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The Master, Mate&Pilot

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



Special Convention Issue

The Master, Mate & Pilot

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About the Cover

Pasha's MV George III arriving in Honolulu. The Ohana-class containership, operating on LNG from day one, is one of the most technologically advanced and environmentally friendly vessel to serve the Hawaii/Mainland trade lane.

— PHOTO CREDIT PASHA HAWAII

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FROM THE **PRESIDENT**

Union Brothers and Sisters,

As referenced in my last editorial, MM&P is extremely fortunate to have employers who are actively replacing older commercial tonnage with state-of-the-art foreign and domestic new builds.

At APL, our members have been at the conn of the new 5,500-class vessels for several years now. Another new ship, the 9,300-class APL Phoenix, is likewise proudly crewed by members of MM&P.

Maersk Line Limited is now in the process of reflagging six newly built Aegir-class vessels. MM&P licensed deck officers dispatched from the East and Gulf coasts take the helm of the new MLL ships as they come online.

I recently had the honor of attending the christening of Matson's new Aloha-class vessel, the MV Makua. The ceremony, which took place in Philadelphia, was attended by MM&P licensed deck officers who will conn the ship, as well as government officials and representatives of Matson and Philly Shipyard.

While in Honolulu for the American Pilots' Association Convention, I toured Pasha's newly converted George II. This vessel, formerly the steam-powered container ship Horizon Reliance, represents the first steam-to-LNG diesel conversion in the world.

When I spend time with applicants and new members at union meetings, I can't help but proudly reflect on the fact that their entire careers could very well be spent aboard these remarkable new vessels.

Our Jones Act employers are to be commended for their faith in the American maritime industry as is so clearly evidenced by the significant financial commitment they are making to their Jones Act fleets.

It stands in stark contrast to the terrible message being sent to our employers, union members, the industry and the wider world by the administration's inexplicable Jones Act waiver.

The use of foreign-flag tanker tonnage has not meaningfully affected gas prices, has had no impact on military operations (the only statutory reason for a waiver), and is causing harm to domestic shipping and shipbuilding. Anecdotal reports suggest that at least some Jones Act newbuild decisions have been slowed down in order to wait for long-term clarity on the Act's future, and that US oil-industry charterers have used the threat of waivers to press US tanker operators for day-rate discounts.

A letter to the administration from Republican decisionmakers in the House of Representatives noted that about 95 percent of the waivered voyages have benefited foreign ship operators that do not pay US taxes and do not have to comply with US immigration laws to crew their ships.



MM&P President Don Josberger, Captain Chris Kluck, MM&P Pacific Ports Vice President Melany Velleca and Chief Mate Sorin Rosca with Pasha's new MV George II in the port of Honolulu. The vessel, formerly the steam-powered container ship Horizon Reliance, represents the first steam-to-LNG diesel conversion in the world.

"The Jones Act waiver has become a loophole exploited by adversarial countries to erode America's maritime dominance," the GOP representatives said.

Foreign-flag shipping's lower operating costs—along with the far-lower capital cost of foreign-built hulls—make it difficult for American maritime operators to compete commercially, and the Jones Act provides them protection to sustain operations.

"Our nation's strongest shield against foreign exploitation of American waterways is the Jones Act," they wrote to President Trump.

The restructuring of MITAGS is ongoing. I continue to engage with all parties involved, in union meetings and other forums, about the need for restructuring and the importance of maintaining our training mission.

We held a very successful 91st Convention in August. My speech to the delegates appears on page 27 of this issue of the magazine.

In closing, I want to reiterate: The challenges we face will not abate. The struggle to protect the jobs and working conditions of our members will continue. Each of us must participate in these efforts by respecting the terms of our negotiated contracts, continuing to demonstrate the professionalism and integrity that MM&P members are known for, and upholding the provisions of the MM&P Constitution.

Fraternally,

Donald F. Josberger
MM&P International President

Matson Christens First of Three New LNG-Fueled Aloha Class Containerships

Matson christened the first of its three new Aloha-class LNG-fueled containerships in a ceremony held at Hanwha Philly Shipyard on Oct. 10. Among the attendees were MM&P President Don Josberger and MARAD Deputy Administrator Mark Johnson. Matson board member Jenai Wall officially named the vessel Makua with the traditional bottle smash.

The Makua and the two other new vessels are being built to match the size and speed of the Daniel K. Inouye and Kaimana Hila, the company's two existing Aloha Class ships, which entered service in 2018 and 2019, respectively.

The 850-foot long and 3,600-TEU-capacity containerships are the company's fastest vessels, with a top speed of nearly 24 knots.

Like their sisterships, the Makua and the other two new vessels will be equipped with dual-fuel engines designed to operate on either conventional marine fuels or LNG. The new ships, which also have a fuel-efficient hull design, double-hull fuel tanks and freshwater ballast systems—will be delivered LNG-ready.

Makua is scheduled for delivery in the first quarter of 2027; the second ship is scheduled for delivery in the third quarter of 2027; and the third is expected in the second quarter of 2028.



MM&P President Don Josberger with Matson Chairman and CEO Matt Cox. "Adding three new Aloha Class ships to the fleet over the next 18 months will improve operating efficiencies and reliability and increase capacity in our core Hawaii service as well as our China-Long Beach Express service," Cox said.

"[W]e're proud that building [these vessels] here supports hundreds of good-paying shipyard jobs and will provide more than 2,500 job opportunities for U.S. mariners over the lifespan of each ship," Cox said.

"We are grateful for Matson's continued trust in our people, and incredibly proud of the skill and craftsmanship our workforce is bringing to Makua and the next generation of Aloha Class ships," said David Kim, CEO of Hanwha Philly Shipyard.

Matson plans to name the other two new containerships Malama and Makena.

The company's original ships named Makua, Malama, and Makena were freighters commissioned by the United States Shipping Board, an emergency agency established by the 1916 Shipping Act to increase the number of US ships supporting the war effort during World War I. They were purchased by Matson in the 1920s and remained active in the Matson fleet for the next two decades.



At the christening of the Makua. ***(Left to right)*** **Captain Dave Crawford, Josberger, Captain Paul Schulman and Chief Mate Jonathan Londynsky.**



Matson board member Jenai Wall officially christened the vessel in front of an audience of approximately 300 invited guests.

Merchant Mariner Charles Mills Honored for World War II Service



Charles Mills, 106, has been awarded the Merchant Marine Medal for Outstanding Achievement. Besides his distinguished wartime service, he has also been a regular presence on Capitol Hill, advocating for passage of legislation to honor World War II mariners. More than 100 people, including state and local dignitaries, attended a celebration in his honor in Pearland, Texas.

The Maritime Administration has awarded World War II veteran Charles Mills the Merchant Marine Medal for Outstanding Achievement. The medal is the third-highest medal awarded to merchant mariners. It recognizes years of service, dedication to the US fleet and extraordinary contributions to the United States.

After World War II, Mills spent five decades in the maritime industry, serving as a representative for the National Maritime Union and later the Seafarers International Union. He also traveled to Washington, DC, for years with the "Storm the Hill" group, advocating for legislation honoring World War II merchant mariners.

His efforts, along with those of other members of the American Merchant Marine Veterans association, were instrumental in gaining bipartisan support for the Congressional Gold Medal Act of 2020.

Snapshots From the Zhoushan Shipyard



Maersk Ohio was in the process of completing its shipyard period in Zhoushan, China, when the crew took time out from their busy schedules to send greetings to the rest of the MM&P fleet. Many thanks to Captain Chris Kavanagh for sharing these photos for publication in The Master, Mate & Pilot!



Boston Pilots at Sail 250 Boston

Active and retired members of the Boston Pilots gathered in July at Boston Harbor to honor the 250th anniversary of the founding of the United States. Boston was the final stop of the national Sail 250 celebration. It featured nearly 60 tall ships and military vessels from over 20 countries and drew more than three million visitors. APA President Jorge Viso and MM&P Pilots Group Vice President Tim Ferrie attended the event, which was held on Nantucket Lightship 112 and included over 130 other guests, including friends, family and port stakeholders.



(Not pictured: pilots Dirk Coffman, Scott MacNeil, Rich McGuire, Mike Peddle, and Don Sprague.)

(Left to right) **Retired pilot Chris Hoyt with active pilots Josh Lamm, Thom Evans and retired pilots Frank Morton and John Collins. "We brought back four retired pilots to make the parade schedule work," Evans said.**



Pilot Commissioner Marty McCabe, a retired Boston pilot, with his brother Pilot Robert McCabe.



MM&P Pilots Membership Group Vice President Tim Ferrie with MM&P Pilots Membership Group At-Large Representative Thom Evans.

Alaska AFL-CIO Convention Adopts Resolution Supporting the Jones Act



MM&P Secretary-Treasurer J. Lars Turner with AFL-CIO President Liz Shuler at the Alaska AFL-CIO Convention this summer. Delegates passed a resolution submitted by MM&P in support of the Jones Act. There are more than 6,500 jobs associated with the Jones Act shipping industry in the state of Alaska.

Crew of MV George III Rescues Man Missing for Over a Month in the Pacific

The crew of Pasha's MV George III rescued a California man who was missing in the Pacific Ocean for more than a month. The man, Kai Sato, told the crew he had survived on scraps of food, fish, and even condensation collected from seawater.

Sato, 39, had set sail alone from Catalina Island on June 7 bound for Hawaii, but two weeks into his voyage the mast of his sailboat snapped.

As the boat floated farther and farther out into the Pacific Ocean, he said he spent his days overwhelmed by despair. "I cried for a whole week, just drifting south, like miserable," he told Hawaii News Now. "I was literally like a sitting duck, just getting taken south by the current going way off course."

In mid-July, the situation worsened when he ran out of water. He said later he had filled buckets with seawater and sealed them with plastic bags to collect drinking water from condensation.

In August, he was rescued by the crew of Pasha Hawaii's George III when his boat drifted back into the California-Hawaii shipping route. The crew welcomed him aboard, he said, giving him his own cabin, clean clothes and food. "They were so good to me, those guys," he said.

Sato told journalists he is planning another voyage, this time to the Philippines, in a larger sailboat.



MM&P licensed deck officers aboard Pasha's MV George III with rescued sailor Kai Sato. *(Left to right)* Third Mate Chris Wallace, Chief Mate Greg Ferris, Kai Sato, Third Mate Omar D'Abreu, Captain Eric Veloni and Second Mate Edwards Barnett-Borys.



The mast on the sailboat broke just two weeks into Sato's voyage.



The crew of MV George III with Sato. "Those guys were so good to me," he told a local news station.

It's "Union Strong" on Labor Day in LA and NYC!

MM&P members on both coasts turned out to rally and march in Labor Day parades on Sept. 8. In Los Angeles, Antonio Amalfitano, Don Marcus, Brandon Hatfield, Jerry Mastricola, Jerry Myregard, Dave Boatner and Wendy Karnes rallied in front of the union hall. In New York, MM&P Atlantic Maritime Group City Representative Anthony Turzio marched with Staten Island Ferry crews and other AMG members on Sept. 8 under the banner "Our City, Our Fight, Our Future."



In Los Angeles, Antonio Amalfitano, Don Marcus, Brandon Hatfield, Jerry Mastricola, Jerry Myregard, Dave Boatner and Wendy Karnes display the MM&P colors in front of the union hall.



Antonio Amalfitano and his wife, Vianie, decked out their car with the MM&P flag.



Don Marcus, Jerry Mastricola and Dave Boatner walking the parade.



Antonio Amalfitano, Don Marcus and Paul Nielsen proudly sport the MM&P colors



Anthony Turzio at the Labor Day Parade in New York City, wearing his Staten Island Ferry t-shirt.

A Visit to Maersk Kensington

MM&P President Don Josberger joined Chief Mate Joe Carpenter and Third Mate Nicholas Mastronikolas on the Maersk Kensington in September for a wide-ranging discussion and a cup of coffee. "It was a sunny day in Charleston and a great opportunity to discuss important issues with some of our members," Josberger said.



A Visit With MM&P Members Aboard RV Marcus G. Langseth





MM&P President Don Josberger and Atlantic Ports Vice President Tom Larkin boarded the RV Marcus G. Langseth in the Port of Norfolk to meet with MM&P members. On the bridge *(left to right)* Chief Mate David Wolford, Josberger, Larkin and Captain Mark Landow.

