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Winter 2022



The Master, Mate & Pilot

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



*Best Wishes
for 2023*

The Master, Mate & Pilot

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About the Cover

The self-unloading bulk carrier *MV Manitowoc* is operated by Grand River Navigation and crewed by members of the MM&P Great Lakes & Gulf Region. The photo is used with permission of Rand Logistics.

COVER DESIGN BY DONNA MCCORMICK.

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FROM THE PRESIDENT

Voyage Planning

Union Sisters & Brothers:

Although the labor movement fared better than expected in the mid-term elections, one can't help but wonder how much more positive the outlook would have been had the railroad workers been fully supported in Congress. The Railway Labor Act and Congress denied them the right to strike. President Biden signed legislation imposing management-friendly contracts, and by the thin margin of eight Senate votes, additional legislation that would have provided railroad workers with seven days of paid sick leave per year was voted down. Railroad workers will continue to go begging for a few days of sick leave. It is no wonder that so many working people view our political system with cynicism. The robber barons continue to rob, lip service is paid to justice for labor, and the supply chain continues to operate on the backs of wage earners on land, on sea and in the air.

For MM&P's part, we have reviewed our Political Contribution Fund (PCF) policy to better inform our membership about where our relatively modest PCF funds are being distributed. While it is the fiduciary duty of MM&P leadership to use the voluntarily contributed PCF funds to support our members' jobs, prior to making any disbursements, we will also now review each candidate's record on issues affecting the civil rights of our members. This includes a prime concern for the health and safety of our female, racial minority, and LGBTQ+ members. While MM&P has always been up front and transparent about where PCF funds are spent and the fact that they go to candidates who support maritime legislation and the U.S.-flag merchant marine, all contributing members should be aware of the facts and decide accordingly when they make their much-needed contributions. All disbursements will be reviewed on the advice of our legislative director, Jim Patti, with an eye to maintaining critical maritime support in Congress and protecting the civil rights of all members. This support is as critical as ever with continuing attacks on the Jones Act, renewed efforts to undermine cargo preference and, on the positive side, new legislation supporting a Tanker Security Program. *(Please see the MM&P PCF policy statement on page 3).*

I can once again report that there have been significant pay raises in our contract renewals on all coasts. This is a credit to our capable Vice Presidents and MM&P negotiating committees. A potential strike was averted at Reinauer Transportation in New York Harbor and our members ratified contracts with Grand River Navigation, a major employer on

the Great Lakes. In the Offshore Membership Group, a successful negotiation was concluded with SEACOR (Waterman). Taken together with important contract improvements negotiated earlier in the year, the results of 2022 position all our membership groups well as we move forward.

While we have notched some notable contract wins this year, our strategy must be guided by a focus on the future. High inflation rates, coupled with an almost unprecedented demand for qualified mariners, have given rise to contentious bargaining and pressure on our hiring hall system and recruitment efforts. As with the railroad duopolies, there have been exorbitant profits for ocean carriers in the container and PCTC trades over the last two years. Some employers have been more willing to spread it around than others. With a view to the many collective bargaining, economic and recruitment challenges ahead, our legislative/PCF policy review was only one of many actions taken as 2022 has closed out.

The following are some key points that our members should be aware of:

- **Offshore Dues Increase:** Following up on a resolution submitted during the 89th Convention this summer, the Offshore Membership Group ratified a dues increase, effective January 1, 2023. This increase of \$25.00/quarter (\$100/year) will impact all Offshore members and Applicants, except pensioner members receiving pensions of \$16,000 or less. *Thank you* to our Offshore members for their strong support of this measure. It will assist in offsetting increasing costs and enable improved membership services.
- **401(k) Changes:** Several important changes have been made regarding MM&P's 401(k) Plan.
 - i) Effective January 1, 2023, the Trustees of the MM&P 401(k) plan have agreed to allow in-service distributions of any amount from a participant's voluntary 401(k) account. Distributions can be rolled over to a personal IRA tax-free or distributed directly to a member on a taxable basis. This will be permitted once per year for participants who have attained age 59 ½.



[continued on page 2](#)

- (ii) The Trustees have also asked Plans Counsel and our Financial Consultant to investigate the possibility and efficacy of permitting brokerage accounts as part of the IRAP/401(k) Plan to allow participants a wider range of investment options.
 - (iii) **For Offshore Membership Group contracts only:** Effective January 1, 2023, and subject to individual employer agreement to implement, all licensed officers who are not already enrolled in the MM&P 401(k) Plan will be automatically enrolled in the Plan at a level of three percent (3%) of the benefit wage. ***Licensed officers who do not wish to participate will be able to opt out at their discretion.*** The amount automatically deducted will be increased by one percent (1%) every January 1 through January 1, 2025, when the amount will remain at five percent (5%).
 - (iv) **Regarding Inland contracts,** MM&P leadership continues to urge our negotiating committees to bargain for higher contributions into our Individual Retirement Account Plan (IRAP). Higher defined contributions are essential to increasing the retirement security of our Inland members. The successful negotiation earlier this year with Great Lakes Towing Company, whereby existing IRAP contributions will be supplemented by employer-matched 401(k) contributions, is what needs to be established with all Inland contracts, given the fact that our Inland contracts do not include the APP defined benefit plan option at this time.
 - (v) Finally, we must remember that our political support must also be directed to members of Congress who are committed to maintaining Social Security and Medicare. The greatest achievement of the New Deal Era, and the sustainer of millions of elderly Americans, must not be scuttled or diminished for the benefit of insatiable financial institutions. The retirement security of every member depends on a mix of MM&P's defined benefit and/or defined contribution plans, our 401(k) plan and our national social security system.
 - **Health & Benefit Plan Review:** The MM&P Health & Benefit Plan Trustees are in the process of reviewing plan benefits to better provide reproductive health care to our female members. While several improvements can be accomplished with minimal expense, the rising cost of medical care generally, particularly with regard to pensioner health care and the price of pharmaceuticals, continues to be a problem for all Americans. Inflation, as well as substandard market returns for most of 2022, have taken a toll on the financial reserves of our Health & Benefit Plan. While there is no intention to significantly reduce the level of benefits, some changes in eligibility rules and modest increases in active and pensioner co-pays are under consideration. We will keep the membership informed as things develop.
 - **MITAGS:** The Covid-19 pandemic hit our training plan harder than it did any other part of our Employer-Union Benefit Plans or Union institutions. Happily, with a closer return to normalcy, and under the administration of MITAGS Executive Director Eric Friend, we see our schools, East and West, on the comeback. MITAGS conference revenue has picked up and students are returning for training in greater numbers. Getting to this point has been a hard-fought battle. While MITAGS is almost on an even keel, if MITAGS East and West are to retain their premier positions among U.S. maritime training centers, capital investment in infrastructure is needed, as in the case of an aging ship. This will remain a key challenge moving forward.
- The priorities for our Union are, of course, maintaining our job base, ensuring the health and safety of our members, and improving our economic status. The structure of our union is sound, and we are taking every rational step to make sure we stay fit. This is true not only with regards to our contract campaigns, our political efforts to support our jobs and the necessity of maintaining superior benefit plans, but most importantly with regards to our membership itself. We are committed to expanding the diversity of our members and have incorporated the voices of the MM&P Women's Caucus Committee into our leadership. Outreach to the academies is pointless if we don't have welcoming, safe workplaces for all MM&P members. Our leadership is committed to seeing this through. At the same time, we will continue to seek every effort to organize new members. While a recent organizing drive in Savannah was not successful, two newly organized bargaining units in Southern California will bring some fifty new members into our Pacific Maritime Region.
- Nothing remains static. While MM&P honors our traditions and may rightly be considered a conservative organization in the pantheon of American labor, we have proven that we can adapt to the times. We have been doing so since 1887.
- With best wishes to all at sea and at home over the holidays,
- Fraternally,
- Don Marcus
International President



Statement by the General Executive Board on the MM&P Political Contribution Fund

Background

Historically, contributions to individuals running for election to the House of Representatives and the Senate have been predicated on an individual's support for the programs and policies important to the U.S.-flag maritime industry and to the jobs of the members of MM&P. These include support for the full implementation and funding of the Maritime Security Program; the full enforcement of U.S.-flag cargo preference shipping requirements; and full compliance with the domestic shipping statutes collectively known as the Jones Act.

