on or before the Participant's Required Beginning Date. The required minimum distribution for other Distribution Calendar Years, including the required minimum distribution for the Distribution Calendar Year in which the Participant's Required Beginning Date occurs, will be made on or before December 31 of that Distribution Calendar Year.

(g) After the payment of benefits has begun, a benefit payment option that has been selected may not be revoked nor the Participant's benefits increased by reason of subsequent divorce or death of the spouse.

4. **Effective January 1, 2023, Article IV (Benefit Payments) of the Masters, Mates & Pilots 401(k) Arrangement, Section 4.7 (Benefit Payments), subsection (c)(i) (Required Minimum Distributions) shall be amended by replacing "age 72" with "the Required Age."**

5. **Effective January 1, 2024, Article IV (Benefit Payments) of the Masters, Mates and Pilots 401(k) Arrangement, Section 4.7 (Benefit Payments), subsection (c) (Required Minimum Distributions) shall be amended by adding the following as Section 4.7(c)(iii):**

   (iii) Effective January 1, 2024, notwithstanding anything in this Plan to the contrary, the Required Minimum Distribution rules in this Plan shall not apply to a Participant's Roth Account until after the Participant's death, except for distributions that are required with respect to years beginning before January 1, 2024 but are permitted to be paid on or after such date. In addition, the incidental death benefit requirement of Section 401(a)(9)(G) of the Code shall not apply to a Roth Account.

6. **Effective January 1, 2026, Article VIII (General Provisions), Section 8.08 (Assignment of Benefits Prohibited), shall be clarified by adding subsection (d) to read as follows:**

   (d) Notwithstanding subsection (a) above or any other provision of these Regulations, a beneficiary may waive his or her rights as a beneficiary under the Plan as permitted by and in accordance with Internal Revenue Code Section 2518 (as such section may be amended from time to time, relating to qualified disclaimers of benefits), provided that such waiver contains a clear and unequivocal waiver of the beneficiary's rights and is presented to the Trustees prior to any payment being made to the beneficiary. Such a waiver will supersede any prior conflicting beneficiary designation that has been filed with the Trustees. If such a waiver is on file with the Trustees, and the Participant subsequently dies without naming a new beneficiary, any benefits payable on behalf of the Participant will be paid pursuant to the Plan as though the Participant had died without designating a beneficiary.

PENSIONERS

Jonathan D. Allen, shipping out of West Coast ports. He last sailed for American President Lines as chief mate aboard the APL President Carter.

Kenneth S. Barron, shipping out of East Coast ports. He last sailed for Matson Navigation as second mate aboard the Matson Anchorage. *"I enjoyed every ship and run. It's all about the travel and adventure. Last man to retire offshore from Mass Maritime class of 1978. Many thanks to MM&P for the opportunity and support."*

Douglas K. Buchanan, shipping out of West Coast ports. He last sailed for Matson Navigation as third mate aboard the Matson Tacoma.

Wilbur J. Dahn III, shipping out of East Coast ports. He last sailed for Patriot Contract Services as master of the USNS Pililaau.

Kesse N. Kesse, shipping out of Gulf ports. He last sailed for Pasha as third mate aboard the Sunrise Janet Marie.

Joseph E. Miller, shipping out of East Coast ports. He last sailed for Maersk Lines Limited as chief mate aboard the Maersk Durban.

John P. Rawley, shipping out of East Coast ports. He last sailed for Matson Navigation as master of the Matson Manoa.

Ronald R. Rivera, a member of the A & G Membership Group.

John D. Schampera, shipping out of West Coast ports. He last sailed for Matson Navigation as chief mate aboard the Matson Tacoma.

Brian K. Nenft, was a member of the A & G Membership Group.

Miri Skoriak, shipping out of West Coast ports. She last sailed for Patriot Contract Services as chief mate aboard the Cape Orlando.

Stanley Williams, shipping out of Gulf ports. He last sailed for Pasha as third mate aboard the Sunrise Janet Marie.

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CROSS'D THE FINAL BAR

Richard Bartholomew, 88, Oct. 15, 2025. A resident of Gold Beach, Ore., and a pensioner since 2000, he last sailed for Matson Navigation aboard the Moku Pahu.

Lawrence "Larry" M. Calame, 68, April 6**.** He last worked as master of the *USAV Essayons* in the US Army Corps of Engineers Portland District. After retiring from his nearly 40-year career, he moved to North Carolina. "He leaves behind a legacy of strength and resilience. A devoted ship's captain, navigating the seas with skill and determination. His career was a testament to his unwavering commitment and passion for his work." He is remembered by his union family as "an officer, a gentleman, and a friend." Survivors include his wife Maria and daughter Pippin.

Alexander "Al" J. Clark, 85, Jan. 23. A resident of Valley Stream, N.Y., and a pensioner since 1999, he last sailed for NPR Inc. aboard the *SS Guayama*. He loved sports, especially the Yankees, gardening, and animals. He enjoyed history including the Civil War, World War II, and his family's lineage. He is survived by his sisters Helen "Pat" Huber and Maureen Lane; his children Jason, Kevin and Douglas Clark, and Lauren King, and his grandchildren Emily and Kaylee King.