MM&P Secretary-Treasurer Visits Crew of AMHS Ferry Aurora



MM&P Secretary-Treasurer Lars Turner spent time aboard the AMHS Ferry Aurora in August while it was docked in Whittier, Alaska. The MM&P Pacific Maritime Region represents the licensed deck officers who sail aboard the ferries in the Alaska Marine Highway System. "It's great to meet MM&P members providing critical transportation for Alaskan communities," Turner said.

Ocean Gladiator Calls at Port of Baltimore



MM&P President Don Josberger stopped by to visit union members aboard the Ocean Gladiator when the vessel docked in Baltimore. *(Left to right)* Ruby Redmond, Nathaniel Gass, Ryan McClellan, George Luber, Roman Purcariu and Josberger. "It was an opportunity for all of us to discuss contract negotiations and members' important priorities," he said.

New Washington State Law Bars Use of Public Funds to Automate Maritime Port Jobs



MM&P Secretary-Treasurer J. Lars Turner and Pacific Maritime Region Vice President Dan Twohig met with Washington State Governor Bob Ferguson after he signed a bill that prevents public monies from being used for the automation of maritime port jobs. The legislation is the first of its kind in the nation. "We worked with the International Longshore and Warehouse Union, the Teamsters and other maritime unions to bring this bill across the finish line," Turner said.

MM&P Supports ILWU



MM&P International Secretary-Treasurer J. Lars Turner joins ILWU Local 19 Dispatcher Sarah Esch on an informational picket in Seattle. MM&P supports the ILWU in their efforts to protect jurisdiction and safe working conditions in Puget Sound.

USNS Sisler Completes Joint Multinational Operation



USNS Sisler recently completed a multinational operation, Combined Joint Logistics Over-the-Shore, which brings together multiple forces including Navy, Marines, Coast Guard and the Army. *(Left to right)* Second Mate Noah Barto, Third Mate John Nersten, Chief Mate Elizabeth Livi, Captain Alexander Spitz, Cargo Mate Thomas Jelliffe and Third Mate Mitchell Boggs. "The safe and efficient execution of vessel operations was essential to supporting the mission and moving critical equipment ashore," Livi says. "The operation tested and strengthened combined logistics capabilities while expanding maritime sustainment capacity and strengthening the alliance with our allies."

Convention Delegates Honor McCullough Family for Years of Dedication to the Union

Delegates to the 91st MM&P Convention passed a resolution honoring the family of longtime Plans Administrator Patrick McCullough, who passed away in July.

Patrick McCullough joined the Plan Office in New York while he was still in college and became Plans Administrator in 2006. He and other members of the McCullough family have served the union and supported MM&P families over the course of decades with knowledge, professionalism and dedication.

The resolution dedicates the MM&P Law Library to the McCullough family.

"MM&P is proud to display this Resolution in our Law Library accompanied by a photograph of Brother Patrick," Josberger said. "The McCullough family's dedication to our organization will never be forgotten."



MM&P President Don Josberger presents a resolution honoring the McCullough family to Mike McCullough, MM&P Plans Director of Operations & IT.

Southeast Alaska Pilots' Association 2027 Entrance Examination

The Southeast Alaska Pilots' Association (SEAPA) is accepting applications from qualified mariners for its 2027 marine pilot trainee selection examination.

Candidates who successfully complete the examination and evaluation process may be placed on a waiting list for entry into SEAPA's pilot training program as positions become available. The application deadline is Jan. 19, 2027. Applications must be received by email.

The remotely proctored, computer-based written exam will take place on March 15. The simulator evaluation will take place April 19–25 at the University of Alaska Southeast, Ketchikan. The written exam will be conducted on the Surpass platform and may be taken from a suitable location, including aboard a vessel, provided remote-proctoring requirements are met.

Candidates advancing through the written and simulator stages will be considered for the training program. Successful completion of pilot training is required to qualify for a State of Alaska pilot license.

- For application details and qualifications: www.seapa.com/becoming-a-southeast-alaska-marine-pilot/
- For examination questions: seapa.exam@gmail.com
- Please direct examination inquiries to the email above rather than to SEAPA's main office.



ALL CONVENTION PHOTOS BY DONNA MCCORMICK

Report on the 91st MM&P Convention

Delegates representing the union's five membership groups convened the 91st MM&P Regular Convention on Aug. 3 at MITAGS, in Linthicum Heights, Md. Among the speakers and guests were MM&P members, national and international labor leaders, government officials and a member of Congress.

Speakers on the first day of the Convention included: Maritime Administrator Stephen Carmel; Congresswoman Sarah Elfreth (D-Md.); American Pilots' Association President Jorge Viso; AFL-CIO Associate General Counsel Maneesh Sharma; International President of the Association of Flight Attendants-CWA Sara Nelson; TTD President Greg Regan; MM&P President Don Josberger; and MM&P Secretary Treasurer J. Lars Turner.



Maritime Administrator Captain Stephen Carmel

"There is a pressing need to find new sources of cargo, strengthen the U.S.-flag fleet and increase our sealift capacity."



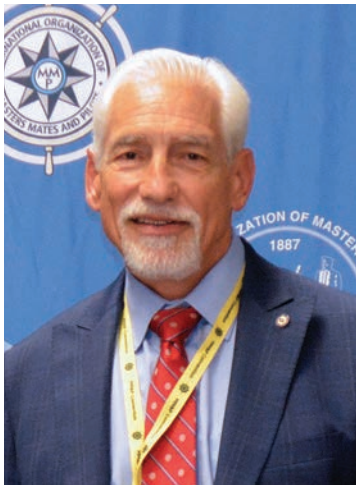
AFA-CWA International President Sara Nelson

"In our unions, we are never alone. And through our unions, we can take care of each other."

Congresswoman Sarah Elfreth

"We have not dedicated the necessary attention to the maritime industry over the past 80 years. We need 250,000 jobs in maritime to meet this moment in terms of our national security and economy."





American Pilots' Association President Jorge Viso

"The pilot ladder safety class that was launched at MITAGS with support from the Sandy Hook Pilots will have a positive impact on pilot transfer—I have no doubt about that."

AFL-CIO Associate General Counsel Maneesh Sharma

We're witnessing "a relentless attack on workers' rights and our unions by the administration and the judiciary, with total inaction from Congress."



Speakers on Day 2 of the Convention included: MM&P President Emeritus Don Marcus; MIRAID President C. James Patti; OBMG President Robert Cook; Jay Brooks of Sailors' Snug Harbor; ILWU Senior Policy Advisor Alexa Jurczak; Captain Antonio Rodríguez Fritz of Orden Marítima, the MM&P affiliate in Mexico; Mark Dickinson, who recently retired as head of Nautilus International and the Nautilus Federation; and MM&P International Counsel Gab Terrasa.

The MM&P Vice Presidents submitted their reports on the final day of the Convention, as did MM&P Plans Executive Director Ken Ryan and MITAGS Executive Director Eric Friend.

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MM&P President Emeritus Don Marcus

"If the Jones Act is neutralized or ultimately repealed, the central pillar of the U.S. maritime industry will crumble. Once scrapped by the destruction of the domestic core of the industry, rebuilding maritime skills and shipbuilding will be a multi-generational process if it is ever attempted. Skilled workers at sea, on our inland waterways, and in our shipyards are not developed overnight."



MIRAID President C. James Patti

"We are fighting to keep the Jones Act in place, to keep the U.S.-flag cargo preference shipping requirements in place, and to fully fund maritime support programs, including the Maritime and Tanker Security programs."

OBMG President Captain Robert Cook

"Our industry benefits from independent, science-based guidance. An example is the research that is being done on the safety risks of lithium-ion batteries."





ILWU Senior Policy Advisor Alexa Jurczak

"There shouldn't be any public dollars spent on automation and AI. They are a threat to our jobs and to our workplace."

Governor and Executive Director of Sailors Snug Harbor Jay Brooks

"SSH is one of the oldest secular charities in the country. It helps mariners with financial need remain in their homes by connecting them with local services and helping them pay their bills."



MM&P CONVENTION COVERAGE

Representatives of the MM&P Women's Caucus Committee and the MM&P Mental Health Resources Committee detailed the critical work they are doing to support the membership and bring about positive change in shipboard culture and the maritime industry as a whole.

MM&P Organizer Daniel Ginsberg-Jaeckle brought Convention Delegates up to date on the battle being waged by MM&P members at OSG and ATC, who voted for MM&P representation two years ago and are still fighting for a first contract.



Captain Antonio Rodríguez Fritz of Orden Marítima with Captain Juan Jose Quevedo Gomez

"Mexico also has cabotage laws and they are always under attack. Keep fighting to defend the Jones Act, because when they take it away it's very hard to get back."



MITAGS Executive Director Eric Friend

"MITAGS is working with the USCG and the USACE to establish a new Center of Excellence. Courses now under development at the school include casualty response and shipboard firefighting for municipal firefighters."



MM&P International Counsel Gabriel Terrasa

"You would be hard-pressed to find another maritime union that fights as hard as MM&P does to protect its members' rights. It is my great professional honor to be fighting in the trenches with you."



International Secretary Treasurer J. Lars Turner

"As long as we ply the waters of the globe, representation of MM&P issues in local, state, national and international bodies will remain important. We have the responsibility of leadership to carry our members' concerns forward and the resilience to protect their rights."



AFL-CIO Transportation Trades Department President Greg Regan

"We're fighting for the chance to rebuild our country and rebuild it in the right way."



Pilots Group Vice President Tim Ferrie

"MM&P and the American Pilots' Association share the mission of protecting life, property and the environment while advancing the working conditions of pilots, ships' officers and other seagoing professionals."

Gulf Ports & Government Contracts Vice President Jeremy Hope

"Patriot won the T-AGOS contract: six vessels in the Pacific. These will be great jobs. Overall, we'll have 12 MARAD vessels in our fleet. That's MM&P: we do the work. We get it done."





Atlantic Ports Vice President Tom Larkin

"The past two years have been demanding and rewarding. Our bargaining committee spent three months negotiating with MLL, drawing on input from members in every billet, and they brought home a contract we can be proud of. I can't thank the committee enough for the time, hard work, and commitment they put into it."

Great Lakes & Gulf Vice President Ed Lulko

"We're making gains at the bargaining table, and there is solidarity among our members. The successful dues referendum at Grand River Navigation will give the group additional resources to use for representation. I also want to thank Tom Bell and Eduardo Iglesias for their continued support."





FEMG Vice President Dave Narby

"The year began with an attempt to take our collective bargaining rights away; it was union-busting pure and simple. Despite the attempt to break us, we prevailed and ended up better than we started: with hazard pay and an increase in the aggregate pay cap."

Atlantic Maritime Group Vice President Keith Poissant

"The members of AMG see us fighting for them. They know we are on their side. When we walk into the yard, they come over to ask what they can do to support each other and the union. They realize that they are the muscle that can effect change."





Pacific Maritime Region Vice President Dan Twohig

"Things are going well for the Pacific Maritime Region. We have a great team in place and are continuing to grow our membership. We consistently have favorable results in terms of contract bargaining, and are organizing new units, while representing our members on the entire West Coast from Alaska to the Mexican border and Hawaii."

Pacific Ports Vice President Melany Velleca

"The West Coast halls are doing very well: John Taylor has resolved many of the outstanding grievances, and our dispatchers are doing a great job holding down the fort."



OSG-ATC Officers' Fight for a First Contract Takes Center Stage

Licensed Deck Officers at Overseas Shipholding Group and Alaska Tanker Company voted to be represented by MM&P in 2024. But the companies are refusing to come to the table and negotiate a first contract despite rulings from the National Labor Relations Board directing them to recognize MM&P and bargain in good faith.

"These mariners voted for MM&P representation almost two years ago and the National Labor Relations Board ordered the companies to negotiate," says MM&P Atlantic Ports Vice President Tom Larkin. "It's time for them to come to the table."



Matthew Sexton, a member of the OSG Bargaining Committee, with MM&P Secretary-Treasurer Lars Turner, President Don Josberger, Vice President Tom Larkin and Senior Organizer Daniel Ginsberg-Jaeckle. "MM&P is mobilizing the strength, experience, and commitment of our entire membership to support OSG and ATC Licensed Deck Officers," Josberger said. "We will stand with them every step of the way."



