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Seafarers Log

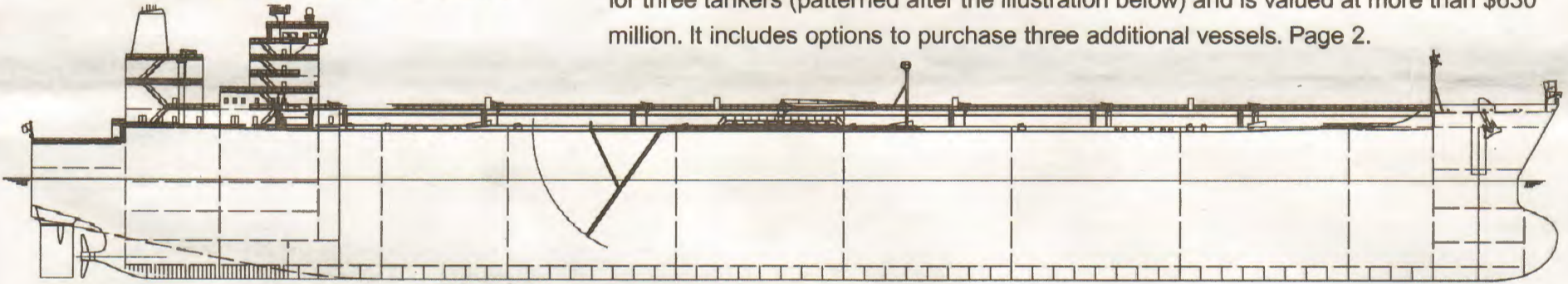
Official Organ of the Seafarers International Union • Atlantic, Gulf, Lakes and Inland Waters AFL-CIO

Building More Jobs for the SIU

Alaska Tanker Co. Adding 3 New Ships

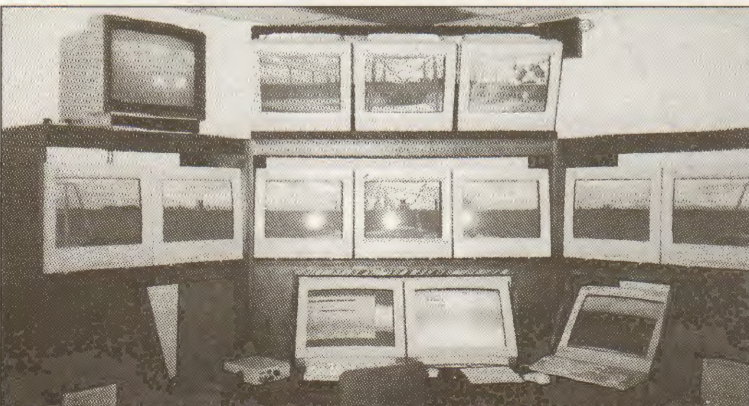
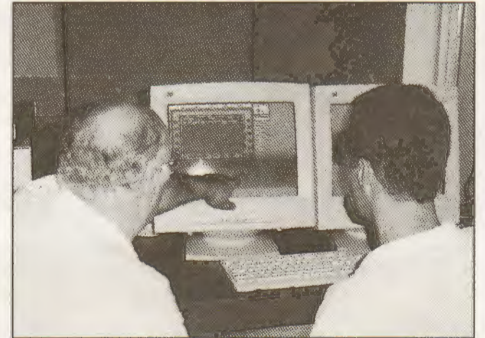
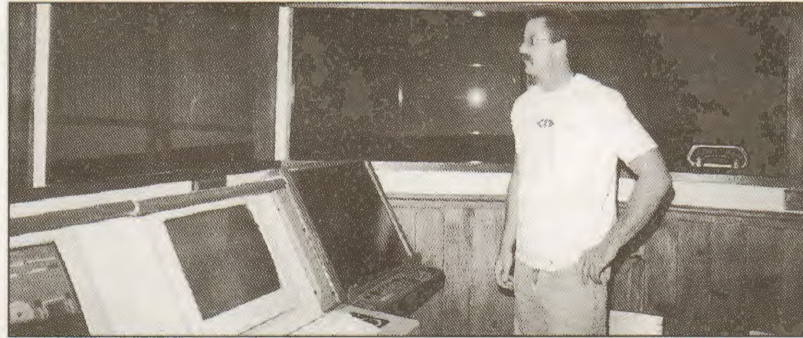
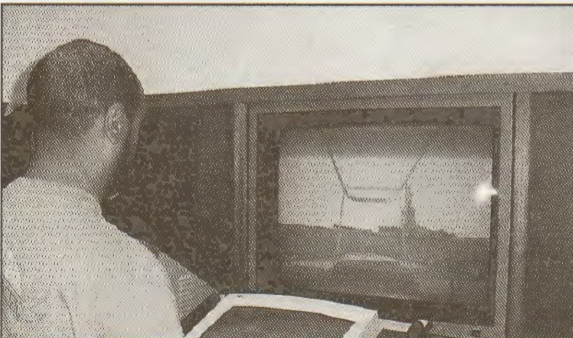
**BP May Order Total
of 6 New Tankers**

The SIU tanker fleet will expand by three to six vessels, following last month's announcement by BP that the company has ordered new double-hull tankers. The initial order is for three tankers (patterned after the illustration below) and is valued at more than \$630 million. It includes options to purchase three additional vessels. Page 2.

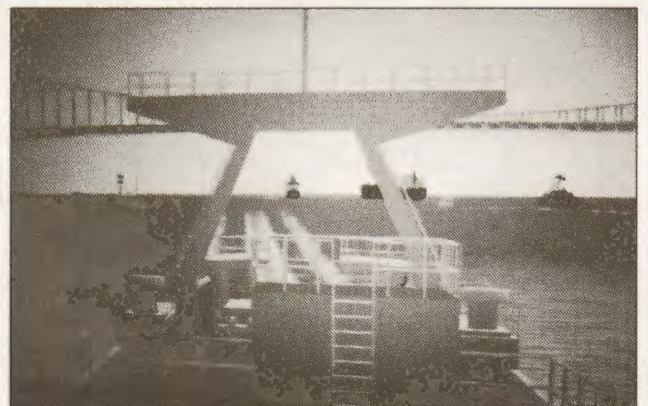


Super Simulators

Paul Hall Center Unveils Second-to-None Training Aids



Installation of new, state-of-the-art simulators for shiphandling (including GMDSS), engine room functions, crane operations and liquid cargo procedures will be finalized this month at the Paul Hall Center for Maritime Training and Education, located in Piney Point, Md. The top-of-the-line equipment is housed in a new annex to the preexisting simulator building. Upgraders and entry-level students are expected to begin utilizing the new simulators in November. Early reaction to the simulators, sampled last month by numerous upgraders, has been extremely positive. Pages 3, 8.



President's Report

Good News In Threes

For the SIU, good news in September came in threes.

First, the announcement by BP that new tankers have been ordered for the Jones Act trade is a huge statement in more ways than one. It signals broader support for our industry and confidence in the future of the U.S. Merchant Marine.

And it means jobs for the SIU, beginning with the first new tanker's delivery in 2003. At minimum, three new ships should be in place by 2005. BP also has an option to build three additional double-hull tankers, meaning as many as six new vessels are possible.