Notwithstanding the importance of other social, economic, and labor issues and policies to the members of MM&P, the criteria for deciding who receives a contribution from our PCF was based solely on direct maritime policy issues. In other words, the individual's support for and his/her position on matters relating to the preservation and creation of jobs for our members were the sole determining factors.

Current situation

NEWS BRIEFS (CONTINUED)

Crew of *Alliance Fairfax* Helps Migrants in Straits of Florida



The MM&P LDOs who participated in the rescue were (left to right) Second Mate Kate Rastallis, Captain Chuck Hendricks, Chief Mate Ernie Caponegro and Third Mate Dustin Boren.



It was decided to launch the ship's rescue boat with medical supplies to assist because the Coast Guard gave an ETA of an hour. The chief mate and the third mate launched the rescue boat. They provided help to those on board and ensured that the person who had passed out was stable.

The crew of the *Alliance Fairfax* provided support and medical assistance to 18 migrants in a small boat in the Straits of Florida on Oct. 18.

"I cannot even describe how well the crew did in stepping up to help," said Captain Chuck Hendricks, who was on his first voyage as relief master. "It made me proud."

The incident began on the 4-8 watch, when Chief Mate Ernie Caponegro spotted heavy black smoke billowing from a small vessel. "As we approached to investigate, we counted 18 onboard, all waving frantically," the captain said. "We reported to USCG Sector Key West, and they requested us to remain on scene until they arrived."

"I stopped the ship, and a Spanish-speaking crew member was able to communicate with the vessel in distress. We learned that they were Cuban migrants, and one had passed out. They requested medical assistance."

The USCG gave an ETA of one hour, so it was decided to launch the ship's rescue boat with medical supplies to assist. Caponegro and Third Mate Dustin Boren launched the rescue boat and proceeded to the small vessel. They provided help and ensured that the person who had passed out was stable.

Shortly after that, the Coast Guard arrived, brought the migrants on board and transported them to safety. "The chief mate and the third mate did an excellent job getting the rescue boat launched and providing medical assistance," Hendricks said.

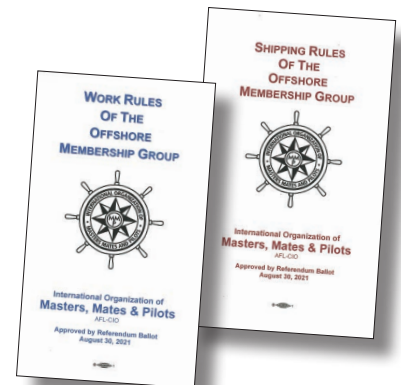
"Second Mate Kate Rastallis was outstanding on the bridge, coordinating with the Coast Guard, making the necessary calls, and assisting with navigation."

"Congratulations to you and your crew for the great work," said MM&P President Don Marcus. "Well done on all accounts, in the finest tradition of MM&P."

Shipping/Work Rules Committee Meeting

March 9-10, 2023

A meeting of the Offshore Shipping/Work Rules Committee is scheduled for March 9-10, 2023. Members who wish to submit a resolution should send it to the Office of the International Secretary-Treasurer: Sec-Treas@bridgedeck.org. Please refer to Article XIII of the Offshore Shipping Rules for information on submitting resolutions. The Offshore Shipping/Work Rules are posted in the Members' Only section of www.bridgedeck.org. The deadline for submission of proposed changes is prior to the close of business on Feb. 27, 2023.



George T. Worsham Receives Congressional Medal of Honor

George T. Worsham, an MM&P member who served in World War II and then sailed for another 33 years as a licensed deck officer, received the Congressional Gold Medal for his wartime service at a ceremony in October.

“When we found out he was receiving this medal, we wanted to make it special,” said his daughter Vicky Worsham, who organized a ceremony in his honor. Veterans from American Legion Post 354 in Midlothian, Va., served as the honor guard. The ceremony started with the Pledge of Allegiance and continued with a prayer, a reading of the letter from Congress and the presentation of the medal.

A camera crew from WTVR-TV in Richmond were on hand to film the event, which took place at The Pearl at Watkins, the facility where Worsham, 98, now lives.

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, while traveling in convoy ON-202.

“Dad was one of 37 survivors out of a crew of 70,” his daughter says. “After a month’s leave, he returned to the merchant marine and served for another 33 years.

During the war, he sailed as an AB, then as third mate, then chief mate. He sailed on the *Nashbulk* as third mate in 1945 and the *Evans Creek* as chief mate in 1949. After the war, he sailed as master for companies that included Marine Carriers, Keystone, Texaco Oil and Shell Oil.

“George Worsham served as a merchant mariner during World War II, which was known as the nation’s Fourth Arm of Defense,” explained WTVR-TV anchor Rob Desir on Richmond TV’s show New at 5:30. “They worked delivering nearly 70 billion tons of cargo to our armed forces overseas, which caused nearly 9,500 members to pay the ultimate price.”

“I was very honored to be honored, because I had a whole bunch of buddies who went down with the ship,” Worsham said. “It’s hard to explain.”



George T. Worsham at the ceremony that was held to recognize his service during World War II. On the wall beside him is an article from the September 1943 edition of The New York Times that described the sinking of his ship, the *Theodore Dwight Weld*. Worsham was one of 37 members of the 70-person crew who survived.



Worsham with veterans who belong to American Legion Post 354 in Midlothian, Va. They served as the honor guard for the award ceremony.



NEWS BRIEFS (CONTINUED)

MM&P Officers, Maritime Industry VIPs, Honored at AOTOS

The crew of *MV CMA CGM Herodote* and the crew of *USNS Yuma* were honored for rescues at sea during the prestigious AOTOS awards ceremony in New York City in October.

The crew of *MV CMA CGM Herodote* received an AOTOS Mariner's Plaque for the rescue of three fishermen off the coast of Japan on March 21.

After the crew saw billowing smoke about eight nautical miles away, they diverted towards the fire and discovered a Japanese fishing vessel, the *Yuujin Maru 51*, engulfed in flames. There was no sign of survivors and there was no name visible on what was left of the boat.

The crew began a search for survivors, put out a call to other merchant ships in the area and contacted the U.S. Coast Guard Command Center Honolulu and Japan's Coast Guard. They eventually located three fishermen in the water.

The *Herodote* crew continued the search for seven hours, until they were relieved by Japan's Coast Guard. Out of the fishing vessel's crew of eight, the three people that the U.S.-flag vessel located were the only survivors.

The officers and crew of the MSC Spearhead-class expeditionary fast transport vessel *USNS Yuma* received the AOTOS Mariner's Plaque for helping rescue 90 people aboard a migrant vessel that had collided with a Maltese tanker in the Eastern Mediterranean on Sept. 1. *Yuma's* medical services officer and other members of the crew rendered assistance to the injured.