Convention Delegates pledge their support to the Licensed Deck Officers at OSG and ATC in their fight for a first contract.

Show Your Support for ATC and OSG Mates Fighting for a Contract!

The NLRB victory for ATC and OSG Mates is being challenged in federal court by the companies, prolonging the delay toward a first contract. Mates across the fleet are continuing to organize and make clear that their vote must be respected.

Members are circulating a petition calling on ATC, OSG, and Saltchuk to stop the delays and bargain. They have also launched Mates United on Instagram and Facebook to build support for their first contract.

Please show your support by signing the petition, following them on social media, and sharing.

Petition for OSG and ATC Stop the Delays & Bargain NOW

Please take a few minutes today to:

- ✦ Follow both pages.
- ✦ Like and share the posts with your networks.
- ✦ Sign and share the petition and ask a few others to sign it too.



Constitution Committee: Kristi Taylor, Gardner Bilodeau, Melany Velleca, Todd Silver, Christopher Kluck, Chris Gibson.



General Executive Board: Steven Haugland, Keith Poissant, Cassandra Clark, Thomas Evans, Brandon Varner.



Credentials Committee: Thomas J. Smith, Ken Ryan, Jeremy Hope, Eric Friend, Glen Hogarth. *(Not pictured: John Traut.)*



Grievance & Appeals: Ben Berke, Randy Swindell, Ed Lulko, Randi Ciszewski, Naldo Garcia, Jim Olsen, Michael Holiday.



Finance Committee: Jonathan Kelly, Noah Landau, Zachary Kellerman, Tim Ferrie, Thomas Bacalja, Paulina Trzepacz.



Laws & Legislation: Michael Clifford, Dave Narby, Morgan Densley, Nick Sorber, Linsey Austin Knight. *(Not pictured: Kevin Hughes.)*



Resolutions & Petitions: Mark Gripp, Eddie Boyle, Madeleine Wolczko, Tom Larkin, Fred Holm.



Rules: Tom Sullivan, Dan Twohig, Anthony Turzio, Coleman Rosenberg, David Wayne Parker.



Members of the MM&P Women's Caucus Committee: *(front row, left to right)* Cassandra Clark, Melany Velleca, Randi Ciszewski, Paulina Trzepacz, Donna McCormick, Miriam Anthony, *(back row)* Jen Stair, Madeleine Wolczko, Linsey Knight, Chelsea Patterson, Chloe Cox and Lisa Rosenthal.

MM&P CONVENTION COVERAGE



MM&P Pilot Membership Group Vice President Tim Ferrie with PMG representatives Zachary Kellerman (West Coast), Kristi Taylor (Gulf Coast) and John Traut (Atlantic Coast). *(Not pictured: Pilots Group At-Large Representative Tom Evans.)*



MM&P Regional Representative Eduardo Iglesias. "Mariners work hard and make substantial sacrifices that benefit our employers. That hard work and sacrifice must be properly compensated, not only in terms of pay and benefits, but also with job security, job safety, and rest time so that we can enjoy the fruits of our labor with our families. These benefits can only be secured by a union contract.



Former MM&P officials were welcome guests at the Convention: Rich May, Kip Carlson, MM&P President Emeritus Don Marcus, Paul Nielsen, Tom Bell, Dave Boatner and Wayne Farthing.

CONVENTION PHOTO ALBUMS

Flickr.com/photos/mastersmatespilots/albums

Scan for the full set of convention images!



Nautilus General Secretary Sascha Meijer with MM&P President Don Josberger, Mark Dickinson, who recently retired as head of Nautilus International and the Nautilus Federation and MM&P Secretary-Treasurer J. Lars Turner. "Maritime industry professionals should have decent jobs with healthy rest hours and a normal work-life balance," Meijer says. "That's something that we at Nautilus are committed to improving, working with our international partners to increase our influence on this matter at the International Maritime Organization, the International Labor Organization and the European Union."



Members of the Atlantic Maritime Group with MM&P leadership. *(Front row)* Lars Turner, Keith Poissant, Don Josberger, Anthony Turzio, Eddie Boyle, Billy Dunn; (back row*)* Gardner Bilodeau, James Olsen, Dave Parker, Tom Smith, Paulina Trzepacz.



PMR Vice President Dan Twohig with Antonio Amalfitano and Nick Sorber.

MM&P 91st Convention RESOLUTION ACTIONS

Approved

3 Referred to Offshore Advisory Committee

1 Referred to Shipping Rules Committee

1 Referred to next Constitutional Convention

4 Referred to Board of Trustees

Resolution # 4

Title: Solidarity with ATC and OSG Mates Fighting for a First Contract

Committee: Resolutions & Petitions

Committee Recommendation: Concur with resolution as written.

RESOLUTION in Solidarity with ATC and OSG Mates Fighting for a First Contract

WHEREAS, the International Organization of Masters, Mates & Pilots (IOMM&P) is the premier Licensed Deck Officer union in the United States, representing the highest standards of professionalism, safety, and labor power on the high seas; and

WHEREAS, the IOMM&P executed the largest, most successful maritime organizing drive in half a century; and

WHEREAS, this historic mobilization culminated in an unprecedented 90% voter turnout and supermajority vote for IOMM&P representation; and

WHEREAS, Saltchuk actively attempted to splinter and weaken this historic momentum through challenges at the National Labor Relations Board (NLRB), attempts that were skillfully and decisively defeated by the IOMM&P legal team; and

WHEREAS, despite intense corporate resistance, the IOMM&P has successfully forged an unbreakable bond across the fleet, utilizing robust, transparent communication channels that keep mariners united across thousands of miles of ocean; and

WHEREAS, the union's shipboard presence and aggressive representation have materially improved the daily working lives, morale, and dignity of LDOs; and

WHEREAS, securing a first collective bargaining agreement is the critical milestone required to lock in these hard-won gains, establishing fair wages, good benefits, dignified working conditions, and enforceable safety protections; now, therefore, be it

RESOLVED, that the International Organization of Masters, Mates & Pilots, assembled at our 91st Convention, stands in total, unwavering solidarity with the Licensed Deck Officers (LDOs) at ATC and OSG as they fight to secure the first contract they have justly earned; and be it further

RESOLVED, that this Convention celebrates the monumental organizing victory that will bring these LDOs into our ranks, affirming that the courage of the ATC and OSG LDOs and the unrivaled strength of the IOMM&P, have set a new benchmark for maritime labor; and be it further

RESOLVED, that the IOMM&P pledges the full weight of our union's collective resources, strategic power, and membership mobilization to back these Licensed Deck Officers until an acceptable first contract is signed, sealed, and delivered; and be it finally

RESOLVED, that a copy of this resolution be transmitted directly to the LDOs at ATC and OSG as a testament to our shared bond, and to the executives of ATC and OSG as a formal warning that the entire IOMM&P stands united behind our brothers and sisters on these vessels.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: Tom Larkin (Offshore Vice President – Atlantic Ports)

Resolution #9

Title: Support the Faster Labor Contracts Act

Committee: Laws & Legislation

Committee Recommendation: Concur with resolution as written.

Support the Faster Labor Contracts Act

The right of workers in the United States to collectively bargain for wages, benefits and workplace conditions has been guaranteed for nearly a century, yet today many employers impede negotiations through a variety of delaying tactics and other methods that violate the spirit if not the letter of the law. This is especially true when it comes to the negotiation of an initial bargaining agreement between workers and employers.



When a union has been officially certified by the National Labor Relations Board (NLRB) as the exclusive bargaining agent for workers, the employer is obligated under the law to negotiate in good faith. Failure to do so may be an unfair labor practice. In addition to an outright refusal to bargain, many employers seize any perceived opportunity to avoid doing what they should do: negotiate a collective bargaining agreement with a union. In fact, when considering initial contracts, statistics show that the average time from certification to first contract is 458 days with some negotiations never reaching a successful conclusion. Unfortunately, existing laws have no mechanism to effectively deal with these situations.

To rectify this problem and ensure that good faith negotiations occur, Congressmen Don Norcross (D-NJ) and Pete Stauber (R-MN) introduced HR 5408, The Faster Labor Contracts Act. The primary purpose of this bipartisan legislation is to ensure that when workers vote to form a union, employers are not allowed to drag out negotiations on a first collective bargaining agreement.

Key provisions of the bill include a requirement for employers to begin contract negotiations within 10 days of the union's election certification. If no agreement is reached after 90 days, either party may request independent mediation. If after 30 days mediation is unsuccessful, the parties may mutually agree to additional time or the dispute will be referred to a 3-person binding arbitration panel to secure the initial contract.

Over the objections of the Congressional Leadership in the House of Representatives, HR 5408 passed the House of Representatives on June 9, 2026, with bipartisan support. Subsequently, the bill has been referred to the Senate where companion legislation—S 844—has been introduced by Senators Josh Hawley (R-NE) and Cory Booker (D-NJ).

Throughout the legislative process, the MM&P has strongly and actively supported this legislation. Collective bargaining is a fundamental right guaranteed to workers in the United States through the National Labor Relations Act, and we firmly believe that steps must be taken to respond to employers who refuse to bargain or who use dilatory tactics to frustrate and ignore the collective bargaining process.

We further believe Congress must ensure that the Federal government is not doing business with companies—and taxpayer dollars are not going to companies—that refuse to live up to their obligation to negotiate in good faith. We urge Congress to amend this legislation to prevent the Federal government from entering into a contract with such an employer or extending or renewing an existing Federal contract with the company until and unless it begins good-faith negotiations.

THEREFORE, BE IT RESOLVED: That the 91st Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, reaffirms our strong support for the Congressional efforts to impose collective bargaining timelines as embodied in HR 5408 and S 844, The Faster Labor Contracts Act; and

BE IT FURTHER RESOLVED: That we express our deep appreciation to Representatives Don Norcross and Pete Stauber and Senators Josh Hawley and Cory Booker for their leadership on this critically important issue.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board

Resolution # 10

Title: Support the MM&P Political Contribution Fund

Committee: Laws & Legislation

Committee Recommendation: Concur with resolution as written.

Support the MM&P Political Contribution Fund

The importance of every MM&P member, pensioner, and employee supporting the Masters, Mates & Pilots Political Contribution Fund has never been greater. Over the past two years alone, we have seen serious and frequent efforts in Congress attacking funding for the Maritime Security Program, the U.S. flag cargo preference shipping requirements, and the U.S. build, ownership, and crewing requirements in the Jones Act. These efforts, backed and promoted by well-financed organizations and forces outside Congress, have as their objective the elimination of the programs and policies that support the operation of U.S. flag vessels and the employment of American mariners.

What this means for all of us is crystal clear: whether you are a liberal or a conservative, a Republican, Democrat, or Independent, the actions taken and not taken by Congress will affect the future of the U.S.-flag merchant marine and will affect your job. Unless we—every member of the MM&P—dedicate ourselves and our resources to the ongoing effort to protect our jobs and the economic viability of the U.S.-flag merchant marine, those who oppose our industry will succeed, and when they succeed, we lose.

At the same time, while it is critically important that we continue to do everything we can legislatively and politically to support and protect the maritime job base for all our members, we must remain committed to supporting and protecting the civil rights of all our members. As noted by the MM&P General Executive Board in a statement released in December 2022, "both are at the core of who we are as a union."

When you support the MM&P PCF you are taking an important step that helps our Union help those who will stand with us to protect and increase American maritime jobs: individuals who will

support the preservation and enforcement of the Jones Act; the full funding and growth of the Maritime Security Program and the Tanker Security Program; the continued implementation of the cargo preference statutes; meaningful maritime tax reform and trade policy for American mariners and companies that operate U.S.-flag commercial vessels; the rights of American workers to organize and to bargain collectively; the fair and equitable treatment of American mariners and maritime workers by all Federal agencies; and the civil rights of all our Members.

Each member of our Union from each membership group must do his or her part. Our future—and the future of our industry—depends on the full participation and support of all Members of the IOMM&P in our Union's political activities.

THEREFORE, BE IT RESOLVED: That the 91st Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, calls on each official of our Union to educate the Members of each IOMM&P Membership Group about the importance and activities of our PCF to help achieve greater support of our PCF from each IOMM&P Member.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board

Resolution # 11

Title: Support the Jones Act–Oppose Unwarranted Waivers

Committee: Laws & Legislation

Committee Recommendation: Concur with resolution as written.

