



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 166TH EDITION

JULY 3, 2026

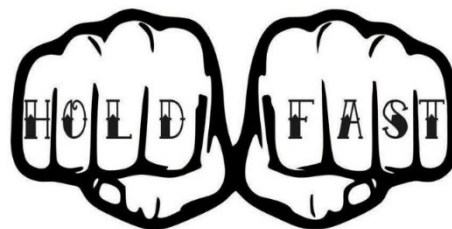
A Voice at the Table

The email sent to Licensed Deck Officers on July 1 isn't really about the timing of a wage increase—it's about who has a voice in making the decision. Historically, LDOs have generally received wage increases that tracked industry standards, rates of inflation, availability of replacement personnel and rates negotiated by other represented licensed officers.

This year's email is a reminder that those decisions at ATC/OSG are still made without LDOs at the table. Management decides when the increase is announced, how it fits into the company's overall compensation strategy, and what overall economics will make management look best. The people most affected by those decisions, the Licensed Deck Officers sailing the ships every day—have no seat in the room when those discussions take place. Terms and conditions of employment such as work rules and living conditions are generally ignored unless they seriously impact what is perceived to be productivity.

A union contract changes that. Under an MM&P collective bargaining agreement, a bargaining committee made up of your fellow Licensed Deck Officers—your shipmates who understand the job because they live it every day—sits across the table from management. Working alongside your elected MM&P officials and professional negotiators, they bring firsthand knowledge of the challenges, responsibilities, and realities of serving aboard OSG and ATC vessels.

Together, they negotiate not only wages, but also benefits, work rules, training, retirement, and every other aspect of the contract. Instead of having decisions made for you, LDOs have representatives chosen by the membership advocating for what is important to the fleet and put it all in writing as a enforceable collective bargaining agreement. Further, during the term of a collective bargaining agreement, Union representatives provide a strong and ongoing voice that goes directly to management to address issues as they arise. You are not left alone.





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Happy Independence Day on Behalf of MM&P!

On this 250th celebration of American independence, we remember one of the core principles our nation was founded on: the freedom to stand together, speak with one voice, and associate for a common purpose. Freedom of association remains at the heart of who we are. Unity turned thirteen colonies into an independent nation. Unity turns individual workers into a collective force to protect employment rights, safeguard self-respect and build a better future. To all Licensed Deck Officers, at sea and ashore, we wish you and your families a safe and Happy Independence Day. Here's to celebrating our nation's 250th birthday—and to achieving a strong first contract together. Cheers!



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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

INTERNATIONAL SHORTAGE OF SHIPS' OFFICERS MAY TOP 100,000 BY 2030

The maritime industry is facing a growing shortfall in the number of qualified ships' officers, according to a report released last week.

By 2030, more than 113,000 additional STCW-certified officers will be needed to operate the expanding world merchant fleet, according to the latest seafarer workforce report published by BIMCO and the International Chamber of Shipping.

The [2026 Seafarer Workforce Report](#) estimates that 2.57 million seafarers currently serve in the international merchant fleet: they include approximately 1.05 million officers and 1.52 million ratings.

"The headline concern is the mismatch between officer supply and demand," writes Sam Chambers in the June 25 edition of [Splash247](#).

The report, which is published every five years, estimates a current shortfall of 39,100 officers, compared with a surplus of 56,890 ratings.

By 2030, the demand for officers is expected to reach 1.16 million, which means an additional 22,747 officers must enter the workforce each year.

The demand for STCW-certified seafarers has increased by 35 percent since the last report was issued in 2021.

The researchers who conducted the survey attribute the surge to the full recovery of shipping activity after the pandemic and the 14 percent increase in the size of the world's merchant fleet.

Without sustained recruitment, improved retention, better cadet pathways and stronger maritime education capacity, the officer gap will widen, the researchers said.

A significant threat to efforts to increase the number of qualified ships' officers is the serious work-life imbalance reported by industry participants.

A landmark study published by World Maritime University earlier this year found that nearly half of today's seafarers plan to quit within five years.

The ratio was even higher for American officers, with more than 50 percent saying they plan to leave in five years' time.



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[That survey](#), commissioned by the Officers' Union of International Seamen, of which MM&P and MEBA are members, drew on responses from 4,372 seafarers—including 500 Americans—to paint an alarming picture of a workforce under severe strain.

The report, *In Search of a Sea-Life Balance in an Adverse Environment*, found seafarers working an average of 71 hours per week globally, a number that rose to 79 hours per week for US seafarers.

The WMU called for urgent, evidence-based action to cut administrative burdens, enforce realistic manning and rest standards, and embed human-factors science in regulation.

Waiving this law when US vessels are available outsources American jobs and weakens the long-term resilience of the domestic maritime industrial base.



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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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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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