During the ceremony, lifetime achievement awards were presented to three industry VIPs: CMA-CGM North America/American President Lines President Edward Aldridge; ILA President Harold Daggett; and American Roll-On Roll-Off Carrier Group President Eric Ebeling. The three received the traditional silver statuette of Christopher Columbus, the first Admiral of the Ocean Sea.



The crew of *MV CMA CGM Herodote* received the AOTOS Mariner's Plaque for the rescue of three fishermen. (Left to right) Third Mate Robert Giesen, Third Mate Jeremy Petron, Second Mate Alexandria Miller, Chief Mate Christopher Schlarb (onboard for the fishing vessel search-and-rescue operation) and Captain Shane Murphy.



The crew of *USNS Yuma* received the AOTOS Mariner's Plaque for helping to rescue 90 people aboard a migrant vessel that had collided with a tanker. MM&P member Steven Shields, sailing as third mate, represented the crew at the awards ceremony.

Offshore Membership Group Ratifies Dues Increase

Following up on a resolution submitted during the 89th Convention, the Offshore Membership Group ratified an increase in dues, which takes effect on Jan. 1.

The increase of \$25/quarter will impact all Offshore members and applicants, except pensioner members receiving pensions of \$16,000 or less.

The votes were tallied on Dec. 2 at MM&P headquarters.

"The final total showed overwhelming support, with over 71 percent of the eligible membership approving the referendum," said MM&P Secretary-Treasurer Don Josberger in a letter to the members of the Offshore Group.

"I want to assure all members, regardless of how you voted, that the General Executive Board will continue to strive to control the operating expenses of the organization."

"With this referendum now approved, the union will be able to continue to maintain and sustain the superior level of representation and services our members deserve."

Matson Orders Three New LNG-Powered Containerships

Matson has ordered three new LNG-powered Aloha Class containerships. The first is expected to be delivered in the fourth quarter of 2026. The second and third are slated for delivery in 2027.

They will join the *Daniel K. Inouye* and the *Kaimana Hila*, which entered the Matson fleet in 2018 and 2019.

The company says the new ships will help it achieve its greenhouse gas emissions reduction goals: a 40 percent reduction in Scope 1 GHG fleet emissions by 2030 and net-zero Scope 1 GHG emissions by 2050. They will have a fuel-efficient hull design, dual-fuel engines that can operate on LNG or conventional marine fuels, double-hulled fuel tanks and freshwater ballast systems.

They will replace three vessels deployed in the China–Long Beach Express service, which in turn will replace three older vessels currently deployed in the Alaska service. The new ships will be built by Philly Shipyard.

“Our existing Aloha Class ships are among the fastest, most efficient vessels in the Matson fleet,” said Matson Chairman and CEO Matt Cox. “These new Jones Act compliant vessels will be built specifically for our China–Long Beach Express service, and like their sisterships, are expected to help Matson achieve its 2030 greenhouse gas emissions reduction goal while also providing additional capacity and speed benefitting our Hawaii service as well as the CLX.”

The licensed deck officers aboard Matson ships are members of MM&P.



The *Kaimana Hila* joined the Matson fleet in 2019. The company says the Aloha Class ships will help it achieve its 2030 greenhouse gas emissions reduction goal.

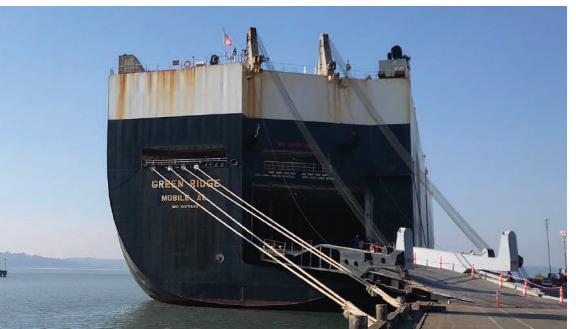
Greetings From the *MV Green Ridge*



Captain Doug Wingate and Chief Mate Greg Smith were at the controls of the Crowley tug *Protector*, shown here alongside the *MV Green Ridge* in Tacoma. The MM&P members aboard the tug belong to the United Inland Group–Pacific Maritime Region.



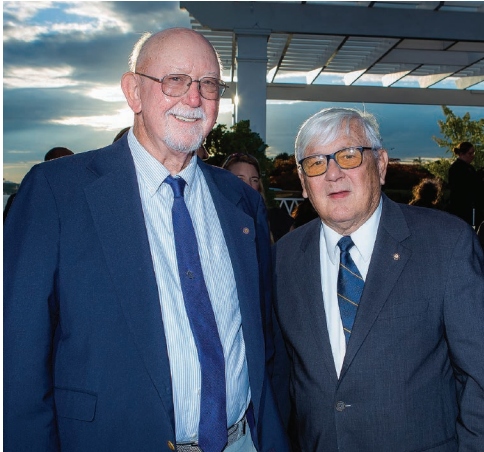
The hardworking MM&P members aboard the vehicle carrier *MV Green Ridge* took a break from their busy work schedules to share this photo with the rest of the MM&P fleet. (Left to right) Captain Thaddeus Grohoski, Chief Mate Pete Pizzarelli, Third Mate sailing as ABW James Early, Third Mate Christopher Lyons, Third Mate sailing as ABW Justin Storrs, Second Mate Patrick Boudreaux and Third Mate sailing as ABW Jorge Salas-Santos. MM&P recently concluded negotiations with SEACOR.



NEWS BRIEFS (CONTINUED)

SUNY Admiral's Dinner Raises Funds for Scholarships

Alumni and friends of the Maritime College gathered in September to raise scholarship funds for students who need financial assistance to attend and graduate from Fort Schuyler. This year, the event raised over \$700,000 in new scholarship funds for incoming maritime students.



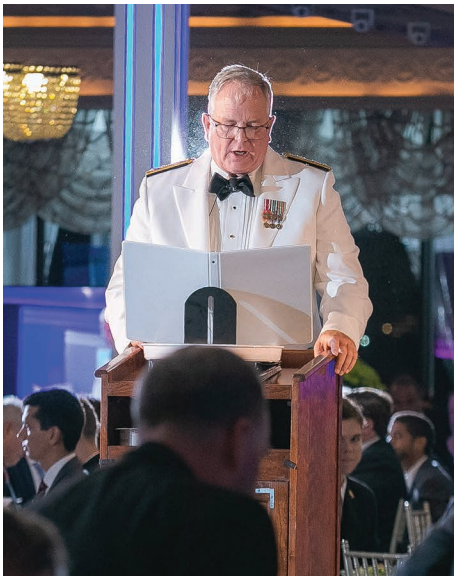
Harry Stumme and Rich May.



Howard Wyche, Teva Kurth and Robert Cook.



Mike Riordan and Paulina Czernek.



SUNY President Michael Alfultis reminded the guests that “too many students face high hurdles on their journey to graduation and we know that the highest hurdle is often affording the cost of attendance.”



Rich May, Roland Rexha, Ray Hennessey, Mike Riordan, Paulina Czernek, Don Josberger and Sean Fitzgerald.

International Survey Finds Widespread Discrimination Against Female Seafarers

A survey on gender-based discrimination and harassment in the maritime industry has found that both are widespread.

The survey was conducted online by WISTA, an international networking organization that seeks to attract and support women at the management level in the maritime, trading and logistics sectors.

The survey drew most of its data (90 percent) from women who work on cruise ships, reflecting the high level of concentration of female seafarers in that sector of the industry.