Support the Jones Act – Oppose Unwarranted Waivers

Section 27 of the Merchant Marine Act of 1920 (46 U.S.C. 55102) commonly known as the Jones Act, requires America's domestic waterborne commerce to be carried by U.S.-flag vessels owned by American citizens, built in American shipyards and crewed by American merchant mariners.

For well over a century, the Jones Act has been a cornerstone of American maritime policy: in fact, no domestic maritime policy does more to protect and strengthen America's economic, military, and homeland security than the Jones Act. Across the United States, the Jones Act directly and indirectly sustains 650,000 jobs. Equally important, the domestic shipping industry is responsible for more than $154 billion in annual economic output. The Jones Act ensures that our coastal waters, rivers, non-contiguous trades and Great Lakes are navigated by vessels constructed and operated to the world's highest safety standards.

Knowing that the domestic maritime industry, including shipyards, vessels and workforce are vital components of national security defense capabilities, our military leaders have consistently expressed their strong support for the Jones Act. The Jones Act supports the development and preservation of a highly trained, skilled workforce that may be called upon in times of war and national emergency. Additionally, seventy-three percent (73%) of the domestic maritime industry's vessels are available for use in supporting the US military.

Notwithstanding the obvious national security and economic benefits of the Jones Act, President Trump waived the Jones Act in February of this year for sixty days, claiming that such a waiver was a necessary consequence of the Iran war. In response, in early May more than 100 maritime leaders, including MM&P President Don Josberger, sent a letter to Congressional leadership opposing the waiver and urging resistance to any extensions. Nevertheless, no action to block any extension was taken on Capitol Hill by Congressional leadership and the waiver was subsequently extended prior to its original expiration date for an additional time period, now set to expire on August 17.

The waiver was issued under a section of the law that permits waivers only "when necessary in the interest of national defense to address an immediate adverse effect on military operations." Yet, of the 78 waiver voyages reported by the Maritime Administration on June 1, none were necessary to address "an immediate adverse effect on military operations."

At the same time, despite claims by the Administration, there is no evidence that the waiver has contributed to lowering gasoline prices. The impact thus far has only been to outsource American jobs and undermine confidence in our domestic maritime industry. The Shipbuilders Council of America has warned that the waiver places more than $2.6 billion in active shipyard contracts and expansions at risk. Also, data reveals that many foreign vessel movements were made despite the availability of Jones Act-qualified tonnage. The American Maritime Partnership (MM&P and MIRAID are members) has stated that "the waiver is now being utilized for routine domestic commerce, rather than emergency relief, completely contradictory to its purpose."

In June, Secretary of Energy Chris Wright stated that the Administration may again seek to extend the waiver. Any further waivers of the Jones Act may have grave economic and national security consequences, resulting in severe harm to the industry from which it will struggle to overcome.

THEREFORE, BE IT RESOLVED: That the 91st Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, affirms our support for the Jones Act and for the domestic maritime industry it supports, and

BE IT FURTHER RESOLVED: That we urge the Administration to immediately end the current waiver and vigorously oppose any further waivers of the Jones Act that are not clearly and conclusively



necessary to "address an immediate adverse effect on military operations"; and

BE IT FURTHER RESOLVED: That we urge Congress, the Administration and relevant federal agencies to preserve and enforce the provisions of the Jones Act to maintain a strong domestic merchant marine industry vital to the economic, military and homeland security of the United States.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board

Resolution # 12

Title: Support a Ports and Waterways Center of Expertise for Maritime Casualty Prevention

Committee: Laws & Legislation

Committee Recommendation: Concur with resolution as written.

Supporting a Ports and Waterways Center of Expertise for Maritime Casualty Prevention, Marine Firefighting, Salvage, Waterway Recovery and National Maritime Resilience

WHEREAS, the United States maritime transportation system is critical to the economic prosperity, national security, energy security, and supply chain resilience of the United States; and

WHEREAS, America's ports and waterways are critical national infrastructure and remain vulnerable to maritime casualties, vessel fires, hazardous cargo incidents, cyberattacks, terrorist threats, vessel groundings, bridge strikes, waterway obstructions, and other events capable of disrupting commerce, military readiness, and national security; and

WHEREAS, the maritime industry faces increasingly complex challenges, including larger and more technologically advanced vessels, alternative fuels, cybersecurity threats, autonomous and remotely operated systems, climate and weather-related disruptions, port modernization, and evolving national security requirements; and

WHEREAS, the United States currently lacks a centralized national capability dedicated to the prevention, preparedness, response, and recovery phases of major maritime incidents, including marine firefighting, salvage operations, wreck removal, alternative channel development, hazardous cargo incidents, cybersecurity threats, simulation-based training, operational research, and interagency coordination across the Maritime Transportation System; and

WHEREAS, the response to the collapse of the Francis Scott Key Bridge in Baltimore demonstrated both the importance of coordinated interagency maritime response capabilities and the need for a permanent national capability dedicated to preparedness, training, simulation, salvage operations, alternative channel development, and port recovery planning; and

WHEREAS, the successful reopening of the Port of Baltimore required extraordinary coordination among the United States Coast Guard, United States Army Corps of Engineers, United States Navy Supervisor of Salvage and Diving, state and local agencies, maritime labor, vessel operators, salvors, pilots, MITAGS, and numerous private-sector stakeholders; and

WHEREAS, the establishment of a Ports and Waterways Joint National Center of Expertise would provide a collaborative framework to support maritime preparedness, workforce development, operational research, emergency response planning, technology assessment, and best-practice development for the Nation's ports and waterways; and

WHEREAS, such a Center would facilitate cooperation among the United States Coast Guard, Maritime Administration, United States Army Corps of Engineers, Department of Defense, National Oceanic and Atmospheric Administration, state maritime agencies, pilot organizations, maritime labor organizations, port authorities, vessel operators, academic institutions, and other maritime stakeholders; and

WHEREAS, advanced maritime simulation and applied research capabilities have proven effective in improving navigational safety, operational efficiency, emergency preparedness, incident response, and maritime workforce readiness while reducing operational risk and cost; and

WHEREAS, the Masters, Mates & Pilots Union has long supported initiatives that strengthen maritime safety, professional development, workforce readiness, and the operational effectiveness of the United States Merchant Marine; and

WHEREAS**,** MITAGS has led a collaborative effort involving maritime industry stakeholders, maritime labor organizations, the United States Coast Guard, the United States Army Corps of Engineers, members of Congress, port stakeholders, salvors, emergency response professionals, and other maritime partners to develop the concept of a Ports and Waterways Joint National Center of Expertise; and

WHEREAS, MITAGS possesses unique national capabilities that position it to serve as the host institution for such a Center, including:

- Established East Coast and West Coast campuses capable of serving maritime stakeholders nationwide;
- Advanced maritime simulation facilities supporting vessel operations, vessel traffic services, casualty response planning, waterway management, and emergency preparedness;

- Existing operational research capabilities supporting maritime transportation system studies, technology evaluation, risk assessment, and applied research;
- Maritime firefighting and emergency response training capabilities;
- Existing conference, educational, and collaboration infrastructure capable of supporting national-level exercises, training programs, workshops, and stakeholder engagement;
- Long-standing relationships with the United States Coast Guard, Military Sealift Command, Army Corps of Engineers, pilot organizations, maritime labor organizations, state ferry systems, port authorities, salvors, and commercial vessel operators; and
- The ability to rapidly establish and operate a national center utilizing existing facilities, technology, personnel, and infrastructure while minimizing the need for significant new federal capital investment.

THEREFORE, BE IT RESOLVED: That the 91st Convention of the International Organization of Masters, Mates & Pilots supports the establishment of a federally authorized Ports and Waterways Joint National Center of Expertise dedicated to maritime casualty prevention, marine firefighting, salvage operations, wreck removal, alternative channel development, port recovery planning, simulation-based preparedness, operational research, lessons learned, and interagency coordination; and

BE IT FURTHER RESOLVED: That we urge Congress to authorize and appropriate sufficient funding to establish and sustain such a Center; and

BE IT FURTHER RESOLVED: That we recognize that MITAGS has led the development of the Ports and Waterways Joint National Center of Expertise concept and believe that MITAGS is uniquely positioned to host and lead the Center due to its national footprint, existing capabilities, maritime partnerships, simulation infrastructure, operational research expertise, and demonstrated commitment to advancing maritime safety and preparedness; and

BE IT FURTHER RESOLVED: That the Center shall support the resilience of the United States Maritime Transportation System through improved preparedness for vessel casualties, marine fires, hazardous cargo incidents, cyber threats, waterway obstructions, environmental incidents, and other events that threaten commerce, supply chains, and national security.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board

Resolution # 13

Title: Call to Action: A New National Maritime Policy

Committee: Laws & Legislation

Committee Recommendation: Concur with resolution as written.

Call to Action: A New National Maritime Policy

The United States is facing a steady erosion of its maritime industrial base that now poses a direct risk to economic security, supply chain resilience, and national defense. Decades of decline in the U.S.-flag fleet, domestic shipbuilding capacity, and available merchant mariners ready to work have left the nation increasingly dependent on foreign-flag vessels to move global commerce, many of which are controlled by strategic foreign competitors or operate under *"flags of convenience"* (FOCs) that evade U.S. labor, tax, safety, and environmental standards. Without decisive action, the United States will continue to lose any competitive advantage in global shipping while ceding further control over the movement of imports and exports to foreign interests.

A national maritime policy aimed at revitalizing the American maritime and shipbuilding sectors must focus on leveling the competitive playing field for U.S. businesses and U.S.-flag carriers. Today, U.S. operators are routinely undercut by China and other foreign adversaries that do not adhere to comparable labor, tax, safety, or environmental standards. These competitors frequently rely on Chinese-built vessels and FOC registries that exploit lower labor costs and regulatory loopholes, enabling them to externalize costs that U.S. operators are required to bear. Without targeted policy interventions, these practices will continue to disadvantage U.S.-flag carriers, discourage domestic investment, and accelerate the decline of the American maritime industrial base. Restoring competitiveness therefore requires policies that reward compliance, uphold high standards, and counter unfair foreign shipping practices.

Recognizing these vulnerabilities, President Trump issued Executive Order (E.O.) 14269, "Restoring America's Maritime Dominance," last year directing federal agencies to address the structural disadvantages facing the U.S. maritime sector. In a follow-up to the Executive Order, bipartisan legislation was introduced in the House of Representatives (HR 3151) and the Senate (S 1541), and the Trump Administration released its Maritime Action Plan (MAP) on February 20, 2026. Both initiatives, the SHIPS for America legislation and the Maritime Action Plan, signal a clear commitment to rebuilding the U.S.-flag fleet, revitalizing domestic shipbuilding, and expanding the maritime workforce. These initiatives reflect a growing consensus that maritime strength is not optional—it is foundational to our national economic and military security. However, without innovative and aggressive joint Congressional and Administration action and policy, the state of our nation's maritime industry will continue to suffer.



A central challenge facing the maritime industry is the lack of private-sector cargo demand for U.S.-flag shipping. Commercial shippers make cost-driven decisions, and U.S.-flag vessels operate at a structural disadvantage against heavily subsidized foreign fleets—particularly those backed by China. Congress has a clear opportunity to address this gap by leveraging the U.S. Tax Code to incentivize businesses to "Ship American." A proposed shipper tax incentive for moving commercial cargo on U.S.-flag vessels would lower the effective cost of choosing U.S.-flag carriers without imposing burdensome mandates. A recent PwC economic analysis prepared for the American Maritime Congress estimates that such an incentive could increase demand for U.S.-flag shipping by approximately 20 percent, supporting the addition of 18 to 20 new U.S.-flag vessels and generate investment across the maritime industrial base.

At the same time, U.S.-flag fleet growth cannot occur without addressing the persistent shortage of U.S. merchant mariners, an industrial challenge that has intensified since the global pandemic. For example, American mariners are fully subject to federal income tax on wages earned in international commerce while many foreign competitors exempt their mariners from taxation altogether as an incentive to join the industry. This disparity increases operating costs for U.S.-flag carriers and accelerates workforce attrition. Therefore, establishing a federal income tax exclusion for U.S. merchant mariners would significantly level the playing field, improve recruitment and retention, and ensure the United States maintains a trained, available mariner pool capable of crewing U.S.-flag vessels during times of both peace and conflict.