I hope SIU members see the connection between BP's announcement and our union's political activity. Because there's no way BP or anyone else would take such a step if the Jones Act did not enjoy solid support on Capitol Hill.

The SIU backs the Jones Act because it protects our livelihoods—but we also support it because it's good for America's economic and national security. This country deserves a strong domestic-flag fleet. BP's new ships will be a welcome addition.

Of course, those aren't the only new U.S.-flag ships on the way. As we have reported in previous months, American Classic Voyages is building two large cruise ships and, meanwhile, is preparing to launch the reflagged *Patriot* in December. Delta Queen just announced that the first two of its five coastal cruise vessels will sail in May 2001. TOTE has ordered two new cargo ships for the domestic fleet. The Military Sealift Command regularly is adding new LMSRs to its prepositioning force, most recently in late July.

If that doesn't convince people that there's a solid future for the U.S. Merchant Marine, then I don't know what will. The proof is right there—with new containerships, new tankers, new RO/ROs, new passenger ships. And the SIU is determined to ensure that this is just the beginning of comprehensive revitalization for the U.S. fleet.

Another big news item is the opening of the new simulator complex at the Paul Hall Center for Maritime Training and Education. I've been through the whole thing, and all I can say is, Wow! What a tremendous addition for the school.

It reminds me of last summer, when the Paul Hall Center opened the Joseph Sacco Fire Fighting and Safety School. The new simulators are on par with the fire fighting school. The equipment is the world's finest, the layout is perfect and the overall package is something everyone involved with the school will be proud of.

The most important aspect of these new tools is that they will help Seafarers do a better job aboard ship. Some of the upgraders who practiced on the new simulators last month said that the training aids will make other Seafarers feel sharper and yet more relaxed when they're at sea because they'll be so familiar with the equipment. To me, that translates into improved safety and better efficiency.

The new simulators and the fire fighting school trace their roots to the yearly meetings of the Paul Hall Center's deep sea and inland advisory board. By the way, that group's 33rd annual conference was scheduled for late September and will be reported in next month's issue of the *LOG*.

The board is an industry group that typically includes representatives from the SIU, the school, SIU-contracted companies, the Coast Guard, MarAd, the Military Sealift Command, the National Transportation Safety Board, and the American Council on Education. Collectively, it has worked hard to identify the training and certification needs of U.S. mariners as well as ship operators.

The yearly gatherings have yielded many good, practical ideas. They helped spawn the training record books now carried by SIU members. They have helped the school in creating specially designed courses to meet the unique needs of numerous companies, including on-site training. They have helped create an unprecedented level of industry-wide cooperation—a crucial asset for the growth of the U.S. fleet.

For the third bit of good news, the Seafarers Welfare Plan announced a major enhancement of its scholarship program. Now, the program offers a total of eight grants, worth \$132,000.

This benefit has come a long way since its inception in 1952. But it remains emblematic of the union's long-held commitment to learning.

So, I urge all eligible Seafarers and their dependents to take advantage of the scholarship program. It exists to help you further your education. Please make the most of it.

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New Tankers Ordered

SIU Fleet Augmented With BP Directive

SIU employment opportunities within its tanker fleet received a momentous lift last month when BP Exploration (Alaska) Inc. announced it has ordered three new double-hull tankers for the Jones Act trade. That order is worth more than \$630 million—and it includes company options to purchase an additional three vessels.

The ships will be operated by SIU-contracted Alaska Tanker Co. (ATC) to deliver Alaska North Slope crude oil to refineries on the U.S. West Coast. Design work already is under way, with the first ship scheduled for delivery in 2003. Subsequent vessels are due in 2004 and 2005.

"This is a major boost for our union and for everyone else who believes in the future of the U.S.-flag fleet," stated SIU President Michael Sacco. "It's an investment in U.S. Merchant Marine, and the SIU will do its part to protect that investment by continuing to provide the world's best-trained mariners."

The "Alaska class" vessels will be constructed at San Diego's NASSCO Shipyard, a facility that is building two new state-of-the-art containerships for

New Alaska Class Tankers At a Glance

- Design life: 35 to 50 years
- Length: 941 feet
- Beam: 164 feet
- Capacity: 1.3 million barrels
- Deadweight :185,000 MT
- Design draft: 61.5 feet
- Tanks: 18 cargo tanks
- Steering: 2 high efficiency rudders with separated steering gear rooms
- Propulsion: Twin-propeller, integrated diesel electric system consisting of four 6.3 megawatt generators and two 10-megawatt propulsion motors in independent engine rooms.
- Speed: 15.3 knots

Sources: BP and NASSCO

TOTE and in recent years also has built several new SIU-crewed LMSRs for the U.S. Military Sealift Command.



According to BP, the new tankers "will be built with redundant propulsion and steering systems which include twin diesel electric power systems in segregated engine rooms, twin propellers and twin rudders. Use of diesel electric propulsion systems will also reduce air emissions at sea and in port while reducing maintenance down time. To eliminate accidental oil leaks, the propeller shafts will be cooled and lubricated with seawater instead of lubricating oil. Cargo piping will be installed in the cargo tanks, instead of on deck, to reduce the risk of small spills. The ships will be fitted with state-of-the-art machinery and cargo control systems and an integrated navigation system."

"We see a long future on the North Slope," said BP spokesperson Anne Drinkwater. "We expect our net Alaska production to stay at or above the current level for another decade." BP has a net Alaska production of 300,000 barrels per day.

The company also stated that the new-build project will keep an estimated 1,000 NASSCO workers employed over the life of the agreement.

Delivery of these vessels will satisfy the commitment BP made as part of an agreement with the state of Alaska to accelerate—by an average of one year—the Oil Pollution Act of 1990 retirement dates of the non-double hull vessels in BP's chartered Alaska fleet.

By 2005, at least three new double-hull tankers will have joined the *Overseas Ohio* (at left) and other vessels operated by SIU-contracted Alaska Tanker Co. in delivering Alaska crude oil to West Coast refineries.

ITF Secures \$119,000 in Wages For Filipino Mariners in N.J.

International Transport Workers' Federation (ITF) inspectors from the SIU and NMU recently joined forces to secure \$119,266 in back wages plus full repatriation for a dozen Filipino mariners who had sailed aboard the run-away-flag vessel *Father M*.

The vessel, owned by Barclay Shipping of Greece and flying the flag of Malta, has been under ITF contract since November 1999. However, when crew members contacted SIU-ITF Inspector Tim Burns in late May, they reported the contract was not being honored.

A few days later, Burns and NMU-ITF Inspector Enrico Esopa met with the crew when the ship docked in Port Newark, N.J. Reportedly acting on orders from the company, the captain refused to produce any wage documents. However, the crew provided their individual receipts, which clearly showed they were receiving only half the pay called for in the contract.

Despite the ITF's demands that the agreement be honored, Barclay initially refused. The inspectors then arranged for U.S. marshals to arrest the *Father M* on May 31.

On June 5, the company agreed to pay the back wages and repatriation expenses. A protective order also was put into the

settlement to shield the mariners from retaliatory action by the company agents or any other party.