Of the 1,128 female seafarers who responded, 60 percent reported having experienced gender-based discrimination aboard ship. Sixty-six percent reported having witnessed harassment.

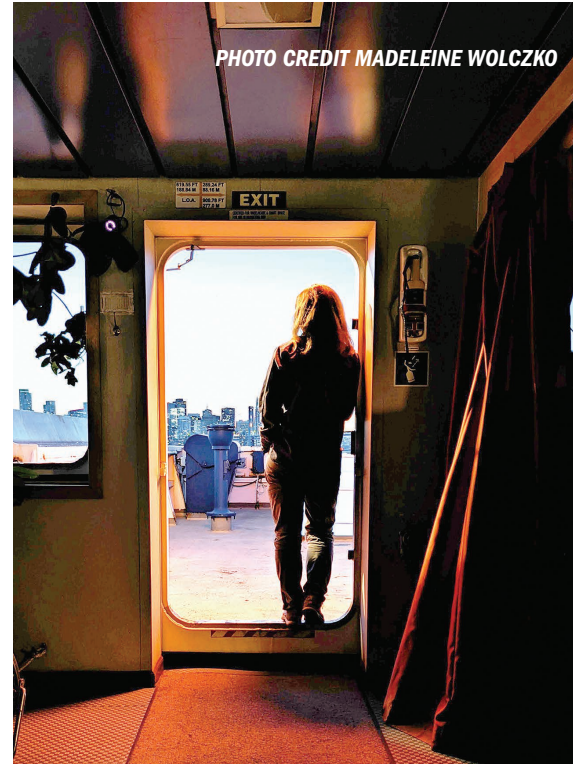
These results are significantly worse than the roughly 40 percent of women working shoreside in the United States who say they have experienced gender-based harassment.

Twenty-five percent of the respondents to the WISTA survey said that they had been harassed onboard, including being “invited” to another crewmember’s cabin or being targeted by “overly familiar remarks.” Another 25 percent reported obscene comments, body shaming and insistent advances, in most cases (90 percent) by male seafarers.

Although almost all respondents (97 percent) said their employers had policies banning harassment, only a small minority said that they had reported incidents to their companies, either through a hotline or through their direct superior.

“The report revealed unacceptable figures with women facing gender discrimination, harassment and bullying on the sea,” said Sanjam Sahi Gupta, the founder of WISTA India and the co-chair of WISTA International’s Diversity Committee.

“There is an urgent need to create a more diverse, inclusive and equitable maritime community, with women seafarers deserving a respectful and safe working environment.”



Sixty percent of female seafarers said they had experienced gender-based discrimination aboard ship.



Welcome Aboard!

The Jacksonville pilot boat operators have a new dispatcher, Anthony Brancato, shown here with UIG Representative Eduardo Iglesias. Welcome aboard Anthony! We are happy to have you on the MM&P team!

NEWS BRIEFS (CONTINUED)



Alaska Ferries Crew

Aboard the AMHS ferry *MV Columbia*. (Left to right) Captain Gabriel Baylous, Chief Mate James Davidson and Second Mate Tamara Giezentanner. Many thanks to MM&P Alaska Representative Mike Murray for sharing this great photo of the crew!

Greetings From MM&P Members Aboard the *MV American Mariner*

Great Lakes & Gulf Region Vice President Tom Bell took this photo of MM&P members aboard the *MV American Mariner* when the vessel was berthed in Toledo, Ohio, in October. (Left to right) OS Hannah Anderson, OS Jahmad Lavoile-McLeod and Conveyorman Darryl Blackshear.



Union Solidarity Helps Protect Members' Jobs

MM&P Alaska Regional Representative Mike Murray and Pacific Ports Vice President Lars Turner met with Alaska AFL-CIO President Joelle Hall to discuss issues of importance to working families in the state. "We have an important alliance with the Alaska AFL-CIO that helps protect our work with the Alaska Marine Highway System, Matson, Dunlap Towing and DeForge Maritime Towing," Turner says.



Cashman Dredge *Atchafalaya* in Jacksonville

The crew of the Cashman dredge *Atchafalaya* met with MM&P Great Lakes & Gulf Region Vice President Tom Bell and United Inland Group Representative Eduardo Iglesias in November in Jacksonville. The *Atchafalaya* is a split-hull trailing suction hopper dredge that disposes of material by bottom-dumping or pumping out through an on-board pump system. (Left to right) Captain Caleb Twombly, Chief Engineer Sean Barker, AB-Dragtender Trevor Horan, Chief Mate Dylan Freudenberg and MM&P United Inland Group Representative Eduardo Iglesias.



Greetings From MM&P Members Aboard *Maersk Kensington*!

When the licensed deck officers aboard *Maersk Kensington* took a break to celebrate Thanksgiving, they snapped a photo to share with the rest of the MM&P Fleet. (Left to right) Captain Christopher Kalinowski, Chief Mate Nick Killinger, Second Mate Andrew Rahner and Third Mate William Rodriguez.



Captain Change on the *MV Mokihana*

It was a chilly day in January when Third Mate Coleman Rosenberg snapped this photo of the licensed deck officers aboard *MV Mokihana*, including off-signing Captain Ryan Leo and on-signing Captain Angel Irlanda. In the photo (left to right) Second Mate Ian Lim, Third Mate Coleman Rosenberg, Ryan Leo, Angel Irlanda and Chief Mate Andy Banks.



NEWS BRIEFS (CONTINUED)

Leaders of Washington State Labor Council Tour MITAGS West

MM&P Pacific Ports Vice President Lars Turner facilitated a tour of MITAGS West for leaders of the Washington State Labor Council, AFL-CIO. “The discussion focused on the maritime industry, the role of the merchant marine and the importance to the Pacific Northwest and the greater supply chain of the work done by MITAGS students and staff,” he said. In the photo are Washington State Labor Council leaders Larry Brown and April Sims (*foreground*) with MITAGS staffers Pasha Amigud, Michele Barutha and Lars Turner.



MITAGS Holds New PCTC Course

MITAGS has launched a new course focused on the development of the professional and technical skills needed to work as a licensed deck officer aboard pure car and truck carriers. James Staples developed the new course, which includes three days of classroom work and two days of navigation training in the MITAGS simulators.

The course covers a variety of topics, with an in-depth look at the safety management systems used at MM&P-contracted SEABULK and at NYK, which operates just over 17 percent of the world’s PCTC fleet and has an overall capacity of 660,000 cars.

The modules range from safe operation of equipment such as the stern and side ramps and the deck-lifter trucks, to ballasting, confined space entry and bridge resource management.



Participants in the MITAGS Pure Car Truck Carrier course: (*left to right*) Brooke Grehan (Waterman Steamship); Rintaro Saito (NYK Group/RoRo Supervisor); Hiroyasu Inoue (NYK Group/Director Marine Quality RoRo Group); Jake Altum (SEABULK); Gerard Hasselbach (MITAGS); Brandon Lynch (SEABULK); James Staples (MITAGS); Jesmond Spiteri (NYK Group/Director Marine Operations); and Dennis OLaughlin (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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Monday–Thursday: 10:00 A.M.–4:00 P.M.

Friday: 10:00 A.M.–2:00 P.M.

MM&P Mental Health Resources Committee

“We Are All Here ‘Cause We’re Not All There”

This saying is funny because it’s true—for many reasons. We figure we all must be a little crazy to want to get on a ship and work our butts off for weeks or months at a time. It’s also true because we are all here on a ship, and not somewhere else—like with our families or our loved ones.

In an ideal world, we could talk to our shipmates about hardships we are facing or stressors in our lives. And although sometimes we can, that is not always the case.

