MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG Fleet & ATC Fleet Newsletter 180th Edition

Oct. 9, 2026



Get in the Conversation!
Join the MM&P ATC/OSG WhatsApp

https://rebrand.ly/ATCOSHWHAT

ATC and OSG Campaign Expands Support

Over the past ten days, Mates United's Facebook and Instagram outreach has reached thousands of people, our accounts have grown to hundreds of followers, and the public petition has passed 600 signatures. Campaign graphics and news coverage are carrying our demand for first contracts to new audiences.

The academic solidarity letter now has 60 signatories, including scholars affiliated with Rutgers, Cornell, Princeton, UC Berkeley and the University of Chicago. Their expertise spans maritime studies, history, economics, law and other fields. Signatures remain open through October 15.

Faith leaders representing several denominations have also signed the faith solidarity letter, pledging support and inviting others to join. Together with unions, elected officials and community organizations, these supporters are strengthening the demand that Saltchuk respect our votes and negotiate first contracts.

Turning Solidarity into Action

One hundred MM&P members have stepped forward to help see this campaign through, contributing to political outreach, port visits, communications and other campaign activities.

More political visits are coming, a Washington, D.C., lobby day is being planned, and conversations with journalists are expanding opportunities for coverage.

Every mate can help build this momentum:

- Sign and circulate the petition among friends, family and fellow union members.
- Follow and share Mates United on Facebook and Instagram.
- Recruit solidarity-letter signers: share the faith letter with clergy and lay religious leaders, and the academic letter with professors and researchers.
- Bring another shipmate into the campaign and contact the organizing team to get involved.

What Is Total Labor Cost (TLC)—and Where Is Your Share Going?

Total Labor Cost (TLC) is the company's total cost of employing an LDO, including wages, health care, retirement, training, and other benefits. In contract negotiations, the union bargains over both the size of that package and how it is divided to best serve the bargaining unit.

The company recently highlighted increases in LDO pay and retirement benefits. It emphasized that LDO retirement contributions include vacation wages, while union-represented officers receive vacation checks through a union plan without retirement contributions on those payments.

But that tells only part of the story. Including vacation wages in a retirement calculation does not, by itself, mean you receive a better retirement package. The contribution rates and additional benefits matter, too.

Consider the retirement comparison:

Retirement benefit	OSG and ATC LDOs	Union-represented licensed engineers at OSG and ATC
401(k)	Optional	Optional
Money Purchase Plan	Chief Mate: 13.2%; Second Mate: 12.8%; Third Mate: 11.7%. These effective rates include the flat contribution and are calculated against base wages plus vacation wages.	Chief Engineer and 1AE: 17%; 2AE and 3AE: 16%, calculated against base wages.
Pension	None	Yes

The percentages use different wage bases, so they are not a direct dollar-for-dollar comparison. Even so, the company's emphasis on vacation wages leaves out a major difference: union-represented engineers also receive a pension. They also received an additional 1.2% wage increase on top of the 5% annual increase for 2026.

These are all pieces of the total compensation package. LDOs are missing out on negotiated benefits—and on the opportunity to bargain for their fair share of TLC.

Your shipmates in the engine room and unlicensed ratings have a voice in negotiating their compensation. You deserve that same respect. The company should come to the table so LDOs can bargain over how much goes into the package and where those dollars do the most good.

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FAITH LEADERS TO SALTCHUK: RESPECT THE VOTE. BARGAIN NOW.

ATC and OSG tanker mates voted overwhelmingly to join MM&P in 2024, but company delays continue to block first contracts.

Faith leaders across traditions are answering their call for solidarity, signing an open letter demanding that parent company Saltchuk respect the vote and bargain now. They are affirming a shared religious principle: workers deserve dignity, fair treatment, and the right to organize.

Faith leaders: add your name to the open letter.

Scan the QR code or visit tinyurl.com/faithsolidarity



Follow on Social Media:

FB: Mates United

IG: @Mates_United

Background: Labor Notes on the mates' first-contract fight:

https://tinyurl.com/SaltchukArticle

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SCHOLARS STAND WITH ATC AND OSG MATES

In one of the largest maritime organizing victories in decades, licensed deck officers at Alaska Tanker Company (ATC) and Overseas Shipholding Group (OSG) voted to join the International Organization of Masters, Mates & Pilots (MM&P) in 2024. The NLRB ordered both companies to bargain, but the companies continue to refuse and are fighting the orders in federal court. Like Amazon and Starbucks workers, these mates face a drawn-out fight for a first contract. Scholars are signing an open letter calling on ATC and OSG to respect the votes and bargain.

Scan the QR code or follow the link below to read the open letter and add your name

https://tinyurl.com/ScholarSolidarity



Background: Labor Notes on the mates' first-contract fight:

https://tinyurl.com/SaltchukArticle

Follow on Social Media:

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IN THE NEWS

Strike threat looms over North Sea oil supplies as Apache workers reject pay offer

HTTPS://WWW.BAIRDMARITIME.COM/OFFSHORE/DRILLING-PRODUCTION/STRIKE-THREAT-LOOMS-OVER-NORTH-SEA-OIL-SUPPLIES-AS-APACHE-WORKERS-REJECT-PAY-OFFER?UTM_SOURCE=CHATGPT.COM

A strike by more than 160 offshore workers at US energy company Apache this month could disrupt the UK's North Sea Forties pipeline, a major conduit for UK oil and gas supplies, the Unite labour union said on Sunday.

Unite said workers on seven North Sea assets operated by Apache overwhelmingly backed industrial action after rejecting a pay offer it described as a real-terms pay cut.

The union warned that disruption could bring the Charlie platform to a standstill, potentially leading to a shutdown of the Forties pipeline system.

Operated by Ineos, the Forties system transports crude from dozens of North Sea fields to Scotland and handles about 29 per cent of UK oil production and 30 per cent of its gas, Unite says.

The system exports Forties Blend, one of the crude streams underpinning the Brent benchmark used to price much of the world's oil.

(Reporting by Ahmad Ghaddar Editing by Alex Lawler and David Goodman)

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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.

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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