David J. Favre, 80, Jan. 16. A resident of Belle Chasse, La., and a pensioner since 2002, he last sailed for Waterman Steamship Company aboard the SS Stonewall Jackson. He served in the US Army. He loved yard work, running, bicycling, and his YMCA membership. He is survived by his wife of 55 years, Veronica; sisters Peggy and Jeanie, and her husband Brad; nieces, nephews and many other relatives.

Christopher E. Foros, 94, Jan. 10. A resident of Chios, Greece, and a pensioner since 1981, he last sailed for Wabash Transport as master of the Ogden Wabash. He spent the past few decades on "the island of his heart, Chios" doing charity work for St. John's Church, raising money to educate the young. He is survived by his wife Roula, his son and daughter, and two grandchildren.

Walter Hebb, 58, Feb. 22. He relocated from the East Coast to Alaska to follow his dream of becoming a merchant mariner and last worked with DeForge Maritime. He is remembered as an adventurer, storyteller, and an extravagantly generous soul. "Walt touched lives the world over, both in his personal and professional adventures. His big boots never stopped moving, whether on or off the job. His adventures spanned the globe, whether following the Grateful Dead, hiking in Nepal, swimming in Thailand, skiing in Colorado, or rocking out to his favorite jam band concerts. He was famous for his amazing stories, which were unbelievably true, and the mementos that he so freely shared with friends and family. He was never a stranger for long and made life-long friends wherever he roamed." He is survived by his partner Tanya Lee, her daughter Skye Evans, his father Walter Sr.; his sister Dr. Kelly Hebb-Campbell, her husband Alan and their children Kell, James and Audrey; his lifelong friend Jon Beck, a large extended family, and his beloved pets Max, Rosie, Trixie, DaVina and Petra.

Julian W. Lewis, 86, Dec. 19, 2025. A resident of Cobbs Creek, Va., and a pensioner since 1985, he last sailed for Maritime Overseas Corporation as master of the SS Overseas Valdez.

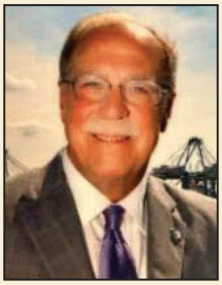
Augustus Z. Markris, 79, March 14. A resident of Mobile, Ala., and a pensioner since 2010, he last sailed for Maersk Lines aboard the Maersk Wisconsin.

Timothy J. O'Laughlin, 79, Jan. 1. A resident of Signal Hill, Calif., and a pensioner since 2010, he last sailed for Maersk Lines as master of the Sealand Lightning.

William "Tad" L. Palmer III, 62, Jan. 25. A resident of Portsmouth, R.I., and a pensioner since January 2025, he last sailed for Matson Navigation as master of the Lurline. Tad began sailing at a young age and continued to race and crew on well-regarded yachts in the United States, Mexico and the Caribbean through the early 2020s. His love for the sea ultimately shaped his professional life. Throughout his career, he was known as a steady, capable mariner, valued for his judgement and sense of responsibility. "He loved his family greatly and his children were the center of his life; his pride was clear to those who knew him." He is survived by his wife Shannon, children Adele and William, and his sisters Betsy Post and Muir Palmer.

John J. Pechulis, 98, Feb. 3. A resident of Hackensack, N.J., and a pensioner since 1987, he last sailed for United States Lines as master of the SS American Rover.

Jonathon S. Pratt, 70, Dec. 29, 2025. A resident of Palm Beach Gardens, Fla., and a pensioner since 2020, he last sailed for Maersk Lines as master of the Maersk Racer.



John F. Reinhart, 72, April 11. A resident of Virginia Beach, Va., he is remembered for his leadership in the maritime industry. He served as president of Maersk Line Limited from 2004 to 2014. For more than six years, he was the CEO and executive director of the Virginia Port Authority, where he helped advance the productivity, safety and economic impact of the ports of the Commonwealth of Virginia. John also served on various advisory boards within the maritime industry throughout his career and retirement.

Charles L. Reiter Jr., 91, Jan. 30. A resident of Onancock, Va., and a pensioner since 1996, he last sailed for Farrell Lines Inc. aboard the Resolute.

Margaret Elise Silvers, 83, Dec. 21. A resident of North Charleston, S.C., she retired from her job as a dispatcher in the MM&P Charleston Hall at the age of 72. She is remembered as a great help to everyone who came through the door, whether a fresh-faced applicant or a seasoned mariner. "Judging by all the Christmas cards and baby photos from members around the Hall, she was an important part of many of our members' lives. Everyone who knew her had nothing but praise and respect for her. She was a sweetheart of a person and all of us will miss her kind words, smiling face and wonderful, understanding heart." Survivors include her children, grandchildren and great-grandchildren, family and friends.

Vernon W. Weirich, 77, Jan. 20. A resident of Payson, Ariz., and a pensioner since 2015, he last sailed for American President Lines aboard the APL Korea.

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)

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