Life at sea can be fun and beautiful, exciting, and rewarding. Life at sea can also be lonely and difficult and, depending on who you answer to or what company you work for, frustrating.

Things can change quickly on a ship—no, I’m not talking about the weather. I’m talking about feelings, moods, and mental wellbeing. We all face these hazards, and we might feel we are facing them alone. But we are not alone.

I have been sailing with this union since 2007. If you sail long enough, there are a few things most of us experience, such as struggles with your significant other. We all miss a few holidays, weddings, funerals, graduations, and gatherings that we wish we could have attended. We also probably witness or experience accidents, fires, and horrific injuries. We may laugh at things that “normal people” find offensive. We may even question our own (or our shipmates’) sanity. I could go on, but the point is that we have unique experiences as seafarers, and our experiences affect all of us differently.

Our brains are like ships. For everything to work well, we must maintain, balance, hold drills, and—when we need outside assistance—get a specialist on board. One way to work on self-maintenance is to check in with yourself periodically and assess what you might need at the time.

Since becoming the chair of the MM&P mental health resources committee, I have had a chance to speak to a few members about how we can improve life on our ships. The current labor crisis in our industry has highlighted the need to attract and retain an enthusiastic workforce. If life is good on our ships, we should have no problem. But how do we improve life on ships? The wellbeing of mariners must be a priority.

As a maritime psychotherapist (yes, I went back to school to be a therapist for sailors) I want nothing more than for us to be able to talk about our mental health. Recently, it has been a hot topic in the industry. But to normalize it, we must still work around the stigma and a maritime culture of “suck it up.”

In an ideal world, we could talk to our shipmates about hardships we are facing or stressors in our lives. And although sometimes we can, that is not always the case.

In a recent membership meeting, the leadership made it clear: “If you are feeling overstressed, reach out.” The union supports you, and whether you are on the ship or ashore, help is always available.

In a recent membership meeting, the leadership made it clear: “If you are feeling overstressed, reach out.”

Additionally, if a member wants to reach out COMPLETELY CONFIDENTIALLY— while on the ship or at home—the union’s Employee Assistance Program is a resource that rarely gets talked about. And did I mention it is confidential?

If you are like me, sailing is a gift. It affords us an opportunity to see the world, support our families, become a member of this incredible brotherhood (and sisterhood) that is MM&P. But to keep the ship running properly, we need to remember to maintain our own sense of self. Check in with yourself, check in with your shipmates, and reach out for support when things feel off balance.

When a member suicides, it affects all of us. One thing we know about suicide is that rarely do people really want to die: they just want their pain to end. If you or a shipmate are in pain, there are several ways to get support:

- Your shipmates.
- The EAP.
- If you are shoreside you can reach out to CIGNA and find a therapist or a doctor in our network. (I’ve done it, they’re easier to find and less expensive than you think.)
- Call the national suicide hotline at 988.

The MM&P Mental Health Resources Committee and I are open to comments and suggestions. Please feel free to reach out anytime.

Fraternally,

Miriam “Mimi” Anthony
manthony@bridgedeck.org

TRY THIS ROUTINE IF YOU WANT TO...

BUILD CONFIDENCE



- make the bed
- wear something you love
- recite self-affirmations

FEEL CONNECTED



- meditate
- call a loved one
- journal your thoughts

STAY FOCUSED



- drink water
- write your to-do list
- no screens for 2 hours

SHARPEN YOUR MIND



- brain dump
- read a chapter
- take a walk

BE HEALTHIER



- stretch
- get some sun
- move your body

TAKE A BREAK



- spend time outside
- listen to music
- drink coffee or tea

@thefabstory

Miriam Anthony holds a chief mate’s license. She has taken ships to Antarctica, Diego Garcia, Asia, the Middle East, and Europe. After witnessing need in the industry, she pursued licensure in marriage and family therapy, and seeks to bring mental health to mariners. She holds a master’s degree in humanitarian and disaster management from the California Maritime Academy and a degree in clinical psychology from Antioch University. She is currently providing therapy to military veterans for U.S. Vets in Southern California where she lives with her therapy dog, Hopper.

Masters, Mates & Pilots Plans



Administrator's Column

PATRICK MCCULLOUGH

Board of Trustees Meetings

The last scheduled meetings of the Board of Trustees for 2022 took place Oct. 12-13. In the next issue of the magazine, I will provide you with a brief overview of the highlights. The Trustees have scheduled their 2023 meeting dates as follows: March 7-8 and June 6-7. Due to a conflict that has just come up, the October meeting date will be set early next year.

Vacation Plan

Last Day for Processing Vacation and PRO Payments

The Plan Office received approval to close the year-end Internal Revenue Service and company reports and to process Vacation and PRO payments for 2022 no later than Friday, Dec. 16, 2022, at 3:00 p.m. EST. All requests for 2022 Vacation and PRO payments received after this date and time will be held until Jan. 3, 2023 for processing and will therefore be taxable in 2023.

If you have any questions, please contact the Vacation Department at 410-850-8625 or 410-850-8629.

Health & Benefit Plan

Annual Open Enrollment

November and December 2022

The Health & Benefit Plan will have an Open Enrollment from Nov. 1, 2022, to Dec. 31, 2022, for coverage effective Jan. 1, 2023. The Plan Office has mailed a Notice of Open Enrollment to eligible participants under the Plan.

During the Open Enrollment Period, participants can enroll dependents who missed the sixty days' notification requirement for the addition of a dependent who became eligible for coverage as a result of marriage, the birth of a child, adoption of a child or placement of a child for adoption or under legal guardianship, or loss of other group health plan coverage or health insurance policy coverage under which the dependent was covered when initially offered the opportunity to enroll in the Plan.

Along with the Open Enrollment Notice, the Plan is required to provide you with a Summary of Benefits and Coverage Form (SBC). The format of the SBC, including some of the examples, is required by federal law and is only a summary of Plan benefits. Therefore, the summary may not describe all the benefits available to you. Please refer to your Summary Plan Description for additional information about your benefits.

If you have not received this information in your mailbox, and you would like to add a dependent, please call the Health & Benefit Plan Office and speak to a benefit advisor at 410-850-8500.

2023-24 Offshore Scholarship Applications

Eligible dependent children of eligible Offshore members and co-pay pensioners in good standing are reminded to request an application for the scholarship program. Applicants must be high school seniors during the 2022-23 school year. Completed applications must be returned to the Plan Office by Nov. 30, 2022. For more information, contact Madeline Petrelli at the Plan Office at mpetrelli@mmplans.com or 410-850-8615.

Earnings Limitations for Pensioners and/or Dependents Under the Age of 65

As a reminder, pensioners and/or their covered dependents must notify the Plan that they reasonably expect that they will exceed the earnings limitations for the year. The Plan will offer them the option of continuing coverage under the Plan with Continuation of Group Health Coverage (COBRA).

Please note that the rules of the Plan state that these pensioners/dependents will also be presumed to exceed the earnings limitations for the following year unless they can demonstrate otherwise in writing. The Plan may request information such as copies of the federal income tax statement to verify that these pensioners/dependents have not exceeded the earnings limitations. If this information is not provided, the rules require the Plan to suspend benefits to these pensioners/dependents.

Increase in Pensioner Earnings Limitation for Health Coverage

As provided for in the Health & Benefit Rules and Regulations, the pensioner annual earnings limitation effective Jan. 1, 2023, will increase from \$43,000 to \$44,000. Effective Jan. 1, 2023, pensioners who are under 65 and who have retired under the MM&P Pension Plan with 20 or more years of pension credit, along with their dependents under 65 who are employed, will be able to receive annual earnings of up to \$44,000 without losing their health coverage under the Plan.

