



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 164TH EDITION

JUNE 19, 2026

MM&P Fleet Is Underway, NLRB Sets June 30 Deadline for Management



It has been fantastic to continue connecting with so many OSG and ATC Mates. Active and retired MM&P members continue visiting mates for one-on-one conversations, MM&P is meeting with members in every region, and OSG and ATC mates are skilling up at organizing trainings. These communications keep us focused on what actions we can take now and what preparations we can make to continue to enhance Mates' professional maritime careers.

Last weekend in Chicago, an ATC and OSG mate were able to engage with over 4,000 union members who represent over 5-million workers along with almost 500 international guests. Your story was published recently in [Labor Notes](#) and is reprinted below as published. The piece highlights Saltchuk's stalling of a first contract.

While we build our power, Saltchuk's legal stall tactic is hitting a wall with the federal government. On June 16, 2026, the National Labor Relations Board in Washington, D.C., officially transferred our case and issued a Notice to Show Cause against OSG.

This comes right on the heels of the NLRB General Counsel filing a formal Motion for Summary Judgment on June 15, calling out OSG for refusing to bargain despite your election win. **The Board is using the exact same playbook that just forced a final ruling against ATC last month**, giving OSG management a strict deadline of June 30, 2026, to answer for their stalling.

Our immediate goal remains simple: 100% communication coverage across all lines. Talk to your crewmates, ensure everyone is plugged in, and let's use this time to skill up so we can secure a strong contract. **Our next All-LDO training call will be on Teams June 24, noon EST.**

NEXT ALL-LDO Teams Call:

Wednesday, June 24, Noon EST

Legal Updates and Know Your Rights Training

Join the MMP WhatsApp for call info:

<https://rebrand.ly/ATCOSHWHATSAPP>



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SUPPORT UNION LABOR
NO JONES ACT
WAIVER

AS UNION MEMBERS OF A JONES ACT FLEET, WE DEFEND THE WORKERS, VESSELS, AND INDUSTRIES THAT KEEP AMERICA MOVING. EXTENDING THE JONES ACT WAIVER HELPS FOREIGN SHIPPING COMPANIES AT THE EXPENSE OF U.S. MARINERS, SHIPYARDS, AND THE FLEET OUR MILITARY DEPENDS ON.

Take Action





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In the News

Your story appeared in *Labor Notes* on June 1, 2026; the Article reprinted below as published and was written by Daniel Ginsberg-Jaeckle.

Oil Tanker Mates Fight for First Contract Against Familiar Employer Stalling Tactics

Imagine sleeping each night above more than a million barrels of oil while navigating the open ocean, maneuvering through narrow channels, and passing beneath bridges in some of the country's most congested waterways. The hours are long, the work is physically demanding, and the risks are ever present.

That's what licensed deck officers—chief mates, second mates, and third mates—do aboard oil tankers. These highly trained, federally licensed maritime professionals live and work on board ships for months at a time in an intense, high-pressure environment. They are responsible for overseeing the safe operation of vessels and managing cargo operations worth billions of dollars.

Most mates on U.S.-based oil tankers have unions to maintain standards and defend their rights. But some are still fighting to organize.

For the past two years, Saltchuk Resources has delayed bargaining a first contract and resisted landmark maritime organizing victories at its subsidiaries, Overseas Shipholding Group (OSG) and Alaska Tanker Company (ATC). As a result, 125 licensed deck officers have faced the challenge of maintaining a union presence while fighting for a first contract. Represented by the Masters, Mates, & Pilots (MM&P), these workers are demanding these companies come to the table and negotiate.

VOTES TO ORGANIZE

In January 2024, 25 licensed deck officers at Alaska Tanker Company, who transport crude oil from Alaska to mainly West Coast ports on the company's fleet of four vessels, voted to unionize. That October, another 100 officers at Overseas Shipping Group, which has a fleet of 13 tankers, also overwhelmingly voted to join the MM&P. These wins represented "the largest successful bottom-up organizing effort of licensed deck officers in the U.S. merchant marine in at least 50 years," said MM&P President Emeritus Don Marcus.