In addition to targeted, fiscally responsible adjustments to the tax code to encourage the shipment of commercial cargoes on U.S.-flag vessels and attract mariners to the industry, there are other equally important steps that demand immediate attention. For example, since 1954, 50 percent of U.S.-government generated non-defense cargoes are reserved for U.S.-flag vessels to the extent such vessels are available at fair and reasonable rates. Unfortunately, Federal agencies have over the years failed to comply with the spirit and letter of the law, ignoring the "Ship American" requirement. Consequently, as called for in both the SHIPS for America legislation and the President's Maritime Action Plan, the share of government cargoes—paid for by the American taxpayer—should be increased to 100 percent so that such shipments benefit the U.S.-flag fleet and American mariners, and not foreign flag and crewed ships.

Through these actions, and other critically important steps including modernizing mariner credentialing procedures to eliminate burdensome regulatory delays for the issuance and renewal of merchant mariner documents and licenses, and strengthening mariner workforce recruitment and retention efforts, our country can once again drive investment into our maritime industry, restore competitiveness, and reestablish a strong, commercially viable internationally sailing U.S. Merchant Marine capable of supporting both American economic interests and our overall national security objectives.

To do otherwise—to fail to act to reverse the decline of the U.S. maritime and shipbuilding industries—will deepen U.S. dependence on foreign-controlled shipping and further erode America's ability to compete in global trade. Congress has a narrow window to address these challenges and increase American maritime competitiveness, strengthen national security, and ensure the United States can once again lead as a maritime nation.

THEREFORE, BE IT RESOLVED: That the 91st Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, supports the initiatives contained in the SHIPS for America Act and the Administration's Maritime Action Plan to increase the number of vessels operating under the U.S.-flag, facilitate the recruitment, retention and employment of American merchant mariners, and encourage the carriage of a greater share of government-generated and commercial cargo on American flag ships.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board

Resolution # 14

Title: Support Full FY'2027 MSP Funding

Committee: Laws & Legislation

Committee Recommendation: Concur with resolution as written.

Support Full Funding for the Maritime Security Program

"A strong maritime sector is not nostalgia—it's strategy. It means resilient supply chains we control; credible logistics for our joint forces; good jobs across our coasts, rivers, and Great Lakes; and the freedom to move what America needs, when and where America needs it—under our own flag."

— Stephen M. Carmel, United States Maritime Administrator (2025)

OBJECTIVE

To fully fund the Maritime Security Program (MSP) in FY'27 at the Congressionally authorized level of $400.5 million contained in the FY'25 National Defense Authorization Act.

From the earliest days of our nation to the current hostilities in the Persian Gulf, American mariners never fail to sail into harm's way when needed by the United States. There is no guarantee or reason to believe that foreign crews will do the same. It is essential that Congress and the Administration stop the further loss of U.S.-flag

vessels and the outsourcing of American maritime jobs. The choice for our Nation is simple: either the United States continues to entrust the security of our nation and the safety of American troops deployed overseas to U.S.-flag vessels and their U.S. citizen crews, or instead turns over America's security interests and the well-being of American troops to foreign flag, foreign crewed vessels which may or may not choose to support America and our allies.

BACKGROUND

The Maritime Security Program is a unique U.S. Government–U.S. private shipping industry partnership that provides the Department of Defense (DOD) with the commercial sealift readiness capability, global intermodal systems, and U.S. citizen civilian mariners it needs to advance America's interests and to support American troops deployed around the world.

Originally enacted as Public Law 104-239, the Maritime Security Act of 1996 authorized the establishment of a maritime security fleet comprised of 47 militarily-useful, privately-owned U.S.-flag commercial vessels Public Law 108-136, the National Defense Authorization Act of 2004, reauthorized and extended MSP for an additional ten years and expanded the maritime security fleet from 47 to 60 militarily-useful, privately-owned U.S.-flag commercial vessels. The Program is currently authorized through FY'35.

"Our organic capabilities are insufficient to meet our military requirements around the globe, and we are absolutely, inextricably linked. So, the Maritime Security program gives us that guaranteed access, and it is a great value for the dollar to ensure that we can have US-flagged, US-crewed ships available to support us into the future."

— General Jacqueline Van Ovost Commander, United States Transportation Command (2022)

NATIONAL SECURITY BENEFITS OF MSP

"Commercial shipping forms the logistical backbone of military power. In times of conflict, the ability to move equipment, fuel, and supplies across oceans becomes essential. The United States has historically relied on its merchant marine to provide surge capacity for military logistics. However, the size of the U.S.-flag merchant fleet has declined dramatically since the mid-twentieth century. Many policymakers now worry that sealift capacity could become a constraint in large-scale conflicts requiring sustained overseas deployment."

— Stephen M. Carmel, United States Maritime Administrator (2026)

In its 2017–2018 maritime policy statement, the Navy League of the United States stated, that [failing to provide full funding for MSP] "could reduce reserve sealift readiness and capacity below levels that would fully meet the combatant commanders' operational plans for major deployment of ground forces, which call for 95 percent of unit equipment and sustaining supplies to be moved by strategic sealift. Reduced funding will decrease the number of mariners employed on these vessels, and without adequate sealift and sealift manning, mission capability will be compromised."

"Our partnership with the commercial sealift industry and labor unions is critical to mobilizing strategic sealift capacity during times of crisis. Congressional action and the support of the American people are strengthening the maritime industrial base and the U.S.-flag fleet… Strategic sealift is an essential component of National Defense strategy, providing the afloat mobility capability to project and sustain combat power globally. The U.S. national sealift objective is to ensure sufficient military and civil maritime resources will be available to meet defense deployment, and essential economic requirements in support of the national Security Strategy."

—General Randall Reed, Commander, United States Transportation Command (2026)

ECONOMIC BENEFITS OF MSP

According to the Navy League of the United States, it would cost approximately $13 billion in taxpayer funds to replicate vessel capacity alone without the MSP.

In addition, the United States Transportation Command has estimated that it would cost the U.S. government an additional $52 billion to replicate the global intermodal systems made available to DOD by MSP contractors who are continuously developing, maintaining, and upgrading their logistics systems. Instead of the estimated $65 billion it would cost the taxpayer if there were no MSP, a fully funded MSP will continue to provide DOD with the militarily-useful U.S.-flag vessels, U.S. civilian maritime manpower, and the global intermodal systems it needs at a cost to the taxpayer of $400.5 million in FY'27 as authorized by Congress.

THEREFORE, BE IT REOLVED: That the 91st Convention of the International Organization of Masters, Mates & Pilots, AFL-CIO, urges the House of Representatives and Senate to provide full funding for MSP at its FY'27 Congressionally authorized level.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board

Resolution # 15

Title: Recognize MM&P Plans Administrator, Patrick McCullough

Committee: Resolutions & Petitions

Committee Recommendation: Concur with resolution as amended.

Honoring the McCullough Family

WHEREAS, members of the McCullough Family have, for three generations, safeguarded the hard-earned benefits of MM&P

families through every type of emergency on the home front and at sea;

WHEREAS, members of the McCullough Family have worked meticulously and conscientiously for MM&P Plans for over 50 years, always placing the care and well-being of our members and their families first;

WHEREAS, the MM&P Executive Board and MM&P Convention Delegates wish to express their gratitude to the McCullough Family, as well as to the managers and MM&P-union staff of MM&P Plans;

The International Organization of Masters, Mates & Pilots announces that the Law Library at MM&P Headquarters, where the staff of MM&P Plans often hold their meetings, will henceforth be known as The McCullough Law Library.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board

Resolution # 16

Title: Support for Women's Caucus Committee

Committee: Resolutions & Petitions

Committee Recommendation: Concur with resolution as written.

Women's Caucus Committee Voices Must Be Heard and Respected

Despite progress in our own union, within our union and industry there is still much work to be done to encourage, support and promote women in the maritime industry.

We must join together to oppose all policies and actions designed to diminish women's rights. We must upgrade skills to empower women to address inequalities and to oppose all attempts to reduce the rights of women. The fight for justice is greatly enhanced when women are heard and respected. Achieving gender equality in our lifetime is an important mission for all of us.

WHEREAS, the MM&P International Constitution reflects our Union's dedication to better regulation of matters pertaining to our industry, for the protection of the lives and property entrusted to our care, for the improvement of our economic standing, and for the elevation of our standing in the community and our character as men and women; and

WHEREAS, the MM&P International Constitution states we shall "treat other members with due respect and consideration," we embrace the belief that as a union, we should and must actively seek to encourage, equity, inclusiveness, acceptance, understanding and compassion amongst our members; and

WHEREAS, MM&P is fighting injustices and demanding that all persons be treated with humanity, dignity and respect within our union, in the workplace and in society, regardless of gender, race, nationality or identity; and

WHEREAS, creating a culture that is based on high ethical standards enhances our reputation and assists us in recruiting and retaining talented employees; and

WHEREAS MM&P created the Women's Caucus Committee (WCC) in 2021 with a mission to effect change to assure equal rights, respect and safety for all mariners and workers in the maritime industry. This way, the WCC fosters our unity and action around issues specific to women in maritime, including cisgender and transgender women, femmes, and nonbinary people within our union, creating the capacity for a more balanced workforce, society, and union in which their voices and rights can be respected; and

WHEREAS, access to comprehensive reproductive healthcare is a fundamental human right, and denying women quality healthcare and autonomy over their own bodies can limit their ability to secure economic security, educational opportunities and greatly impact their emotional and social well-being; and

WHEREAS, the WCC has actively collaborated with union brothers and siblings to advance equality for all mariners in the workplace, advocating for measures to end harassment and assault; and by challenging sexist, racist, homophobic, transphobic, and ableist language and behavior in our workplaces and union spaces; and

WHEREAS, to become a safer union, MM&P continues to promote the Warm Line for applicants and members to use in case of any incident which requires assistance or guidance from the Women's Caucus; and

THEREFORE BE IT RESOLVED, we commit ourselves to examine our own institutions, procedures and cultures to identify and address bias to become a more perfect union; and

BE IT FURTHER RESOLVED, the Women's Caucus will continue to reach out to MM&P applicants and members for feedback within the union and industry; and

BE IT FURTHER RESOLVED, MM&P will continue to challenge itself to build on the successes of our WCC, ensuring that our union's activities and decision-making structures reflect the full diversity of our membership; and

BE IT FURTHER RESOLVED, MM&P is committed to listening to applicants and members to follow through with the changes they are requesting to be made; and

BE IT FURTHER RESOLVED, the union will prioritize family and parental leave in future collective bargaining; and

BE IT FINALLY RESOLVED, MM&P reaffirms its support for the Women's Caucus Committee and, in conjunction with the General Executive Board, will ensure that the WCC will have tools, resources and strategies to educate ourselves to assist with the reduction of gender-based biases within our union.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: Melany Velleca (Offshore Vice President – Pacific Ports)

Resolution # 18

Title: Prioritizing Union Organizing and Growth

Committee: Resolutions & Petitions Committee

Committee Recommendation: Concur with resolution as written.

Resolution on Prioritizing Union Organizing and Growth

WHEREAS, the International Organization of Masters, Mates & Pilots (IOMM&P) represents the highest standards of professionalism, safety, and labor power; and

WHEREAS, the recent historic organizing victories at ATC and OSG stand as a monumental testament to what can be achieved through strategic coordination, legal resilience, and unwavering membership solidarity; and

WHEREAS, these landmark victories demonstrate that the ultimate foundation of our collective bargaining power, contract standards, and industry influence pivots around our commitment to active organizing; and

WHEREAS, the continued strength and strategic power of our union depend on our ability to continually expand our ranks and bring new maritime professionals into our organization; and

WHEREAS, growing our membership and expanding our base of work are vital to protecting existing hard-won gains, establishing fair wages, and securing dignified working conditions across the industry; now, therefore, be it

RESOLVED, that the International Organization of Masters, Mates & Pilots, assembled at our 91st Convention, affirms that organizing the unorganized and growing our union is a central, pivotal priority of our organization, and that we should continue to explore opportunities to increase union membership and participation throughout the maritime industry, both offshore and inland; and be it further

RESOLVED, that this Convention builds upon the momentum of the ATC and OSG victories by committing to dedicate the necessary collective resources, strategic power, and membership mobilization to support robust organizing campaigns and expand our base of work; and be it further

RESOLVED, that the leadership and membership of the IOMM&P stand united in their commitment to putting organizing at the forefront of our mission, building a stronger, larger, and more resilient union for the future.