Please note: Pensioners and/or their dependents with less than 20 years of pension credit are subject to the Social Security limit of \$21,240. Pensioners and/or dependents who are under 65 should have already received their annual Earnings Limitation letter. They

are reminded to complete and return the letter to the Plan. If you have any questions, please contact the Plan Office.

Prescription Drug Formulary Exclusions Effective Jan. 1, 2023

The Plan has been advised by CVS Caremark that it will exclude some formulary prescription drugs effective Jan. 1, 2023. CVS has advised us that a small number of participants and/or dependents will be affected by these exclusions. All affected participants and/or dependents should already have been notified by mail. If you would like to review the formulary exclusion notice, we have it posted on the website. To review the list, go to bridgedeck.org and click on “MM&P Plans,” then on “H&B Forms” and then on “CVS Caremark–Formulary Exclusions January 1, 2023.”

Long-Term Maintenance Prescription Drugs

Please remember that the health plan has mandatory mail or maintenance choice at a retail CVS store for your long-term maintenance medicines. Long-term medicine examples are for asthma, diabetes, or high cholesterol, etc. If you have any questions about this program, please feel free to speak to your local CVS pharmacist. (Please note that all Target pharmacies are now CVS locations.) Visit www.caremark.com or call CVS Customer Care at 1-866-260-4646 for more information.

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.

2019 Annual Pension Confirmation Forms Needed for Plan Year 2018

Antoine Tedmore

2020 Annual Pension Confirmation Forms Needed for Plan Year 2019

John Moralis

Dolores Hoffman

2022 Annual Pension Confirmation Forms Needed for Plan Year 2021

Priscilla Anderson*

James Carroll

Franklin Davis

Richard Edwards*

Richard English

Ray Friis*

Joanne Gray*

Robert Hannis

Tammy Harvey

Marianne Little*

Angel Lugo-Santana

Robert McCarthy

John Mahon

Richard Mercer*

Marilyn Messer*

Michael Mullins*

Julius Perkins

William Skagen*

Raynor Smith

Susan Vanhorne*

Ruby Weimer

Wyonia Young

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

Plan Amendments

AMENDMENT NO. 158 TO THE M.M.&P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

Effective October 1, 2022 except as otherwise provided, the following provisions of the Rules and Regulations are amended as follows:

Effective January 1, 2016, Article I (Definitions), Section 17 (Hospital), Subsection D is replaced entirely with the following:

- D. Is primarily engaged in providing diagnostic and therapeutic facilities for medical, surgical, mental health, alcohol and/or substance abuse treatment. In no event shall the term “Hospital” include an institution used principally as a rest facility, custodial facility, a nursing home, a convalescent home, or a facility for the aged.

Effective, January 1, 2016, Article I (Definitions), Section 18 (Skilled Nursing Facility), Subsection F is replaced entirely with the following:

- F. It is not, other than incidentally, used principally as a rest facility, custodial facility, a nursing home, a convalescent home, a facility for the aged, or a hotel or a similar institution.

Effective, January 1, 2016 Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 1 (Allowable Expense), Subsection A, Subsection B, Subsection C and Subsection E are replaced entirely with the following:

- A. It is necessary for the medical, surgical, mental health, alcohol or substance abuse care and treatment of a non-occupational accidental bodily injury or sickness of a person who is a Covered Individual at the time the expense is incurred; and,
- B. it is recommended and approved by a Physician and is for a valid course of treatment, which is not experimental as determined by Medicare, and which is expected to lead to the cure and/or rehabilitation of the patient, provided that the Plan may obtain and rely upon independent medical advice to determine whether services for supplies are necessary for such treatment, are consistent with professionally recognized standards of care with regard to quality, frequency and duration, and are provided in

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the most economical and medically appropriate site for treatment; and,

- C. It is a Covered Charge as described in Section 2 below or it is a charge described and limited, as applicable, in Section 5 below; and,

...

- E. It is not otherwise excluded by provisions under this Part A.

Effective January 1, 2016, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 2 (Covered Charges), Subsection I is replaced entirely with the following:

- I. Charges for in-patient and out-patient benefits relating to Physical Therapy/Physical Medicine/ Rehabilitation, or for Applied Behavioral Analysis (“ABA”) Therapy at an approved treatment facility or hospital up to the maximum allowed under Section 5 Subsection H and as approved by the Plan’s review organization or medical consultant.

Effective January 15, 2022, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 2 (Covered Charges) is amended to add a new Subsection Q as follows:

- Q. Effective January 15, 2022, up to 8 at-home, over-the-counter COVID-19 diagnostic tests that are approved, cleared, or authorized by the U.S. Food and Drug Administration per 30-day period per Participant or Dependent. The benefit payable by the Plan shall be the amount charged by the Plan’s pharmacy benefit manager for an over the counter test purchased directly at participating pharmacies, or up to the \$12 amount established by the safe-harbor provisions of the Families First Coronavirus Response Act and the Coronavirus Aid, Relief and Economic Security Act, as such acts may be further amended or interpreted (collectively, the “Federal COVID-19 Legislation”) for post-service reimbursements submitted by members. In accordance with the Federal COVID-19 Legislation, claim for test kits shall be approved for medical purposes only and only if obtained by a Participant or Dependent for use by that Participant or Dependent. Submission of claims for test kits shall be deemed to be express or implied certification that the purchase of the test kit complies with these limitations. Claims for test kits obtained by or for use by individuals other than Participants or Dependents or for non-permitted purposes such as employment, travel or public health surveillance, shall be denied; if such claims are paid, they will be subject to Plan terms for fraudulent claims for benefits. Coverage, with no cost-sharing (including deductibles, copays, and coinsurance) is limited to the period covered by the public health emergency declaration associated with COVID-19.

Effective January 1, 2016, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 2 (Covered Charges) is amended to add a new Subsection R as follows:

- R. Charges for the care and treatment of mental health, alcohol and substance abuse, and applicable inpatient and residential treatment facility stays.

The first paragraph of Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 4 (Benefits) is amended by adding the following after the last sentence:
The Plan will pay 70% of the Allowable Expense for services received by out-of-network or Non-Contracted providers or facilities.

Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 5 (Limitations), Subsection D, Subsection E, Subsection G, and Subsection H are replaced entirely with the following:

D. Reserved.

E. Reserved.

....

G. Reserved.

- H. Benefits relating to Physical Therapy/Physical Medicine/ Rehabilitation within six (6) months of either a hospital confinement or, effective January 1, 2001, an out-patient 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.

Benefits relating to Physical Therapy/Physical Medicine/ 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.