Father M crew members wave goodbye from New York's Kennedy Airport, shortly after receiving back pay and repatriation expenses. The crew praised the work of ITF Inspectors Tim Burns and Enrico Esopa, who led their fight.

Please be advised that SIU headquarters and all SIU hiring halls will be closed Friday, Nov. 10, 2000 for the observance of Veterans' Day and Thursday, Nov. 23 for Thanksgiving Day (unless an emergency arises). Normal business hours will resume the following workday.

School Adds Superlative Simulators

Cutting-Edge Systems Enhance Paul Hall Center

As they initially tried out the Paul Hall Center for Maritime Training and Education's new simulators, the upgraders sounded like kids at a carnival.

"Virtual reality!" yelled one. "This is incredible! Unbelievable!" added another.

Seemingly everyone who has sampled the high-tech setup in Piney Point, Md. has reacted the same way, including many other students and a group of U.S. Coast Guard inspectors who toured the facility in mid-September.

See page 8 for additional coverage of the new simulators.

The modern building—an annex to the preexisting simulator building which will be dedicated next year—houses new simulators for shiphandling (including GMDSS), engine room functions, crane operations and liquid cargo procedures. Installation is supposed to be finalized this month, with upgraders and entry-level students utilizing the simulators beginning in November.

Among the first courses that will integrate the new tools are

AB, QMED, FOWT, radar and ARPA. Many more will follow.

"We often hear terms like 'cutting-edge' or 'state-of-the-art,' but these simulators truly are second to none," noted J.C. Wiegman, assistant director of vocational education at the Paul Hall Center. "It's an enormous enhancement for the entire school."

QMED Taylor Watson stated, "This shows the union is moving with the times, if not ahead of them. It shows an interest in our future."

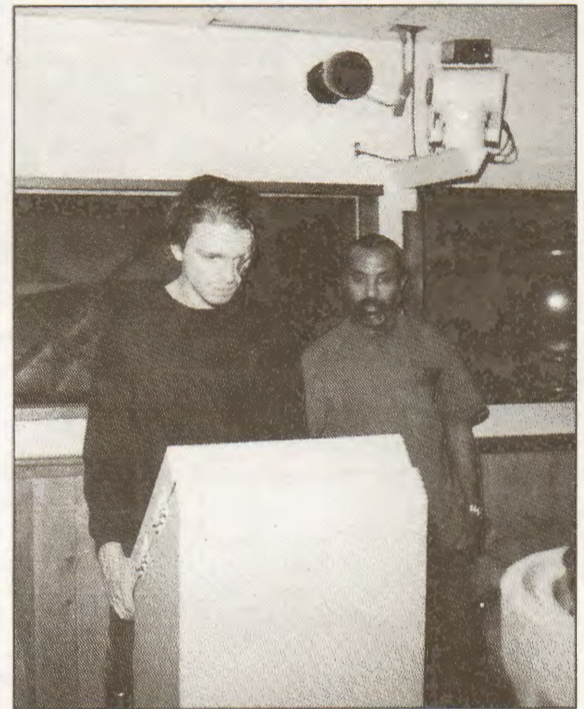
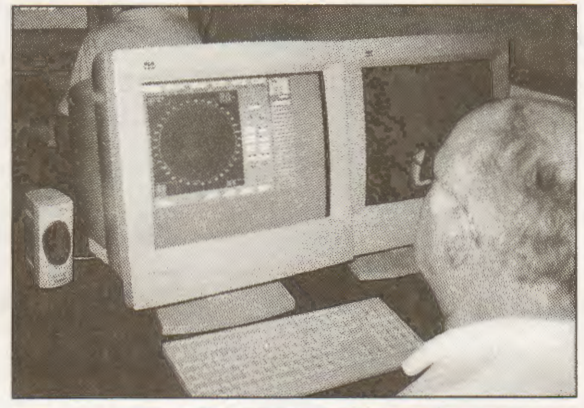
"It's just like being out at sea," said Pete Wojcikowski, a Navy veteran enrolled in the AB course. "To sum it up in one word: awesome! I'm definitely impressed."

After trying the full-mission shiphandling simulator, fellow student Chad Schultz agreed. "It's pretty amazing—very realistic," he observed. "This will make you a lot more relaxed at the helm."

That simulator is the centerpiece of the new systems. It features a 360-degree viewing sector and three interactive auxiliary bridges. The main bridge includes an integrated ship control console with ARPA/radar, global marine



Deep sea, inland and Great Lakes Seafarers in numerous deck and engine department upgrading courses will utilize the new simulators, as will students in the unlicensed apprentice program. Pictured above (from left), upgraders and instructors sample the engine and shiphandling simulators and the multi-function classroom.



distress system (GMDSS), electronic chart display (ECDIS, with charts from all over the world), a steering console and more.

It provides teaching support in the following areas: voyage planning and execution; coastal and offshore navigation; collision avoidance; ARPA/radar operation; electronic navigation systems; search and rescue operations; vessel traffic management; high speed navigation; bridge

watchkeeping procedures including tugs and barges, towboats and piloting; GMDSS procedures; oil spill response management; port development; human factors; and bridge team management.

"It's like nothing I've ever seen before," said OS Awale Muhiddin. "It is absolutely excellent."

"Wow!" said OS Jon Buffington. "It's impressive and it'll be a great training aid."

Added OS Andy Williamson, "I think it's great. It will help us learn to steer a vessel, and it surpasses my expectations."

The engine room simulator is potentially useful to any rating in that department, from wipers to engineers. It is designed for the training of engine room watchkeeping personnel in the operations of a vessel's diesel propulsion plant and electrical power

plant. Additionally, it includes an auxiliary systems and machinery simulator.

The crane and liquid cargo simulators are similarly advanced and useful.

"I'm very impressed," declared QMED Milton Greene Jr. after using the engine room simulator. "This is something we can really use."

"It's fantastic," said QMED James Daley, an NMU member enrolled in the marine electrical maintenance 1 course. "You can learn a lot with this equipment. It's everything they say it is."

New Coastal Ships Debut In May 2001

The SIU crewed fleet of passenger ships will grow again in May 2001 with the debut of two new vessels operated by Delta Queen Coastal Voyages, a subsidiary of American Classic Voyages.

The *Cape May Light* and the *Cape Cod Light*—the first of five ships planned for the coastal fleet—will offer their respective inaugural cruises beginning May 5, according to a recent statement by the company. Each vessel is 300 feet long and can carry 226 passengers. The ships will travel along the East Coast, Great Lakes and Canadian Maritime



Delta Queen Coastal Voyages' new 226-passenger ships, patterned after this model, are scheduled to sail in May.

Provinces.

Seafarers already crew four passenger vessels operated by another American Classic Voyages subsidiary, Delta Queen Steamboat Co. Those ships are the *American Queen*, *Columbia Queen*, *Delta Queen* and *Mississippi Queen*.

The coastal ships "are named for historic lighthouses and designed to resemble the classic

coastal packet ships of the late 1800s," noted a company official.

More information about the itineraries and vacation packages is available toll-free at 800-846-8000 and on the internet at www.coastalvoyages.com.