Convention Action: Concur with Committee recommendation. **Approved**

Submitted By: General Executive Board



91st MM&P Convention President's Report

Delegates, Guests and Friends,

It is truly an honor to report to you today, during the 91st MM&P Convention, on the State of our venerable Union.

As we are all aware, developments in the maritime industry and in the wider world are placing rising pressure on professional mariners. As MM&P President, I am proud to say that our members continue to set the standard for maritime labor—no matter how big the challenge. Whether sailing offshore, on the inland waters, in the harbors or on the Great Lakes, they never fail to demonstrate professionalism, mutual respect and unity of purpose.

As this Convention begins, the wellbeing of MM&P members in harm's way in the Middle East is close to our hearts. From the onset of hostilities, the Union has sought to support them in every way possible, acting as a liaison with their companies, with the Maritime Administration and with the Department of Defense. We have the deepest respect and admiration for their service to our Country. We are doing everything in our power to ensure their safety.

At this point, I want to acknowledge two giants of the American labor movement and the American maritime industry: Captain Don Marcus and Captain George Quick. The privilege of learning from them over the years is something I will always be grateful for and can't express in words alone. Their teachings inform the decisions I make as President daily.

MM&P has notched some important wins since our last Convention.

> *The AFL-CIO Impartial Umpire ruled that no other AFL-CIO union can represent the LDOs aboard the Phoenix or any other vessels that may join the APL fleet in the future.*



On the Offshore front—within what seemed like minutes after I assumed the presidency—a longtime MM&P jurisdiction was ruthlessly attacked by other American maritime unions. I am speaking of course of the attempt by AMO and the SIU to steal the jobs of MM&P members aboard the APL Phoenix.

We successfully defended our members' employment jurisdiction in an AFL-CIO Article XX hearing and appeal that was concluded in September 2025. In that case, the AFL-CIO Impartial Umpire ruled that the APL Phoenix is covered by MM&P's recognition clause. That means that no other AFL-CIO union can represent the licensed deck officers aboard the Phoenix or any other vessels that may join the APL fleet in the future.

This success was not a coincidence: a special thanks is due to our outstanding legal team—Gab Terrasa, Jen Stair and Lisa Demidovich—and to the MM&P members who provided many hours of assistance towards our victory in this effort.

Another challenge is the slew of anti-labor attacks being levelled at America's unions by the current administration. Besides firing thousands of workers and undercutting the effectiveness of the government agencies that all Americans rely on, the administration is seeking to eliminate the union rights of half a million federal workers, including over 400 members of our Federal Employees Membership Group (FEMG). MM&P has joined forces with the AFL-CIO and other unions to challenge the administration's attempt to take away our members' rights.

continued

Federal civilian workers have had the right to collectively bargain with their government employers since the early 1960s. MM&P has had mutually beneficial collective bargaining relationships with all of our federal employers for decades. We will continue to fight with every tool available to safeguard the collective bargaining rights of the members of the MM&P Federal Employees Membership Group.

FEMG Vice President Captain Dave Narby and Government Fleet Representative Randi Ciszewski have been central to this effort. Captain Narby's first-hand knowledge of the challenges our federal members face has made him a powerful advocate for the group he heads, as well as a sounding board for the rest of the union's leadership team.

I'm sure most of you are familiar with the outstanding work being done by MM&P Government Fleet Representative Randi Ciszewski. Randi's knowledge of the laws and regulations that affect the mariners she represents is unequaled. And no matter what the forum or how long it takes, she never falters in pursuing justice.

The MM&P Secretary-Treasurer and I had the privilege of serving as Delegates to the 2026 AFL-CIO Constitutional Convention in June. MM&P's affiliation with the national labor federation is longstanding: our charter was signed in 1916 by Samuel Gompers, who founded the AFL and served for many years as its president.

> *We will continue to fight with every tool available to safeguard the collective bargaining rights of the members of the MM&P Federal Employees Membership Group.*

Working families and their unions built the United States, and America's middle class. The workers who are fighting to organize their jobsites in this country today are driven by the same resolve that motivated our founders and the other AFL-CIO unions decades ago. The quest for family-supporting wages. The ability to bargain collectively. A voice on the job. Good health care. A dignified retirement.

A recurring theme at the AFL-CIO Convention was the urgent need to overhaul our country's outdated and unenforced labor laws. MM&P is experiencing firsthand the grave shortcomings of America's labor laws as we stand shoulder to shoulder with the licensed deck officers at OSG and ATC, who have been fighting for two years to organize with our Union. We are very pleased to have Matthew Sexton, who sails as second mate with OSG, with us here today.

This Convention gives us the opportunity to reflect on the challenges the US-flag fleet has faced in recent months and will continue to face in the future. On the one hand, we have the promise of the Ships for America Act. On the other, we have the continued damage caused by the administration's despicable Jones Act waiver.

As we all know, the entry into our domestic trades of foreign-flag tonnage has not affected gas prices. But it has caused tremendous harm to domestic shipping and shipbuilding. Jones Act newbuild decisions are being delayed as the industry waits for clarity on the Act's future. National security is being put at risk by the presence of foreign ships, operated by companies that do not comply with US laws and crewed by seafarers who have not undergone the same level of training or vetting as American mariners. In the critically important area of recruitment and retention, leaders of the maritime academies have contacted the White House to express their students' concerns over whether there will be jobs for them in the Jones Act maritime industry after they graduate. This is nothing short of horrendous.

Friends of the American Merchant Marine in both political parties have called on the administration to end the waiver. The Republican House leadership has asked the President to allow it to expire on Aug. 16.

In the most recent issue of The Master, Mate & Pilot, our very own President Emeritus Captain Don Marcus has provided us with an invaluable analysis of the negative impact of the waiver. We hope that he will continue to share with us his seasoned historical perspective on the challenges we face.



The restructuring of MM&P Plans and MITAGS is fully underway, with the support of all members of the Board of Trustees. As I mentioned at the start of this Convention, our long-term Plans Administrator Patrick McCullough has passed away after fiercely battling profound health challenges. The General Executive Board has submitted a Resolution to the Convention honoring the McCullough family's decades of support for the union and its members.

> *The Union's treasury is in excellent hands with Secretary-Treasurer Lars Turner in charge. He is 100% committed to a streamlined and efficient organization.*

Ken Ryan has stepped forward as our new Plans Executive Director, providing his extensive knowledge and experience to ensure operational stability in the future. How fortunate we are that he has remained.

MITAGS Executive Director Eric Friend is participating in the hotel and conference subcontracting discussions regarding cost containment and future training options. Difficult decisions will have to be made in both cases. We look forward to Eric's report elaborating on these difficulties. As Chairperson of the MATES Trust, I am fully engaged in supporting MM&P Plans and MITAGS with all the resources at my disposal.

The Union's treasury is in excellent hands with Secretary-Treasurer Lars Turner in charge. The Secretary-Treasurer's job is similar to that of a Chief Mate. It has to get done no matter what. It can be a lonely, unpopular endeavor when done diligently. In the face of these challenges, Lars is doing an outstanding job. He is 100% committed to a streamlined and efficient organization.

The same goals are shared by everyone on the MM&P General Executive Board: reduce unnecessary expenses and rationalize operations. This is critical to providing the resources necessary to organize and grow the membership of the union for our future.

As always, improving our terms and conditions of employment underpins the success of everything that we do. This means that our jobs and our collective bargaining agreements are our lifeblood. All of our outstanding Vice Presidents have worked diligently with our members, our rank-and-file negotiating committees, our regional representatives and MM&P personnel to enhance our contracts and grow our membership.

Atlantic Ports Vice President Tom Larkin has succeeded in unifying the E-Ships contract and the MLL contract, achieving significant wage increases in both contracts during four months of negotiations. He and the members of the bargaining committee have demonstrated that once again, as per our tradition, MM&P has succeeded in raising the standards of the entire American maritime industry.

Gulf Ports Vice President Jeremy Hope, as I'm sure he will discuss in his report, is now negotiating a contract with US Ocean in which we are pursuing needed increases but more importantly parity with the MEBA. Jeremy brings to the negotiating table a unique set of priorities that are not only financial but also quality-of-life centered: his concern for the mental health and physical wellbeing of our members is well-known.

Along with our own Miriam Anthony, he founded the MM&P Mental Health Resources Committee, and he has supported the work of the Women's Caucus Committee at every turn.

> *All our outstanding Vice President have worked diligently with our members, our rank-and-file negotiating committees, our regional representatives and MM&P staff to enhance our contracts and grow our membership.*

continued

"MM&P is in fighting trim, and we're ready for the challenges of the future."

Pacific Ports Vice President Melany Velleca has overseen the often-tortuous relationship with APL with wisdom and a tremendous amount of patience. The excellent APL rank-and-file bargaining committee that she assembled spent four months listening to the members, and the results are apparent. Grievance levels with APL were beyond anything we had ever seen before, and now, thanks to Melany's efforts, we are in stable weather.

Captain John Taylor, our MM&P Pacific Ports Agent, has been instrumental in managing the relationship with APL and overcoming all the roadblocks the company has thrown up on the way to the new contract. His savvy advice and upbeat, positive outlook have been a boon to MM&P's operations on the West Coast.

On the Inland front, UIG-PMR Vice President Dan Twohig is incisive and intelligent, qualities that routinely place him two steps ahead of difficult employers and make him capable of handling friction with other unions. No one has done more than Dan Twohig to right the financial pressure that the Union and the Pacific Maritime Region have shouldered for decades. I can't thank Dan enough for this.

I also want to express my appreciation to his peerless team: Antonio Amalfitano, Sly Hunter and Nick Sorber. They are all first-rate organizers and skilled negotiators. The members they represent, and the Union, are always top of mind for them.

Atlantic Maritime Group Vice President Keith Poissant is doing an excellent job of handling the challenges of working with a varied fleet of vessels crewed by men and women with a distinctive culture, forged over generations, and years of experience working in the Harbor.

Keith is supported by an outstanding team, consisting of Paulina Trzepacz and Anthony Turzio, with full support from our International Representative Roger Lash.

Great Lakes & Gulf Vice President Ed Lulko continues to be a tremendous asset to our organization. He has just finalized a new five-year collective bargaining agreement with the Savannah Docking Pilots. The Key Lakes Bargaining Committee successfully secured a long-term contract that delivers meaningful improvements to wages and retirement benefits. Ed has far and away surpassed our expectations of what a new and relatively young vice president can accomplish, working within the framework established by former GL&G Vice President Tom Bell.

MM&P Great Lakes & Gulf Representative Eduardo Iglesias has fought for better compensation, benefits and working conditions for our Union members for 20 years. He has negotiated dozens of contracts covering all types of inland operations and offshore towing, as well as shoreside operations, such as marine maintenance contracts and longshore work. His recent achievements include further improvements to the Union's contract with McAllister Towing and Transportation in San Juan.

Eduardo's professional portfolio extends to supporting MM&P's affiliates abroad: Orden Marítima in Mexico and UCOC in Panama. We are very happy to have two representatives from Orden Marítima here with us today: Captain Antonio Fritz and Captain Jose Gomez.

Representatives of UCOC will not be with us because of the immense challenges they continue to deal with on the Panama Canal.

Pilots Group Vice President Captain Tim Ferrie is the face of MM&P's proud pilot affiliation. Thanks to his efforts,



invaluable information on legislative priorities and the regulatory process flows freely between the American Pilots Association and MM&P. Captain Ferrie is also the voice of MM&P Pilots at maritime events that focus on mentorship, safety and maritime policy. He has recently been central to the development at MITAGS of a pilot ladder safety course that is already being offered to both pilots and licensed deck officers.

MM&P Pilots are also extremely fortunate to benefit from a team of Pilot Representatives that provide nationwide coverage, all of whom are here today as Convention Delegates:

- East Coast Regional Representative John Traut;
- Gulf Coast Regional Representative Kristi Taylor;
- West Coast Regional Representative Zachary Kellerman; and
- At-Large Representative Tom Evans.