Effective January 1, 2016, Article IV (Benefit Provisions), Part A (Comprehensive Major Medical Benefits), Section 6 (Exclusions), Subsection Q is replaced in its entirety with the following:

for expenses related to the treatment of:

- infertility,
- smoking cessation, and
- weight loss or obesity treatment (except for medically necessary treatment of any otherwise covered mental health condition, including an eating disorder, or as otherwise provided by the Plan) or for commercial weight loss programs or counseling;

Article IV (Benefit Provisions), Part B (Prescription Drug Benefit), Section 5 (Exclusions), Subsection F shall be replaced in its entirety with the following:

drugs, medicines or devices, even though such devices may require a prescription, that are determined not to be medically necessary, or for cosmetic purposes, hair growth, infertility, smoking cessation and/or for weight loss or obesity treatment (except as otherwise provided by the Plan);

Article IV (Benefit Provisions), Part M (Benefits for Pensioners), Section 3 (General Provisions), Subsection A (Earnings Limitations for Pensioners under Age 65) is replaced in its entirety with the following:

The foregoing benefits shall not be available to:

1. a Pensioner with less than twenty (20) years of Pension Credit and his Dependent(s) if the Pensioner receives "Earnings" above the "Under Age 65 Social Security Earnings Limitation" for that year;
2. any Dependent of a Pensioner with less than twenty (20) years of Pension Credit if the Dependent receives "Earnings" above the "Under Age 65 Social Security Earnings Limitation" for that year, or any Dependent of a Pensioner with twenty (20) or more years of Pension Credit if the Dependent receives "Earnings" above the Plan's maximum Earnings amount, as determined by the Trustees in their sole discretion, for that year;
3. a Pensioner under age 65 who retired under the M.M.& P. Pension Plan and/or M.M.& P. Adjustable Pension Plan with twenty (20) or more years of Pension Credit (or who retired under such other pension plan as provided in, and who meets the conditions of, Article III, Section 2.A.8 herein) and the Pensioner's Dependent(s) under the age of 65, if the Pensioner receives "Earnings" above the Plan's maximum Earnings amount, as determined by the Trustees in their sole discretion, and as may be amended from time to time.

For purposes of this Paragraph A, "Earnings" means all wages, earned income or remuneration or compensation for current, past or future services including (i) taxable wages reportable by any employer on Form W-2, (ii) self-employment income as defined in section 1402 of the Internal Revenue Code, (iii) the individual's share of the profits of any S corporation or undistributed net income of any C corporation in which he is a shareholder, to the extent that his wages reportable on Form W-2 do not reflect the full value of his services; provided, however, "Earnings" do not include distributions from qualified pension, profit sharing or stock bonus plans benefits received under government social insurance plans, such as Social Security, or passive investment income, such as dividends, interest, capital gains, rents or royalties.

Notwithstanding anything herein to the contrary, effective June 1, 2018, Pensioners and/or their Dependents will be permitted to

receive "Earnings" through employment for the Maritime Institute of Technology and Graduate Studies, employment for the Organization or Plan Office, or shoreside employment for a Contributing Employer without losing their eligibility to health benefits under this Article IV, Part M.

4. A Pensioner and his Dependent under the age of 65 shall report to the Plan Office at the beginning of the year, by means and in such a manner as determined in the Trustees discretion, or at the time they reasonably expect that they will exceed the Earnings Limitation for that year in which case they will not be eligible for benefits under the Plan for the remainder of that year, except as may be permitted in Section 5 below. Furthermore, they will be presumed to exceed the Earnings Limitation for the following year unless they can demonstrate to the Plan Office otherwise. If such a Pensioner or his Dependent fails to report that they will exceed the Earnings Limitation in a year that they do, their coverage under the Plan will be rescinded retroactively to the date they knew or would have reasonably expected to know that they would exceed the Earnings Limitation for that year and, in accordance with Article II, Section 7 hereinabove, the Pensioner or his Dependent will be required to reimburse the Plan for any claims paid by the Plan Office for claims incurred by them for that period their coverage is rescinded except as may be permitted in Section 5 below.
5. In order for a Pensioner and his Dependent(s) to be entitled to reinstatement of eligibility for benefits hereunder after their compensation falls below the maximums provided here in above, he must continue, without interruption, to comply with the Co-Pay requirements of Article III, Section 2(A) (5) or the Continuation of Coverage provisions of Article III, Section 7. In addition, the Pensioner and his Dependent(s) must elect Earnings Limitation Coverage, by means and in such a manner as determined in the Trustees discretion, and make Earnings Limitation Coverage payments during anytime which their coverage is or would be rescinded for receiving Earnings that exceed the maximums permitted herein. Earnings Limitation Coverage payments shall be calculated the same as any COBRA Applicable Premium determined under Article III, Section 11.H.
6. The Plan Office may request from Pensioners and/or their Dependent(s) such information that in its sole discretion it deems necessary to verify that they have not exceeded the Earnings Limitations hereunder. Such requested information may include a copy of the Pensioner's and/or Dependent's federal income tax returns. If a Pensioner and/or his Dependent(s) fails or refuses to provide such requested information, the Plan Office may suspend the payment of benefits for that Pensioner and/or his Dependent(s) until such requested information is provided.

PENSIONERS

Kirk W. Cully, shipping out of East Coast ports. He last sailed for Sunrise Operations/Pasha as third mate aboard the *Horizon Pacific*.

Danny Duzich, shipping out of Gulf ports. He last sailed for Central Gulf Lines as chief mate aboard the *Green Cove*.



David J. Hood, shipping out of West Coast ports. He worked as chief mate and last sailed for Matson Navigation as third mate aboard the *RJ Pfeiffer*.

Laura Y. Kovary, shipping out of West Coast ports. She last sailed for Matson Navigation as chief mate aboard the *Kamokuiki*.

William C. Laprade, shipping out of East Coast ports. He last sailed for Sunrise Operations/Pasha as second mate aboard the *Horizon Pacific*.

John W. Schreiber Jr., shipping out of West Coast ports. He last sailed for Matson Navigation as second mate aboard the *Maui*.



Steven Slead, shipping out of West Coast ports. He last sailed for Matson Navigation as master of the *Maunawili*.

Harold L. Torbeck, shipping out of West Coast ports. He last sailed for Matson Navigation as third mate aboard the *Manoa*.

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Admissions: *admissions@mitags.org*
Web: *www.mitags.org*

BWI Airport Shuttle

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

MITAGS West

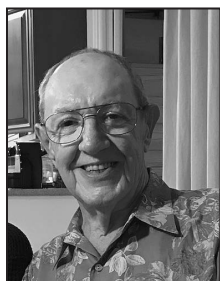
1729 Alaskan Way, S.
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Main: 206-239-9965
Toll-Free: 1-888-893-7829
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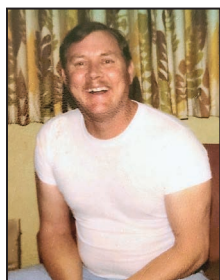


Roger A. Bergmans, 83, Aug. 13. A resident of Napa, Calif., and a pensioner since 1985, he last sailed for American President Lines aboard the *SS President Tyler*. He was promoted from enlisted to officer rank in the US Army during peace time, a fact that he attributed to his specialization in the maritime industry. His family remembers him as enjoying 57 years of adventures with the love of his life, Jo Ann, and providing an ideal childhood for his son and daughter while living life to the fullest. Survivors include his son Joseph, daughter Paula, grandchildren Matt and Porsche and their spouses, great-grandchildren Charlie and Blake, and his sister Susan.



John K. Bobb, 77, July 16. A resident of Stuart, Fla., and a pensioner since 1997, he last sailed for Sealand Services aboard the *Sealand Express*. He served in the US Coast Guard and was the executive director of MITAGS. He earned a Juris Doctor with a concentration in maritime law from the University of Miami. He is remembered for his "illustrious and adventurous career as a maritime executive and merchant mariner." He enjoyed books, music, history, classic films, Italian wine, photography, and Scottish Folds. "His wit, humor and generosity made him a great friend to many." Survivors include his son Andrew, his sister Mary Ellen, his cousin Michael F. Dugan; numerous cousins and family members.

