



MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG FLEET & ATC FLEET NEWSLETTER 167TH EDITION
JULY 17, 2026

Unity at the Table and Standing Firm Against Raise Delays

When we enter the bargaining table to negotiate our first contract, OSG and ATC LDOs will be fully represented by our Negotiating Committee. Comprised of members from every rank, this committee is dedicated to advancing the collective interests of our entire membership. To ensure your voice is heard, we will continue leveraging surveys, conference calls, and face-to-face conversations.



**NEGOTIATING A
COMPETITIVE,
FAIR RAISE AS
PART OF A
CONTRACT.**

**DELAYING A
RAISE AND
A FIRST
CONTRACT.**

The Committee will provide updates each meeting and host ongoing calls so all LDOs can weigh in on critical demands, including: tour lengths, working conditions, retirement benefits, training and compensation and more. The contract will ultimately be decided by you, the membership. Once a tentative agreement is reached, it will be put to a membership vote to accept or reject.

A quick note on communication: If you hear rumors regarding contract developments, please ignore the noise, track down the source, and reach out directly to MM&P for clarification. Rumors and assumptions pre-contract are very common but the answer is almost always what do mates want the contract to say and that's what we will fight for.

To that end, the negotiating committees recently issued the letter (below) in response to OSG delaying your promised raise. We welcome your feedback and stand united.

Following the unanimous NLRB decision ordering company leadership to bargain, OSG is choosing to appeal to federal court instead. [[CLICK HERE](#) to submit your feedback on the company's legal strategy.]





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July 15, 2026

Fellow MM&P LDOs,

We all received the email from Deanna Marshall regarding the decision to hold back our traditional July 1 wage adjustments. Management's explanation is that they need to wait for the outcome of separate engineer negotiations before finalizing your pay framework.

We, the members of the OSG and ATC Bargaining Committees, want to be clear: we have been, and we are, ready and willing to bargain in good faith with the companies to deliver the competitive compensation we all deserve. We have requested that the company meet us at the table with that same commitment. Unfortunately, the company continues to ignore our vote for MM&P and is making this unilateral decision, pausing our wage increase and preventing our economic betterment.

This moment is a textbook lesson in why securing a finalized contract for LDOs is so vital. It exposes the fundamental difference between working under corporate policy versus working under a union contract:

- Under a signed collective bargaining agreement, wage increases are locked into a regular, fixed schedule. They cannot be suddenly paused, delayed, or adjusted because corporate executives decide they want to re-evaluate their internal "framework" at the eleventh hour.
- A contract ensures that your wages remain competitive and tied to clear industry standards. It protects your livelihood from being used as a variable or leveraged against separate, unrelated negotiations in other departments.
- True economic security isn't based on a corporate promise of retroactivity. It comes from a legally binding contract that establishes regular, predictable increases as a guaranteed right, not a managerial favor.

This situation is also a reminder that no maritime professional should have compensation delayed because of management's broader labor relations strategy. Every maritime professional, from the wheelhouse to the engine room, deserves fair treatment, stability, and the certainty that comes from enforceable workplace protections. That is exactly why securing our own contract remains so important.

We are ready to bargain in good faith to lock in the stability and competitive pay you have earned. This delay only reinforces why we need enforceable rules, not shifting corporate timelines. We will keep you closely updated as we push the company to sit down at the table and negotiate.

Faternally,

The OSG and ATC Bargaining Committees



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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

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** (<https://www.epi.org/publication/u-s-employers-spend-more-than-1-5-billion-annually-on-union-avoidance/>) 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.

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.”



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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

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<https://bridgedeck.org/osg-newsletters/>