I'm happy to say we have a number of guests here today from partner maritime unions. One is our longtime friend Mark Dickinson, who has recently retired as general secretary of Nautilus International and leader of the Nautilus Federation. We also have the pleasure of welcoming the new Nautilus General Secretary Sascha Meijer, who has spent 11 years at Nautilus International fighting for maritime workers. We look forward to hearing from them and other guest speakers tomorrow.

> *Thanks to the efforts of Pilots Group Vice President Tim Ferrie, invaluable information on legislative priorities and the regulatory process flows freely between the American Pilots' Association and MM&P.*

In closing, I want to say that MM&P is in fighting trim, and we're ready for the challenges of the future. Thank you to every member of Masters, Mates & Pilots. It's an honor to serve our membership and kick off this 91st Convention.

Executive Director's Column



KEN RYAN

Board of Trustees Meeting

The last Trustee meeting of 2026 took place on October 6 and 7 at MITAGS. Here is a summary of the highlights of the meeting.

The Trustees received the funding reports from the Plan's actuaries for the Plan year ending 2025. I am pleased to report that the MM&P Pension Plan closed the year with an actuarial value of assets of $332,733,619 and a funded percentage of 93.5%.

The MM&P Adjustable Pension Plan closed the year with an actuarial value of assets of $115,726,083 and a funded percentage of 121.5%.

As required by federal law, at the end of April 2027, the Plan will mail the Annual Funding Notice for the 2025 Plan Year to all participants, beneficiaries, and participating employers. The notice will also be emailed to the Pension Benefit Guaranty Corporation (PBGC).

The Trustees received reports from the Plan's consultants, accountants and investment advisors. They also ratified the new Pension, APP, and IRAP payments approved by the Executive Director.

Scholarship Program

The Trustees ratified the Chairman and Secretary's approval of the six MM&P Offshore Scholarship awards for the 2026-27 year.

The winners of the MM&P Offshore scholarship awards for 2026-27 are:

Beckett Burchard – son of David Burchard
Katherine Ugaddan – daughter of Jaime Ugaddan
Raphia Mattsen – son of Robert Mattsen
Lauren Rausa – daughter of Michael Rausa
Lillian Widerman – daughter of Aaron Widerman
Alexi Gutman – son of Jorge Gutman

Under the provisions of the Plan, International Scholarship & Tuition Services Inc. in Nashville, Tenn., reviews all applications submitted by the sons and daughters of eligible Offshore members/co-pay pensioners and selects the winners and alternates.

2026-27 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 2026-27 school year.
Completed applications must be returned to the Plan Office by Nov. 30, 2026. For more information, please contact Mayra Robles in the Plan Office at 410-850-8641 or mrobles@mmpplans.com.

Email Addresses for the Plan Office

Over the past few months, we have had some changes in Plan Office personnel. For your reference, please find below the email addresses of the Plan supervisors. The general email address for the MM&P Plan Office is: PlanOffice@mmpplans.com.

If you have questions that need to be answered by the department supervisor/manager, please see below:

Ken Ryan, Executive Director
Kryan@mmpplans.com

Heather Miceli, Deputy Executive Director
Hmiceli@mmpplans.com

Romney Pattison, Plan Controller
Rpattison@mmpplans.com

Michael McCullough, Director of Operations & IT
Mmccullough@mmpplans.com

Jessica Caldwell, Health & Benefit Manager
Jcaldwell@mmpplans.com

Mayra Robles, Health & Benefit Supervisor
Mrobles@mmpplans.com

David Romano, Pension, IRAP, Vacation Manager
Dromano@mmpplans.com

Cathy Bradley, Human Resources Manager
Cbradley@mmpplans.com

Earnings Limitation for Pensioners and Spouses Under 65 for the 2027 Calendar Year

I would like to remind pensioners and spouses under age 65 about the MM&P Health Plan Earnings Limitation for calendar year 2027. In December 2026, the Plan will mail an earnings letter to all affected participants and dependents with an affidavit that must be returned to the Plan Office. It is advised that you complete and return it as soon as possible. The Earnings Limitation amount for 2027 is $51,000 for pensioners with 20 years of pension credit and $25,560 for pensioners with less than 20 years of pension credit.

MM&P 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.

2020 Annual Pension Confirmation Forms Needed for Plan Year 2019

Dolores Hoffman

2022 Annual Pension Confirmation Forms Needed for Plan Year 2021

Ray Friis*
Joanne Gray*
Richard Mercer*
Julius Perkins
Susan Vanhorne*
Ruby Weimer

2023 Annual Pension Confirmation Forms Needed for Plan Year 2022

Jerry Androes*
Marlinda Atkinson
Barbara Curtiss*
Steven Morgan*
Constantinos Vafiades

2024 Annual Pension Confirmation Forms Needed for Plan Year 2023

Aaron Hairston*
Donald Jacoby*

2025 Annual Pension Confirmation Forms Needed for Plan Year 2024

Cesar Montes
David Drinkwater*
Carol Herndon
Anthony Lafayette
Diane Lindberg
Shelia Lindholm
Michelle Olin*
Elida Parks*
*William Walls

2026 Annual Pension Confirmation Forms Needed for Plan Year 2025

Joel Austin
Kelly Butts*
William Chenault*
Melanie Clovis*
Timothy Devine
Donald Hiltbrunner*
Kevin Lotts*
Billy Nevills*
Janice Pistole*
Sharon Smith
Richard Spromberg*
Charles Stewart*
Somthavil Tongcharus*
James Willis

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

Important Reminders

Please provide updated biographical information to the Plan Office including updated contact information, marital status, and beneficiary designation(s).

Plan Amendments

AMENDMENT NO. 10 TO THE
M.M.& P. ADJUSTABLE PENSION PLAN
RULES AND REGULATIONS

Effective June 7, 2023, the following provisions of the Rules and Regulations are amended as follows:

1. **Article VI (Forms of Benefit), Section 6.06 (Small Pension Cash Outs) shall be amended by replacing "$1,000" with "$7,000 with respect to distributions made on or after June 7, 2023".**
2. **Article VII (Death Benefits), Section 7.01, subsection (A)(7) shall be amended by replacing "$1,000" with "$7,000 with respect to distributions made on or after June 7, 2023".**
3. **Article VII (Death Benefits), Section 7.01, subsection (B)(5) shall be amended by replacing "$1,000" with "$7,000 with respect to distributions made on or after June 7, 2023".**

AMENDMENT NO. 14 TO THE
M.M.& P. ADJUSTABLE PENSION PLAN
RULES AND REGULATIONS

Effective June 7, 2023, the following provisions of the Rules and Regulations are amended as follows:

1. **Article III (Types of Pensions, Eligibility, and Amounts for Pensions), Section 3.22 (Lump-Sum Payment Option) shall be amended by adding a new Subsection (m) to read as follows:**

For distributions on or after June 7, 2023, if the Actuarial Present Value as of the Annuity Starting Date of a Participant's pension benefit or a Qualified Pre-Retirement Survivor Annuity Pension, or surviving Spouse's benefit under a Participant-Spouse Pension, or the Actuarial Present Value of the benefit payable to an Alternate Payee under a Qualified Domestic Relations Order is $7,000 or less, such Actuarial Present Value shall be distributed in a lump sum as full payment of such pension. Notwithstanding the foregoing, no such distribution shall be made unless the Participant, the surviving Spouse, or the Alternate Payee applies for a benefit in writing.

2. **Article V (Participant and Spouse Pension and Benefits to Survivors), Section 5.04 (Pre-retirement Surviving Spouse Pension – Before Age 55), subsection (g)(i) shall be amended by replacing "$1,000" with "$7,000 with respect to distributions made on or after June 7, 2023" and adding the following sentence to the end thereof: "Notwithstanding the foregoing, no such distribution shall be made unless the surviving Spouse applies for a benefit in writing."**

3. **Article VI (Applications, Benefit Payments and Retirement), Section 6.07 (Commencement of Benefits), subsection (c)(iii)(A) shall be amended by replacing "$1,000" with "$7,000 with respect to distributions made on or after June 7, 2023".**

AMENDMENT NO. 174 TO THE M.M.& P. HEALTH AND BENEFIT PLAN RULES AND REGULATIONS

The following provisions of the Rules and Regulations are amended as follows:

1. **Subsection 2 of Article IV (Benefit Provisions), Part K (License Insurance Program), Section 3 (Benefits), Subsection C (Safe Mariner Rate) is amended to read as follows (with new language shown in bold italics):**

the applicant, if a Licensed Officer, has successfully completed one of the following courses at the Maritime Institute of Technology and Graduate Studies: the ***Basic, Advanced, or Emergency*** Shiphandling Course***;*** the ***Automatic Radar Plotting Aids*** Course***;*** the Radar Observer Course***; the Electronic Chart Display and Information System Course;*** or any other course authorized by the Trustees ***in the future***.

BECK NOTICE

Notice to All Union and Non-Union Members Regarding Their Rights Under NLRB v. General Motors and CWA v. Beck

This notice applies to all current and future members of any unit represented by the union that is covered by a union security clause in its collective bargaining agreement. In the case of NLRB v. General Motors, members of a collective bargaining unit subject to a valid union security clause have the right to renounce full membership in the union and to instead become "financial core members," or "FCM."

FCMs do not have the right to vote, nominate for office, hold office or be a candidate for office in the union, nor can they participate in or even attend union meetings or any functions of the union that are limited to union members. In addition, FCMs have no right to vote on dues increases or on contracts submitted to the membership for ratification. These rights and privileges of union membership are accorded only to full union members.

Beyond these traditional rights of union membership, MM&P members and their families also enjoy an array of member-only benefits which, depending on membership group, include one or more of the following: Members' Welfare Fund; Disaster Relief Fund; credit union eligibility; low-rate Union Plus credit card; Coast Guard Legal Aid program; license insurance program; access to the AFL-CIO Community Services Network, which includes family counseling, social services and food banks; support of numerous local and state labor alliances which have aided MM&P members during contract negotiations, demonstrations and job actions.

FCMs are not afforded these rights and privileges of union membership.

Please note, however, that under the case of CWA v. Beck, FCMs are still legally required to pay the union periodic dues and fees for the costs related to collective bargaining, contract administration, grievance adjustment and other activities reasonably related to the effectuation of the union's representational duties (hereinafter called "chargeable activities"). Union expenditures for nonrepresentational activities, such as political activities and lobbying (hereinafter called "non-chargeable activities")—activities which most workers know help build a better climate for us all in bargaining with employers and in securing fundamental workers' rights—cannot be charged to FCMs who file timely objections.

In calendar year 2025 (the most current year for which audited information is available), we have confirmed that no more than 7.74 percent of all MM&P expenditures were for non-chargeable activities. Please note that a significant portion of these non-chargeable expenditures were for activities aimed at maintaining and improving working conditions and benefits for all who work in our industry.

The union has adopted a Policy and Procedure Concerning "Financial Core Membership" Under NLRB v. General Motors and Communication Workers of America v. Beck (hereinafter called "the Policy"), copies of which will be provided upon request or upon filing of objections regarding payment of non-chargeable expenses. Under the Policy, an employee in a bargaining unit represented by the union who is subject to a union security clause may opt-out of full union membership, and thus become an FCM, by submitting a written statement that includes the employee's name, address, Social Security number, the name of the employer and a signed/dated declaration asserting that the employee desires to become an FCM. The statement must be addressed to the International Secretary-Treasurer at 700 Maritime Boulevard, Suite B, Linthicum Heights, MD 21090-1953.

Also under the Policy, an FCM has the right to object to the expenditure of his or her dues and fees paid to the union on non-representational activities. An FCM may file the objection by submitting a written statement that includes the FCM's name, address, Social Security number, the name of the employer and a signed/dated declaration asserting that the FCM desires that his or her dues and fees be reduced to the representational expenditures' proportional amount. The statement must be addressed to the International Secretary-Treasurer at 700 Maritime Boulevard, Suite B, Linthicum Heights, MD 21090-1953. Only FCMs may file objections to paying for non-chargeable expenditures. Under the Policy, union members whose membership becomes temporarily suspended because of delinquency in their dues payments, or for other reasons, are not considered FCMs and will continue to be charged full dues and fees, absent compliance with the opting-out procedure. Also under the Policy, objections will not be presumed from compliance with the opting-out procedure. Thus, FCMs who wish to become objecting FCMs must comply with the objection procedure set forth above. Finally, under the Policy, an FCM who obtains a reduction in dues and fees after filing objections under the Policy will be required to pay the difference between full dues and fees and the reduced amount for the period during which the reduction was granted before the FCM is allowed to join/re-join the union.