Scholarship Program Expands to \$132,000

Fifth Dependent Grant Added; Existing Endowments Raised

Nearly 48 years to the day since it launched an unprecedented scholarship program for SIU members and their dependents, the Seafarers Welfare Plan (SWP) has announced a huge expansion of the operation.

The improved program annually will include three scholarships for SIU members and five for spouses and dependent children of Seafarers. Altogether, the scholarships' value equals \$132,000—a 52 percent increase from the previous amount.

In approving the program's first increase since 1990, the SIU Board of Trustees allowed an additional dependent scholarship and boosted the dependent grants to \$20,000 apiece, up from \$15,000. The four-year scholar-

ship for an active SIU member also was expanded to \$20,000.

The board acted on a recommendation by the SWP Scholarship Committee. In a memo to the trustees, the committee cited "the increasing number of applicants as well as the quality of the applicants" as motivating its proposal.

The \$20,000 scholarship for an SIU member is for use at a four-year institution of higher learning. Two other awards—for \$6,000 each—go to Seafarers for use toward two years of study at a community college or vocational school.

The five dependent grants are designated for use at four-year colleges or universities.

"Throughout our history, the

SWP Scholarship Program Highlights

- Annual value of grants awarded has increased from \$87,000 to \$132,000
- Dependent scholarships increased from \$15,000 to \$20,000 apiece
- The four-year grant for an active SIU member increased from \$15,000 to \$20,000
- A fifth dependent scholarship has been added, up from four

SIU always has emphasized the importance of education," stated SIU President Michael Sacco. "The expansion of the scholarship program reaffirms that commitment."

SWP Administrator Lou Delma said the scholarship committee "is thrilled that our recommendation was approved. It's a great step forward for Seafarers and their dependents, and it's a big boost to an already successful program."

Patriot Sails in December



The SIU crewed passenger vessel *Patriot*, operated by United States Lines, remains on schedule to begin weekly cruises from Honolulu on December 9. The former Holland America ship can carry 1,212 passengers, is 704 feet long and 33,930 gross tons. U.S. Lines' parent company American Classic Voyages also is constructing two new passenger vessels, scheduled for completion in 2003 and 2004, respectively.

Seafarers, Elected Reps Rally Against 'Floating Sweatshops'

Runaway Flags Tagged 'Nothing Short of Criminal'

Wearing T-shirts and caps emblazoned with the slogan "Workers Against Floating Sweatshops," more than 100 SIU members rallied Sept. 19 on Capitol Hill to protest the scam that is runaway-flag shipping.

Thirteen speakers addressed the demonstration, and each urged an end to runaway flags, also known as flags of convenience (FOCs). In order of appearance, the speakers were U.S. House Minority Whip David Bonior (D-Mich.); AFL-CIO Maritime Trades Department President Michael Sacco, who also is president of the SIU; Rep. William Clay (D-Mo.); Marine Engineers' Beneficial Association President Larry O'Toole; Rep. Eliot Engel (D-N.Y.); Thomas Tay, vice chairman of the International Transport Workers' Federation's (ITF's) Seafarers Section and general secretary/executive director of the Singapore Maritime Officers' Union; Senator Ron Wyden (D-Ore.); Stephen Cotton, secretary of the ITF Special Seafarers' Department; Remo di Fiore, an ITF executive board member; Air Line Pilots Association President Duane Woerth; International Longshore & Warehouse Union Legislative Director Lindsay McLaughlin; AFL-CIO President John Sweeney; and Rep. Gene Taylor (D-Miss.). Additionally, Senator Barbara Mikulski (D-Md.) sent a letter of support that

Bulletin

As this issue of the *Seafarers LOG* went to press, ITF inspectors were assisting 950 crew members in a massive back-pay case involving three vessels from the runaway-flag Premier Cruise Lines.

In Halifax, Nova Scotia, the *Sea Breeze* was arrested and arrangements were being made for 250 represented crew members to receive \$460,000 in unpaid wages from the company.

In the Bahamas, crew members from the *Oceanic* and the *Big Red Boat II* were due to receive \$2.4 million in back pay, thanks to ITF intervention.

Premier is based in Port Canaveral, Fla.

was read to the assembly.

The ITF and several of its U.S.-based affiliate maritime unions (including the SIU) hosted the event, which kicked off an "action week" patterned after previous ITF endeavors. Unannounced ship inspections along the East and Gulf coasts were slated for later that week (too late for the *Seafarers LOG's* October deadline).

21st Century Slavery

During the Sept. 19 demonstration in Washington, speaker after speaker likened runaway-flag shipping to slavery. (FOC shipping is a scheme in which the shipowner typically avoids its nation's labor, safety and tax laws—among others—by using another country's flag. This escape also often includes hiring multinational crews through an agency based in a country other than that of the shipowner or the flag state.)

"That kind of exploitation isn't allowed in America anymore, but it's business as usual on the high seas," stated Bonior. "FOC shipping is a menace to public safety and an assault on human rights."

He also pointed out that runaway flags are prominent not only on cargo vessels, but also aboard passenger ships—including high-profile, U.S.-based companies such as Royal Caribbean and Carnival.

"I will always stand by you," Bonior concluded.

Sacco noted that while FOC shipping is a human-rights issue, "we must recognize that runaway-flag shipping also is a vital national security issue for the United States of America."

Runaway-flag shipping is the No. 1 enemy of the U.S. Merchant Marine. The growth of the runaway-flag fleet unquestionably has weakened American sealift capability, making it more difficult to provide our armed

forces with the supplies they need all around the world."

He cited two ways to combat FOCs.

"One is to go after the runaway-flag shipowner and operator and hold them accountable. The ITF and its affiliate unions are doing that, and, slowly but surely, it's paying off...."

"The Seafarers International Union remains committed to the ITF campaign against FOCs. We will do anything and everything to help ensure the campaign's success."

"The other step we must take is to build a stronger U.S.-flag merchant marine," Sacco continued. "American-flag ships are the safest in the world, crewed by the world's best-trained mariners. American-flag ships protect our economic and national security. American-flag ships and U.S. Merchant Mariners are this nation's fourth arm of defense."

"Revitalizing our fleet must be a top priority in Congress."

'Disgraceful Conditions'

Clay said that FOCs often are wrought with "disgraceful and intolerable conditions that we ought to not let exist. These floating sweatshops are a scheme to deny workers their rights. They're all about exploitation. Crews live under the most inhumane circumstances."

"This nation not only has the right, but the moral duty" to fight

against FOCs.

O'Toole said runaway flags "threaten the very existence of our fleet. The time is now to stop them."

"Our U.S. Merchant Marine really acts as a national guard," he added. "We're ready to serve this country."

Engel stated the FOC issue is a matter of "basic fairness. If phony foreign flags are flying on vessels, then everyone loses.... We should not tolerate slave wages and working conditions."

"Your fight is America's fight. Your cause is just. Keep on fighting. Right is on our side. Victory will come."

Tay recounted FOC cases in Singapore with which he has worked.

"We've seen how the crews have suffered and been exploited by FOC owners. We are with you in this fight."