The deck officers are seeking the same protections and professional standards already secured by their union counterparts throughout the highly unionized maritime industry. Their priorities include competitive wages and benefits necessary to retain skilled mariners, fair scheduling systems, career advancement opportunities, enforceable protections against unilateral policy changes, and a meaningful voice over working conditions.



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Unlike many workers on union ships, officers at ATC and OSG face the risk of toxic benzene exposure, high-risk tank cleaning operations, and grueling cargo turnarounds with no say in the matter. Without a union, management has held unilateral power over the fleet's policies and been able to change relief schedules and extend tours at sea on a whim.

"I have safely and efficiently operated some of the largest American-flag ships the last seven years and things are not improving despite the energy sector making record profits," said Alex Gilmore, a third mate at Alaska Tanker Company. "We're committed to the safety of these ships, the environment, our customers, and each other, and we need a contract to ensure our concerns are addressed."

MANAGEMENT STALLS

Pressures created by management's responses to the global pandemic, which included sudden layoffs and communication failures, combined with the absence of an enforceable collective bargaining agreement, further accelerated the push toward unionization.

Rather than accept the outcome of the union vote, ATC and OSG launched an aggressive legal campaign aimed at delaying negotiations, dismantling the bargaining units, and exhausting the workers' momentum. The Saltchuk subsidiaries argued at the National Labor Relations Board that Chief Mates should be classified as "supervisors" and therefore excluded from union representation. After Regional Directors in Regions 12 and 19 rejected those claims and certified MM&P, the companies appealed to the full NLRB in Washington.

The dispute then became entangled in the broader political battle surrounding the NLRB itself. Following President Trump's January 2025 termination of Board member Gwynne Wilcox, the Board lost its quorum, freezing the case for more than a year. In March 2026, after Trump finally restored the quorum by appointing a third Board member, the NLRB issued a unanimous decision rejecting the companies' appeals and affirming the bargaining units.

With unfair labor practice charges over ATC and OSG's refusal to recognize and bargain with the union granted summary judgment from the NLRB, MM&P continues demanding that the companies bargain. But Saltchuk's subsidiaries appear intent to continue to drag things out—the companies are appealing the NLRB's decisions in federal court.

ACTING LIKE A UNION

Despite the prolonged delay tactics, deck officers at ATC and OSG have continued building momentum and functioning as a union. Workers have formed bargaining committees, established internal communication networks, and distributed weekly newsletters. Deck officers have organized surveys, petitions, contests, and industry advocacy campaigns.

The organizing effort has also produced immediate gains. Workers successfully pushed back against health care cuts, established a training reimbursement program, improved travel conditions, and



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secured the long overdue distribution of an Officer Handbook, laying out rules on issues like the length of tours, officers' duties, travel reimbursement policies.

The four ATC vessels are designed to bridge the gap between the Trans-Alaska Pipeline and the refineries of the U.S. West Coast. A single ATC ship carries approximately 1.3 million barrels of crude oil. The 13 OSG vessels transport crude oil and refined products like gasoline and jet fuel critical to the U.S. economy.

Today, these deck officers continue operating in some of the world's most strategically sensitive maritime corridors while simultaneously fighting to secure their first union contract. Like workers at Starbucks, Amazon, Whole Foods, Trader Joe's, and other employers, they're confronting companies' stalling tactics and abuse of the U.S.'s weak labor laws. The outcome of this dispute now represents more than a labor disagreement. It has become a test of whether workers in one of the nation's most critical industries can successfully exercise their right to organize and bargain collectively.



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OSG and ATC LDOs can upgrade to Chief Mate through the MM&P License Advancement Fellowship by applying for MM&P membership via comptroller@bridgedeck.org and mmpinfo@bridgedeck.org for reimbursement. The Fellowship reimburses 50% of non-reimbursed training costs up to \$10,000 per LDO for approved courses. For more information, email mmpinfo@bridgedeck.org.



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OSG and ATC First Contract PROGRESS BAR



MM&P IS HERE TO LISTEN

IF YOU HAVE ANY QUESTIONS, YOU CAN REACH CAPTAIN SHAWN TUCY OR CAPTAIN TOM LARKIN AT MMPINFO@BRIDGEDECK.ORG
OR CALL 410-582-7046

[Looking for more information about MM&P?](#)

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