We must underscore that bargaining-unit employees who become FCMs lose all rights and benefits of union membership while they continue to be legally obligated to pay chargeable dues and fees to the union under existing union security agreements.

It is, therefore, not surprising that the vast majority of workers believe that the extremely small portion of dues needed to maintain full union membership and enjoy all its valuable benefits is quite a bargain. We trust that everyone who carefully considers the options will become and remain a full member of the union. If you are not a union member or have not yet had the opportunity to join, please contact MM&P International Headquarters or any MM&P membership group office for a membership application.

PENSIONERS

Michael B. Archer, shipping out of East Coast ports. He last sailed for Patriot Contract Services as second mate aboard the USNS Pomeroy.

James M. Buchanan, shipping out of West Coast ports. He last sailed for Patriot Contract Services as chief mate aboard the USNS Cape Hudson.

Vincent Cantwell was employed at MITAGS as an instructor.

William R. Cumming, shipping out of West Coast ports. He last sailed for MTL as master of the Colorado Express.



Glenn E. Fortin, shipping out of East Coast ports. He sailed for Matson Navigation as chief mate/master aboard the Mahi Mahi.

John C. Scragg was employed at MITAGS as an instructor before becoming a Puget Sound Pilot.

Jed J. Tweedy, shipping out of West Coast ports. He last sailed for Matson Navigation as master of the Kodiak.

Dean Ventimiglia, shipping out of West Coast ports. He last sailed for Matson Navigation as master of the Mahi Mahi.

Directory of MM&P Offices

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Mental Health Resources Committee

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CROSS'D THE FINAL BAR



Andrew J. Banks, 65, April 17. A resident of Rye, N.H., and a pensioner since 2025, he last sailed for Matson Navigation aboard the Mokihana. "Andy's was a life well lived. He was a great Chief Mate, a curious traveler, skilled woodsman, expert skier, a backgammon and cribbage demon, and above all, a kind, gracious and loving friend and family man." A proud member of the Penobscot Nation, he understood what it meant to be a steward of the land. He loved music and dancing and never met a cat he didn't like. He is survived by his wife of 34 years, E.V., his sister Kathryn, brother John and wife Cheryl, sister Sandra and husband Tim, brother-in-law Larry Johnston and sister-in-law Helene Day; nieces, nephews, and a large circle of loving friends.

Saul J. Castro, 29, July 11. A resident of Brooklyn, N.Y., he was a member of the Atlantic Maritime Group. "He is remembered for living life with faith, joy and grace, and in every role, showing responsibility, strength and commitment to the people around him. He had energy, compassion and a way of making others feel seen, supported and uplifted, while his laughter itself would brighten a room." Survivors include his parents Paula Rosa and Jose Castro, stepfather Jesus Rosa, sister Silvana, Grandmother Olga, Aunt Samira, Uncle Gary, Sergio Rossman; cousins, nephews and nieces.

Anthony Colla, 86, April 3. A resident of Funkstown, Md., and a pensioner since 2010, he last sailed for E-Ships aboard the Maersk Montana. He was a devoted family man and was married to Ana for 56 years. He was also a member of the Seventh Day Adventist Church. Survivors include his children Petros Colla, Ana Lapole and husband Brian, Luis and wife Colleen; eight grandchildren and six great-grandchildren.



Edward R. Dohrman, 85, June 27. A resident of Myakka City, Fla., and a pensioner since 1991, he last sailed for Lykes Brothers Steamship aboard the SS Sheldon Lykes. Fishing was a favorite activity shared by generations of Dohrman men, and in retirement he and his brother Ted owned a charter boat business in Clearwater. He adored his grandchildren Ellanora and Theodore. He is survived by his wife Margarita, son Edward and wife Nicole, brother Theodore, and two grandchildren.

Robert M. Febos, 71, March 18. A resident of Port Townsend, Wash., and a pensioner since 2009, he last sailed for Crowley Services as master of the MV Charleston Express. His shipmates remember him as a consummate mariner and leader, and an extraordinarily kind and gracious captain.



Jan M. Fraser, 86, July 8. A resident of Tavares, Fla., and a pensioner since 2002, he last sailed for Farrell Lines as master of the MV Endurance. He was known for his strong work ethics, skill and reliability. He had a passion for sports cars and found great pleasure in his expensive hobby, owning over 300 cars over the years, including his three prized Mercedes Benz Gullwing sports cars. He loved attending stock car races, collecting memorabilia, and owned three commemorative cars of the late Dale Earnhardt. He is survived by his wife of 62 years, Andrea; daughter Sara Dees and George, Wanda Walkowiak and Andrew, and Erika Lima and Jeffery; eight grandchildren and three great-grandchildren.

Alexander Giannaros, 92, June 9. A resident of Millbrae, Calif., and a pensioner since 1992, he last sailed for American President Lines aboard the SS President Hoover.



Mark Hawker, 89, July 18. A resident of Naples, Fla., and a pensioner since 2002, he last sailed for Trinidad Corporation as master of the Glacier Bay. He served in the U.S. Coast Guard. A member of the Southwest Alaska Pilots Association, he was instrumental in establishing Berth Two, an arm of SWAPA created to purchase and build properties that would provide housing for pilots while on station, particularly in Valdez, Alaska. In addition to his dedication to his profession, he is remembered for his "inimitably dry sense of humor, sharp wit and a laser focus on achieving any goal he pursued." He leaves behind a legacy of service, leadership, ingenuity, and friendship. He is survived by Cheryle, his wife of 50 years.



Robert E. Klemm, 99, May 29. A resident of Carson City, N.V. and a pensioner since 1983, he last sailed for Farrell Lines as master of the SS Austral Moon. Denied enlistment to the Navy and Army due to a hernia at birth, he worked hard to save money for surgery and was able to start his maritime service on a Victory Ship in 1945



at age 18. He served in the Mediterranean, Pacific and Atlantic War Zones during WWII, the Korean War and the Vietnam War before receiving an honorable discharge from the Armed Forces of the United States in 1986. "A member of MM&P since 1952, he worked hard to provide for a family of five children. He was a faithful husband and loving father, and a good friend to his sailing buddies. He was quiet, generous, kind, and responsible. He enjoyed taking his kids to Giants and 49ers games, supported their many interests in music, training and showing dogs, horses, and he just loved being at home". He is survived by his children Fredrica, Julie and Bob; son-in-law Greg, granddaughter Karrie; and great-grandchildren Avery, Nikkie and Grayson.

John A. Mahon, 82, March 14. A resident of Melrose, Mass., and a pensioner since 2002, he last sailed for CSX aboard the CSX Producer.



Patrick McCullough, 70, July 9. A resident of Millersville, Md., he was the MM&P Plans Administrator. Born in Brooklyn, he married the love of this life, Ann Marie, and they eventually moved to Maryland where they raised their two children. His proudest accomplishment was being a husband, dad and grandfather, and he was filled with joy in his role as "Pop-Pop". "He was endlessly kind, quick with a dad joke, and the type of person who made everyone feel welcome. He had a remarkable ability to make people laugh, put them at ease, and make them feel genuinely cared for"."Patrick led with integrity, gave his best to all MM&P participants and their families, inspired those around him with a steady commitment and dedication. His 50+ years of service left a lasting mark on everyone who had the privilege of working alongside him. He will be deeply missed, but his legacy of hard work and devotion to the MM&P lives on".

He is survived by Ann Marie, his wife of 40 years; son Mike and wife Samantha; daughter Melissa and husband Matt; grandchildren Brooks, Lennon, Pace and Paxton; siblings John McCullough and Amy, Dorothy Eidinger and John, and Cornelius McCullough and Gail; sister-in-law Carol; Madeline Petrelli; many nieces, nephews and extended family.

Doris F. Miller, 78, June 1. A resident of Glen Burnie, Md., and a pensioner since 2014, she was the Trust Accountant with the Masters, Mates & Pilots Health and Benefit Plan. Remembered for her deep faith and devotion to her church, she also enjoyed the simple pastimes shared with family and friends of puzzles, playing cards, attending cookouts, and shopping. She is survived by her son Brian and fiancée Lisa; sisters Mary and Grace; brother Ralph; grandchildren and great-grandchildren.

Carl A. "Art" Rice, 81, May 17. A resident of St. Louis, Mo., and a pensioner since 2006, he last sailed for American President Lines aboard the MV President Adams. Know to everyone as Art, he was happiest spending time road tripping along the California coast with his rescue dogs, or in the stable with his rescue horses. He is survived by his daughter Megan and grandson Wilton.

Robert H. Schilling, 92, July 22. A resident of Stillwater, Minn., and a pensioner since 2000, he last sailed for American Heavylift aboard The Monseigneur. "His life was marked by hard work, quiet generosity, and a deep devotion to the people and causes he loved." He is remembered for his interest in collecting guns, fishing, canoeing, and building models. He is survived by his sons Travis and Joseph, daughter Jennifer Miller and stepson Sean Hawley; sister Patricia Brown; grandchildren and great-grandchildren.

Dimitrios Skinitis, 88, June 3. A resident of Maroussi Athens, Greece, and a pensioner since 1994, he last sailed for Sealand Service aboard the Sealand Defender.

Tore Stromme, 92, May 17. A resident of Coral Gables, Fla., and a pensioner since 1994, he last sailed for American Ship Management as master of the MV Rainbow Hope.



William P. Szido, 85, July 17. A resident of Mt. Carmel, Pa., and a pensioner since 1996, he last sailed for Waterman Steamship aboard the SS Sam Houston. An avid car enthusiast, he and his wife enjoyed showing their white 1959 Cadillac and won numerous awards and trophies over the years. He played the organ and accordion, enjoyed attending musical performances, and listening to music; especially Elvis. His family was greatly important to him, most notably his grandchildren who were all individually "his favorite". Survivors include Catherine, his wife of almost 64 years; children Cathy and husband Tony, Deborah and husband John, and William Paul and wife Michelle; nine grandchildren, eight great-grandchildren, nieces, nephews and cousins.

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CROSS'D THE FINAL BAR



Richard "Rickey" J. Teeter, 72, June 2**.** A lifelong resident of Houston, and a pilot for over 30 years, he was a force of nature who lived life big and fast. After graduating from Texas A&M University in 1977, he joined MM&P and soon began sailing as captain with OMI. In 1989, he joined the Houston Pilots. A natural team builder and mentor, he helped new and aspiring pilots succeed. He retired only when he finally "timed out" in 2021 after 32 years of service. An avid fisherman, a lover of Texas history, and a passionate gardener, he was famous for his green thumb and his organic compost. His love of fresh produce often spilled over into his dining habits. He famously ordered everything on a good menu—though when he felt the establishment needed a little supplementation, he would bring his own condiments, drinks, and, on occasion, his own home-grown tomatoes. He was the life of the party at every event: you never knew what was going to happen when Rickey was around, but you always knew you were going to have a good time. He made every effort to attend all the family holidays, armed with a fun story to entertain the room. Beneath his booming, gregarious exterior, he was a kind and gentle soul, a "softie" who would openly cry when touched by a movie, a song, or a special moment. He took his personal relationships very seriously and was extremely generous with family and friends. In retirement, he traveled, golfed, hunted, fished, and enjoyed barbecue and sports. He tried to attend every family wedding, celebration, and holiday, and spent summer days at the pool with his cherished granddaughter, Lenora Kar, who called him "Cap Cap." He is survived by his children Carol Kar and husband Nino, and Robert Teeter and fiancée Melissa Bradley; granddaughter Lenora Kar; the mother of his children, Amanda Simpson Teeter; his brother Captain James "Jimmy" Teeter and wife Toni; nieces Margaret Romero and Callie Hundal; and his cousins.

Crossing the Bar

Sunset and evening star,
And one clear call for me!
And may there be no moaning of the bar,
When I put out to sea,
But such a tide as moving seems asleep,
Too full for sound and foam,
When that which drew from out the boundless deep
Turns again home.
Twilight and evening bell,
And after that the dark!
And may there be no sadness of farewell,
When I embark;
For tho' from out our bourne Time and Place
The flood may bear me far,
I hope to see my pilot face to face
When I have crossed the bar.

— Alfred Lord Tennyson (1809-1892)



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