Wyden led with the *New Carissa* episode, which began in February 1998. The runaway-flag freighter ran aground at Coos Bay, Ore., spilling 70,000 gallons of heavy bunker fuel. Incredibly, large sections of the ship remain there.

See page 10 for
photographs from the rally
on Capitol Hill.

"Reality is, it's easier to register a supertanker in some foreign countries than it is to register an automobile in Oregon," he said. "As long as FOCs continue, it's just a matter of time before the next *New Carissa*."

"It's time to make sure no more oil is spilled and no more coastlines are ruined because this country refuses to get tough."

Vital to America

Cotton reiterated Sacco's point that the U.S.-flag fleet is crucial to national and economic security—a fact that demands action against FOCs.

"The American flag is vital to the future of American economics," he stated. "It's crucial that all nations with economic power and influence" mobilize against runaway flags.

"We have to fight for freedom," asserted di Fiore. "We

Continued on page 10

U.S. Workers Lack Right to Organize

In a report issued August 31, the watchdog group Human Rights Watch (HRW) states that U.S. workers lack the most fundamental internationally recognized human rights at the workplace—the basic freedom to organize, bargain and strike.

The 217-page report, titled "Unfair Advantage: Workers' Freedom of Association in the United States Under International Human Rights Standards," was issued by the nation's premier human rights organization following a year-long investigation that encompassed workers in many industries and occupations in workplaces from coast to coast.

"Workers' basic rights are routinely violated in the United States because U.S. labor law is so feebly enforced and so filled with loopholes," the report states.

Each year, thousands of workers in the United States are fired from their jobs or suffer other reprisals for trying to organize unions. Millions of workers are excluded from labor laws meant to protect workers' organizing and bargaining rights, and their number is growing, according to the report.

The report is based on the examination of workers' rights to organize, to bargain collectively and to strike under international norms. It found widespread labor rights violations across regions, industries and employment status.

The group studied many sectors to assess the scope of the problem (services, industry, transportation, agriculture, high tech) and included geographic diversity (cities, suburbs, rural areas). It also looked at a wide range of workers (high and low skill, blue and white collar, resident and migrant, women and men, racial, ethnic and national origins).

The cases studied in the report offer a cross-section of workers' attempts to form and join trade unions, to bargain collectively and to strike.

To supplement its on-the-ground research and official records, HRW used credible news accounts of instances where workers' rights appear to have been impaired and also relied on National Labor Relations Board records of complaints filed against companies by workers claiming a violation of their rights.

Employers often resist union organizing by dragging out legal proceedings for years, the report states. Labor law is so weak that companies often treat the minor penalties as a routine cost of doing business,

not a deterrent against violations. Some workers have succeeded in organizing new unions in recent years, the report notes, but only after surmounting major obstacles.

AFL-CIO President John Sweeney emphasized the historical importance of the report. He agreed with the conclusion of HRW, stating that U.S. labor law is stacked against employees who wish to organize a union, allowing employers to intimidate and coerce workers not to unionize. He further noted that employers routinely delay organizing and bargaining for years, rendering workers' basic rights moot and that the penalties for employer violations of the law are practically meaningless.

"Most U.S. workers lack an effective right to strike because their employers simply replace them—permanently," Sweeney said. "Immigrant workers' rights are under particular assault. And millions of citizens lack legal protection altogether, including farm workers, temps, 'independent' contractors who are really dependent on their employers, and state and municipal workers in states lacking collective bargaining rights for public employees."

"In case study after case study, the report asks not whether the letter of U.S. law was upheld, but whether our 65-year-old legal system affords workers basic internationally recognized human rights at work. Sadly but not surprisingly, Human Rights Watch concludes that it's not even a close call. The vast majority of American workers—from apple pickers to computer programmers—lack these fundamental freedoms."

Sweeney stated that the report will be a helpful tool "to use with our allies as we continue to make the case about the obstacles that workers face in this country when they try and organize."

He concluded, "The policy implication of the Human Rights Watch report are clear. We must fundamentally overhaul our labor laws to bring us into line with basic human rights norms. At the same time, we must continue to raise the flag of workers' rights in the international arena. We cannot protect our own rights or living standards at home or work to build a strong voice for working men and women around the world unless we also help ensure that workers in all countries can exercise their rights."

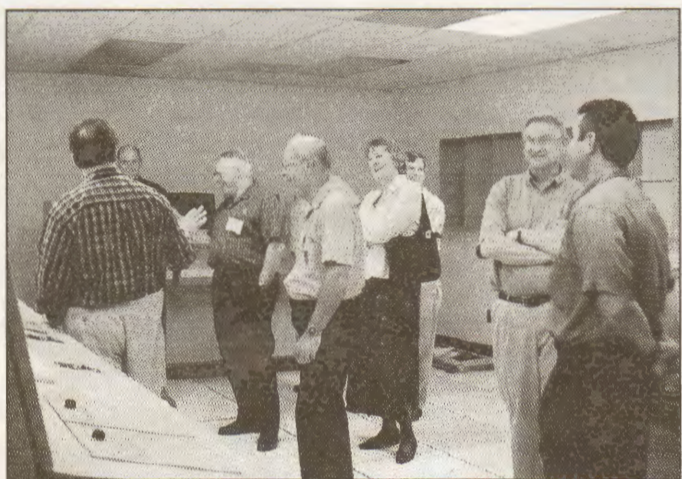
Kenneth Ross, executive director of HRW, said, "The cards are stacked against workers in the United States. The U.S. government cannot effectively press another country to improve labor standards while violating them itself. It should lead by example."

Human Rights Watch was formed in 1978 and conducts regular, systematic investigations of human rights abuses in more than 70 countries around the world. Their goal is to hold governments accountable if they transgress the rights of their people.

REC Chiefs Meet in Piney Point



The Paul Hall Center for Maritime Training and Education last month hosted the annual meeting of the heads of the U.S. Coast Guard's regional examination centers (RECs). The three-day seminar in Piney Point, Md. primarily focused on "policy issues, with heavy emphasis on STCW," noted a Coast Guard spokesman. The group toured the Paul Hall Center's Joseph Sacco Fire Fighting and Safety School (top photo) and the new simulator annex (below). They also received sample training record books (TRBs) like the ones carried by SIU members. "The school and the sample TRB gave [the Coast Guard licensing office chiefs] a feel for what the mariners are being exposed to," added the spokesman.



Unions Welcome New ROS Language

SIU civil service mariners (CIVMARS) working directly for the U.S. Navy's Military Sealift Command (MSC) recently received good news in the form of a settlement regarding works rules for reduced operating status (ROS).

The agreement was reached between the SIU, the other maritime unions representing CIVMARS (National Maritime Union; Masters, Mates and Pilots; Marine Engineers' Beneficial Association) and MSC.

As a result, SIU CIVMAR watchstanders will receive the applicable premium pay for work on Saturdays, Sundays and holidays whether the vessel is at sea or in port. Additionally, while a vessel is in port and in long-term ROS, Seafarers will be paid when a watchstander works in excess of eight hours per day.

Before the settlement, masters had been authorized to change work schedules when vessels were in ROS or in full operating status but awaiting

assignment. The unions contended that this system, though well-intended, caused confusion on the ships and at times was difficult to uniformly administer.