Harvey L. Bryning, 92, Sept. 13. A resident of Edgewater, Fla., and a pensioner since 1986, he last sailed for United States Lines as master of the *SS American Lynx*. He served in the US Army. He is remembered for his love of Western movies, playing the stock market, and walking on the beach. Survivors include daughter Judy, stepdaughter Maurica Bixby, stepson Billy Bogardus, and grandsons Zack, Arthur and Derek.



Dane W. Cumbaa, 78, June 28. A resident of Pensacola, Fla., and a pensioner since 2003, he last sailed for American HeavyLift aboard the *Captain H. A. Downing*. He served in the US Army before beginning his maritime career. In his younger years, he was a fighter and competed for the Golden Gloves. He loved baseball, computers and spending time with his grandchildren and great-grandchildren. He is remembered for his big laugh, hugs, and the expression "Well, well, well." Survivors include his daughters Teresa and Lisa; grandchildren Scotty, Bobby, Tyler, Mikey, Shane and Jeremy; great-grandchildren Trenton, Regan, Preston, Peyton, Avin, Braylen and Ember.

Laszlo Endrody, 90, Aug. 23. A resident of Cedar City, Utah, and a pensioner since 2000, he last sailed for Patriot Contract Services aboard the *SS Cape Isabel*. He enjoyed writing and he wrote many books which were published. He also enjoyed spending time with his family, especially his grandchildren. He is survived by four children and eight grandchildren.



Esther M. Galindo-Pajak, 72, Nov. 13. A resident of Fairview Park, Ohio, she was the senior steward with Grand River Navigation. "She loved sailing, and her phone was full of videos and pictures of sunsets and sunrises from the water. She got to experience views that not many people will. She was surrounded with people, and in a sense a community, that cared about her." Survivors include her husband Tedd, son Dani and his wife Natalie, grandchildren Piper and Dean, her siblings, nieces, and nephews.



John B. "Jack" Hamstra, 67, Aug. 7. A resident of Friday Harbor, Wash., he retired from the Washington State Ferry System in October 2020. Jack worked for Washington State Ferries for almost 50 years, with most of his career and life spent in Friday Harbor in the San Juan Islands, where he was proud to say, "I never sand a single boat." A passionate collector of Willys Jeeps, his favorite was the 1956 Jeepster convertible passed down from his father. Known for his big smile and upbeat personality, he was often found catching Dungeness crabs or telling great stories, sometimes both at the same time. Survivors include his wife Dolly, son John "JB" with wife Jaime and family, daughter Alexandra "Rusty" Argall, sister Judi and husband Joe, sister Sue and husband Roy, niece Alyson and nephew Jesse.

Harry "Jim" Jacobsen, 88, Oct. 30. A resident of Escanaba, Ohio, he worked for Great Lakes Dredge and Dock Company. He served in the US Marine Corps. Jim loved the Great Lakes and all the adventures that came with them. He was a big history buff, especially about the wars. Survivors include his wife of 64 years, Barb, daughter Susan, and husband Michael, son Robert, grandchildren Jared and Kyla, great-grandchildren Lexi, Sadie, Ella, Ethan, and another on the way, and his siblings Donald and Marian.



Robert Lawrence Lord, 96, Oct. 31. A resident of Ocala, Fla., and a pensioner since 1983, he joined the Navy in 1943, when he was 17, serving as a seaman aboard an LST-1-class tank landing ship. After being wounded, he received a medical discharge from the Navy and decided to get his master's license from the U.S. Maritime Officers Training Station in Alameda, Calif.

He sailed as master for United States Lines, traveling mostly to Asian ports. Later he became a Panama Canal pilot and then a port captain. He met his wife, Anayansi, when both were working on the Panama Canal. "As soon as I retire," he would say, "I want to have a boat." That dream became a reality in 1990 when he bought a boat that he named after his wife. He was a perfectionist: "Everything had to be just right in the house and yard. He was always fixing things." His wife Anayansi, daughter Marilyn Stewart, her husband, grandchildren and great-grandchildren survive him.

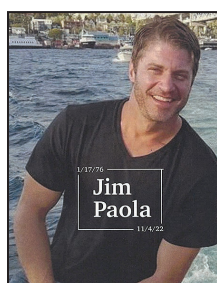
Wilfred Maehlmann, 90, July 11. A resident of Pompano Beach, Fla., and a pensioner since 1987, he last sailed for American HeavyLift aboard the *SS Spray*. Survivors include his wife Elizabeth, son William and his wife Monica, and grandson Kevin.



Sean T. McNeice, 58, Nov. 8. He sailed for Marine Transport Lines aboard the *Philadelphia Express* in 2017 and joined Texas A&M University at Galveston as an associate professor in the Department of Maritime Transportation in 2018. At the time of his passing, he was master of the Texas A&M Maritime Academy training vessel. He served in the US Army and the

US Navy Reserve. He is remembered as a firm but compassionate mentor to many. "His salty mariner growl sent many cadets scurrying to follow his orders but did little to disguise the softness of his heart." He enjoyed telling stories that always began or ended with a terrible "dad-joke," was fond of pizza, and had questionable taste in the definition of a good steak. His wardrobe consisted almost entirely of khakis and tube socks. Survivors include his mother Amelia, brother Darren, his wife Jamie and their son James, his daughters Brittany and Ashley, granddaughter Ariana, and goddaughter Isabella.

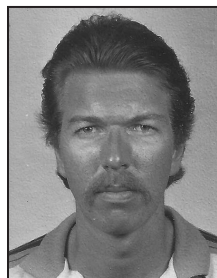
William Niemeyer, 67, Sept. 13. A resident of Charleston, S.C., and a pensioner since 2002, he last sailed for Waterman Steamship as master of the *SS Robert E. Lee*. He is remembered as a great father who loved telling stories and keeping the crowd entertained. He is survived by sons Andrew and Daniel, and his brother George.



James Paola, 46, Nov. 4. A resident of Seattle, he enjoyed a varied maritime career including the last 20 years as a tugboat operator with Crowley Marine Service in Puget Sound. He is remembered as an inquisitive, active, and intentional individual with a passion for exploration. He was an unapologetic "Renaissance man" with a curiosity for various fields ranging

from construction to history, music, art, and nature. "His most profound characteristic was his genuine loyalty to the people he loved and cared for, and he was known for how present he was with everyone. He truly sprinkled his love, light, inspiration, and gifts in this world." He is survived by his mother Paula; siblings Sam and Carolyn; brother-in-law Terry; girlfriend Luba; many cousins, aunts and uncles; extended family members and lifelong friends.

James G. Riggs, 68, July 24. A resident of St. Augustine, Fla., and a pensioner since 2002, he last sailed for N.P.R. Inc. as master of the *SS Humacao*. He enjoyed owning a boat, fishing, hunting and various other hobbies. He is remembered as a man with a generous heart. He is survived by Amy Wan-Ling Riggs.



Randy E. Rozell, 66, May 11. A resident of Ludington, Mich., he spent his career sailing on the Great Lakes and oceans. He could be seen riding his Harley most days, and in his spare time he enjoyed kayaking, campfires and reading. He enjoyed game nights with family and poker with friends. Survivors include his mother Dorothy, his wife of 38 years June, sons Jeff and Bill; grandchildren

Amarion, Brayden, Keanna, and Soraida Jr., his siblings John, Rea, Peggy, Nell and William; nieces and nephews.

Michael Shoemaker, 77, July 19. A resident of Williston, Fla., and a pensioner since 2003, he last sailed for Sealand Services aboard the *Sealand Florida*.

Virgil B. Spearman, 85, Sept. 18. A resident of Van Wert, Ohio, and a pensioner since 1986, he last sailed for Maritime Overseas Corporation aboard the *Defender*.