Consequently, the ROS language in the Civil Marine Personnel Instructions (a document that guides MSC personnel) has been revised.

"It took a while to reach this agreement, but it was worth the wait. It's a significant gain for SIU CIVMARS," stated SIU Government Services Representative Chester Wheeler.

The SIU represents unlicensed CIVMARS working aboard MSC vessels operating from the West Coast.

Overall, MSC operates a wide range of civilian-crewed military support ships, including many outside the CIVMAR fleet. A substantial number of those vessels—tankers, dry cargo ships, roll-on/roll-off vessels, surveillance ships, ammunition carriers and others—are crewed by SIU members.

Exterior Enhanced at Baltimore Hall



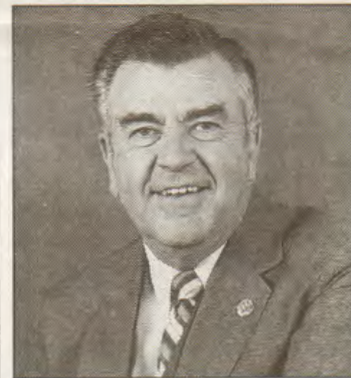
The SIU's new hall in Baltimore opened July 1, but some cosmetic work continues at the Essex Street facility—including the recent addition of exterior lettering, pictured at left.

Rep. Bateman Dies at 72

U.S. Rep. Herb Bateman (R-Va.), a respected legislator and staunch supporter of the U.S. Merchant Marine and the American shipbuilding industry, passed away in his sleep September 11 in Leesburg, Va. He was 72.

Bateman, chairman of the Merchant Marine Oversight Panel on the House Armed Services Committee, served Virginia's 1st District for 18 years. He had battled various health problems for approximately the past decade and, consequently, in January announced he would retire after his current term.

"Herb Bateman was a true friend and advocate for the entire U.S. maritime industry," stated SIU President Michael Sacco. "He particularly understood the importance of sealift to America's national defense and the need to maintain a pool of trained U.S. citizen mariners. We will miss him."



U.S. Rep. Herb Bateman

Among many other pro-maritime actions, Bateman in recent years supported the Jones Act, the Maritime Security Program and initiatives to bolster U.S. sealift capability. The Air Force veteran's district included Newport News Shipbuilding, and he likely was best known for his advocacy for the military.

U.S. Maritime Administrator John Graykowski said, "I feel that I have lost a good and true friend of this agency and our industry. His leadership, courage and determination helped strengthen the maritime industry."

Philly Seafarers Back AFSCME



SIU members from the Philadelphia area recently demonstrated downtown in support of fellow trade unionists from the American Federation of State, County and Municipal Employees (AFSCME). Among those participating from the SIU were (pictured above) OMU Juma S. Juma, Steward Bill Kelly, AB Paul Wills, QMED Joe Grandinetti, GUDE Lafe Fraley and Steward Jeff Beasley (along with three of his children). The rally focused on contract talks involving AFSCME members and several Philadelphia hospitals.

Resolution Honors Merchant Mariners

The U.S. House of Representatives on September 14 unanimously approved a resolution honoring U.S. Merchant Marine veterans.

The resolution was authored by Rep. Steve Kuykendall (R-Calif.), who serves as vice chairman of the Merchant Marine Panel of the House Armed Services Committee.

"The United States Merchant Marine has provided critical support to the armed forces of the United States in periods of conflict," Kuykendall said. "The time has come for us to recognize the dedication and contributions of merchant marine veterans and to honor those who sacrificed their lives in defense of the United States."

The resolution encourages citizens as well as the government to commemorate merchant mariners' service through ceremonies and other activities.

"Merchant mariners have served the country since the birth of our nation," Kuykendall con-

cluded. "They helped form our Continental Navy, they manned the Liberty and Victory ships that helped win World War II, and they delivered the equipment that won the Gulf War. Their contributions have been many, and the nation is grateful for the service and sacrifice of all merchant mariners."

Notice: Flu Shots Set For November 15 at Tacoma SIU Hall

Virginia Mason Clinic will again offer free flu shots this year to members, dependents and retirees who qualify under the rules of the Seafarers Welfare Plan. The inoculations will be given at the Tacoma hall on Wednesday, Nov. 15 from 9 a.m. until noon. The address is 3411 South Union Avenue. Any member, dependent or retiree intending to receive a flu shot is requested to call the hall at least one week prior to Nov. 15. The telephone number is (253) 272-7774.

Training Proves Beneficial for SIU Port Personnel

Fifteen SIU administrative assistants from various ports converged on the Paul Hall Center for Maritime Training and Education in Piney Point, Md. Aug. 24-27 for training on a new, long-awaited membership dues collection and tracking system. Port agents, vice presidents, patrolmen and SIU headquarters personnel earlier in July and August received the same training.

Developed and designed by employees from the Seafarers Management Information System (SMIS), the new approach streamlines the process administrative personnel have for years relied on to collect, track and post dues paid by union members. Under it, administrative assistants at ports now simply collect dues, make appropriate entries into the SIU's mainframe and then provide members with a computer-generated receipt.

Upon making the entries into the mainframe, all pertinent information regarding dues payment becomes available on the spot to all authorized parties, regardless of location. Under the old system, dues were collected at respective ports, receipts were manually prepared for members, and notices of payments made were e-mailed to the controllers' office at headquarters. Copies of receipts were then faxed to headquarters and "paid" entries inserted into the union's mainframe in bulk monthly, usually some 30 days after payments initially were received.

The fresh plan is a collaborative effort of a number of people on the SMIS staff, according to Wally Schmidt, SMIS director. It was implemented in three phases. Phase one was up and running in January, while phases two and three gradually have been added since then.

"The training at Piney Point was conducted to teach our port agents, vice presidents, patrolmen

and administrative people at the various ports how to use the new system and related software," Schmidt said. "That training was a success and at this point is pretty much complete.

"Some questions will probably surface as time goes on," he continued, "but when they do, people have been instructed to call our help desk for assistance. If questions arise that the help desk can't answer, they will be referred to me," Schmidt said.

"I was very proud of the job everyone involved did in developing, designing and training our people on the new system," Schmidt concluded. "And I think over time, the new system will be very well received and appreciated. I think it's something that will be used for a long time."

Paul Hall Center Vice President Don Nolan said the training had numerous benefits. "Besides making it easier for the administrative people to do their jobs, it gave them a deeper appreciation of what we do here," Nolan said. "They got to see the school, visit the fire fighting facility and participate in training as well as visit headquarters."

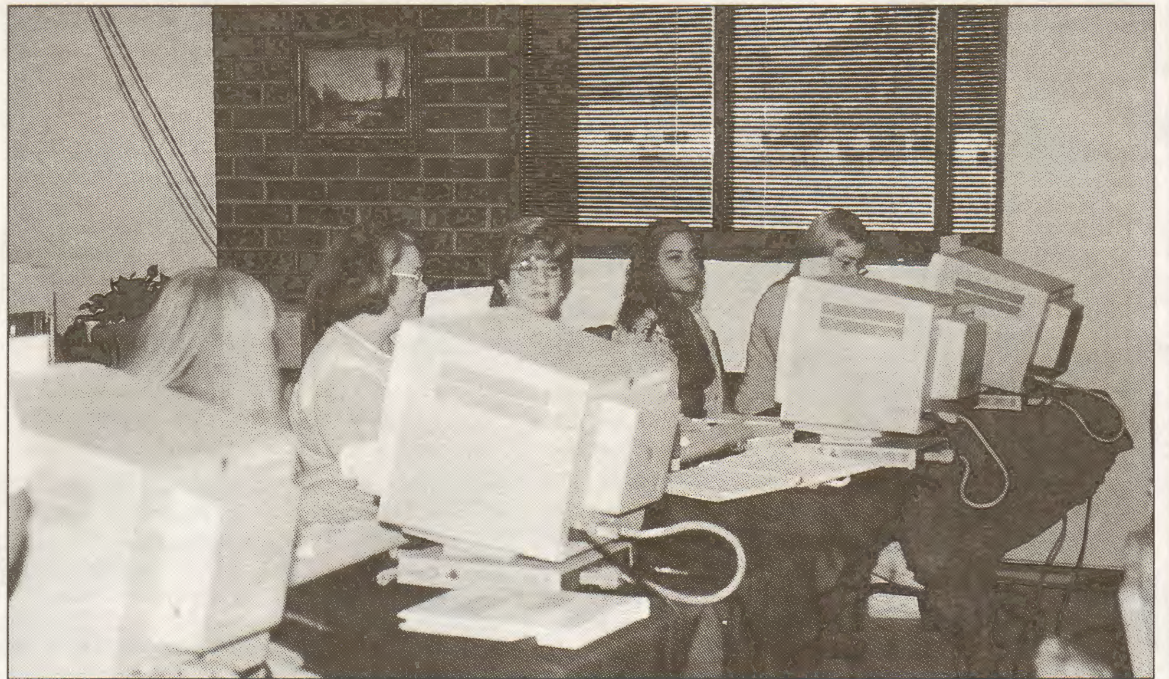
Several of the administrative personnel offered feedback on their training, their tour of facilities at Piney Point and SIU headquarters, and their overall experience while in the area.

Lisa Clark from the port Baltimore stated, "The entire experience was great.

"The training was especially insightful. We participated in various types of exercises at different work stations. They told us what we'd be doing with the new system and gave us a nice manual that explained it. Before the training, admin folks did not handle dues that much, but now when members come in we can handle them."

"The training was very educa-

Continued on page 7



The administrative assistants took part in a hands-on training session at the Paul Hall Center related to the SIU's new dues collection system, which will streamline the dues collection process in all ports.

NMU Members Praise Paul Hall Center

Editor's note: More than 100 members of the National Maritime Union have attended various courses at the Paul Hall Center for Maritime Training and Education in Piney Point, Md. A reporter from the Seafarers LOG talked to a sampling of these mariners to get their impressions of the school, its instructors and the curriculum. Following are the comments of four individuals who currently are enrolled in the SCTW basic safety course.

"I find it to be a very outstanding school," said Rubun Ruck. "The curriculum is great and the instructors are wonderful. I have never had any training like this before."

Ruck, who joined the NMU in New York, hails from Brooklyn and is an electrician. He ships in the engine department and has been sailing for nearly 30 years.

"The instructors are great fundamental teachers," he continued. "They really take time with you and make sure that you understand what's being taught before they move on to something else. Although I made some suggested changes in one of the classes, I will definitely go back and tell my port agent to send people down here for the training because it's great.

"What I learned here in one week far exceeds what I learned the whole time I have been going to sea. It's very in-depth and extremely realistic. I can now appreciate what firefighters go through in our cities, before I had no concept of what they did. Now I do thanks to what I have learned here."

Wiper Andrew Potash shared Ruck's assessment and was particularly impressed with the water survival training he received. "The water survival training was very interesting and stimulating," he noted, "because it offered an abundance of good, hands-on training."

Potash also hails from New York and sails in the engine department, but unlike Ruck is a newcomer to the seafaring industry.

"I've only been a member of the NMU for two months," he said. "Before coming here, I'd



NMU members enrolled at the Paul Hall Center as of mid-September included Rubun Ruck, Jose Garcia, Ahmed Saleh, Alberto Rivera, James Daley, Ali Akmar, J.J. Reyes, Earl Woods, Jerry Jones, Andrew Potash, Daniel Ramirez Jr. and Winston Gardner.

never had any hands-on training relating to being a mariner.

"Besides the water survival training, I was impressed with the fire prevention training," he continued. "It was excellent and I rate the school as well as the instructors very high on that. I learned a great deal about the realities of fires on board ships. Before coming here, I had seen only videos about them. These did not really teach me anything, but the training I received really opened my eyes.

"I'd highly recommend the school to fellow NMU members because of the quality of instruction available here at the school," Potash continued. "The instructors are very understanding and patient. They are willing to share their experiences and knowledge other people, they teach you what you really need.

Port Arthur, Texas native Jerry Jones was awestruck by the school as well as the SCTW curriculum. An OS, Jones has been a NMU member for four months.

"This is my first time at any merchant seaman school," he shared, "and it's been quite informative for me. I am now more aware of a lot of things aboard ships that I was not aware of out there before.

"The instructors were great because they took time with us; they did not rush anyone along; they made sure we understood

what was being presented before moving on to something else. They were very professional."

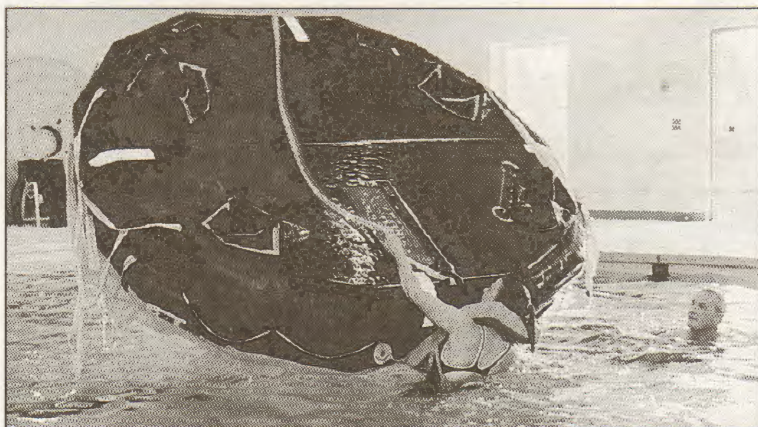
Earl Woods, a deck engine mechanic, echoed the sentiments of his fellow NMU brothers. Woods has been sailing for more than 30 years, but until now has never had any hands-on training to hone his seafaring skills.

"I grew up in the school of hard knocks, he said. "Everything I knew about being a mariner before coming here was acquired on a do-as-you-go basis.

"The school is very impressive and the curriculum is superb," the Mobile, Ala. native said. "You have wonderful instructors here. They take time with you and give you the opportunity to ask questions if you don't understand what's being presented.

"I was especially impressed with the hands-on approach that they used during the classes," Woods continued. "Here, I actually climbed into a life raft and got involved in fire fighting just as though it was taking place aboard a ship. I'd never done either before and that makes a big difference because things I took for granted out there were brought to the forefront here.

"I for one, and I imagine there are quite a lot of others who feel the same way, learned a lot here. I'd definitely come back again and look forward to doing so," he said.



Port of Tacoma Administrative Asst. Brenda Delia attempts to board a life raft during an introduction to water survival session at Piney Point.

Crowley Maritime Appoints New Vice Chairman/Exec VP

Bill Pennella has been promoted to vice chairman and executive vice president for Crowley Maritime Corporation (CMC).

Formerly executive vice president with responsibility for human resources, labor relations and purchasing, Pennella also will oversee information technology and finance and accounting functions for the Oakland-based corporation and will continue to report to Tom Crowley Jr., CMC chairman, president and CEO.

Pennella has more than 30 years of experience in administration, human resources and labor relations. Prior to joining Crowley, he worked in those fields for two global steamship lines.

Since joining Crowley 13 years ago, Pennella has held positions of increasing responsibility including vice president of human resources and senior vice president of human resources/administration.

"This is a well deserved promotion," said Crowley. "Bill has been a valued member of our team for many years."

Whitten Brings Caring Touch To Her Work at Piney Point

Florence Whitten has spent the last 23 years giving her talents, time and love to make sure the needs of others are met.

This comes as no surprise to the thousands of Seafarers and their family members who have entered the gates of the Paul Hall Center for Maritime Training and Education in Piney Point, Md. They know firsthand of the generosity, kindness and thoughtfulness that Whitten exudes.

Although her official duties involve handling money and making travel arrangements (she's the center's purser/travel consultant), you'd be hard pressed to find anyone who would not characterize her more as a mother simply because she genuinely cares. She is consumed about every mariner and everything that affects their respective livelihoods and well beings.

As purser, Whitten takes in, accounts for, deposits and disperses all funds generated at the center. As travel consultant, she makes travel arrangements for all personnel (entry-level students, upgraders, dependents and

family members) coming to or leaving the installation. It is the latter portion of her job that she finds more rewarding.

"I love my job and all of the people I meet and help on a daily basis," she said. "When you think of it, we all really do need and depend on one another. We are in a union, and being in a union means you're in a family. Everyone who comes here are members of my family."

Whitten said she respects the rigors that Seafarers routinely undergo. "Just think of what they go through," she offered. "They are away from their families so much. They really do sacrifice an awful lot each day; they give up something in order to give something back to others.... While they are here, the least I can do is to help them. That's why I try very hard to make sure they are happy, that their travel arrangements are right, and that their airline, bus or train tickets are not outrageously priced."

Whitten's day normally begins early and continues until she feels assured that she has done all she can that day for members in need of her services.

"I'm here at about 6 a.m. each day," she said. "I know that's early for some people, but you never know what can go wrong nor at what time. Sometimes, a member may have to leave on short notice and I want to be here to do what I can to help him or her."

Many members bring their wives and children with them while attending classes at the school. When this occurs, Whitten says becoming involved with the family members, especially the kids, is comparable to having "heaven here on earth. I really like it when they bring their kids along with them because children are what it's really all about."

Aside from the SIU members and their families, Whitten attributes her deep affection for her job to the positive atmosphere in which she works and the people with whom she works.

"I love working here now more than ever before because everything is so positive," she shared. "There are so many good people on this base. I have excellent co-workers, a terrific super-



Florence Whitten takes care of all the transportation needs at the school for students and their families.

visor and a wonderful union president who always puts the needs of others way ahead of his own. How can I not be happy?" she concluded.

Whitten's kind gestures have not gone unnoticed over the years. Even after people leave the school, they regularly call, write letters or send cards to acknowledge her deeds, according to Don Nolan, vice president of the school and Whitten's immediate supervisor.

"Many of the people don't remember her name," Nolan shared, "but we all know who they are talking about when we receive correspondence thanking

us for how well there were taken care while they were here.

"Florence is probably one of the most important people we have here at the school," Nolan declared. "I say that because she takes care of the massive transportation needs of our students and their families. Getting people in and out in a timely and efficient fashion is critical to what we do here.

"She really goes way out of here way to make people happy and she loves doing what she does. I can't say enough about what she means to us and what she has done for all of us," Nolan concluded.

Ports' AAs Train on New System

Continued from page 6

tional and beneficial," said Romeo Lumanlan, who works in the port of San Francisco. "I'm glad they came up with new way for collecting dues." Lumanlan has been with the union for some 30 years and is well accustomed to collecting dues under the old system.

"I could not wait to get back to my job and put what I learned into practice. And when I did, it really helped me a lot," he said. "I already had the manual, but the training put everything we had done in a classroom environment into perspective."

"The new system will make our jobs a lot easier because we won't have to do e-mails everyday," said Linda Kluska, who works in the Philadelphia hall. "All transactions now will now go directly to the controllers' office. It will also make for easier accounting at the end of the

week.

"I thought the training was pretty easy, very informative and well conducted," she continued. "It's been working pretty smoothly so far... this is definitely a much needed change and we really had a nice time while there."

Karen Shuford from the port of Jacksonville gained new insights as a result of her visit. "Everything really opened up my eyes as to what SIU members go through," she said "and I'm sure we only touched a tip of the peak of a mountain during our stay. The stuff that we were taught in just the short time we were there was tremendous."

Of the dues collection training, Shuford said, "It was tremendous and a welcome change. Without a doubt, the new system has taken a lot of headache out of the job for me. Now when people make their payments, they are keyed in and it's in the system right then.

"It's the best thing I have seen come along since I have been here and I been in my position for nearly nine years."

In addition to Clark, Lumanlan, Kluska and Shuford, others who participated in the training and their respective ports were Sherri Peters - Norfolk; Alicia Lorge - Mobile; Barbara Vicknair - Harvey; Brenda Delia - Tacoma; and Sharon Gongon Rios from Puerto Rico. Remaining participants included Larayne Koide - Honolulu; Janice Hunicke - Houston; Patricia Christian - Alton; Susan Dersewek - Algonac; Paulette Johnson - Duluth; and Elizabeth Weirschem from St Louis.



With the assistance of an instructor, Karen Shuford tries her skills at extinguishing a blaze during a hands-on tour of the Joseph Sacco Fire Fighting School in Piney Point. Shuford is the staff administrative assistant in the port of Jacksonville.

USCG Approves 2 Additional STCW-Related Classes at PHC

The Paul Hall Center for Maritime Training and Education last month received U.S. Coast Guard approval for two courses that fulfill STCW requirements for mariners sailing aboard certain passenger vessels.

The newly approved classes are 7-hour crisis management and human behavior, and 4-hour crowd management.

In its approval letters, the Coast Guard noted that students who successfully complete the crisis management and human behavior course will satisfy the training requirements of "Table A-V/2 and Paragraph 5 of Section A-V/2 of the STCW Code for Passenger Ships Other Than Ro-Ro Passenger Ships; and, the

Passenger Safety training requirements of Paragraph 4" of that same section of the code.

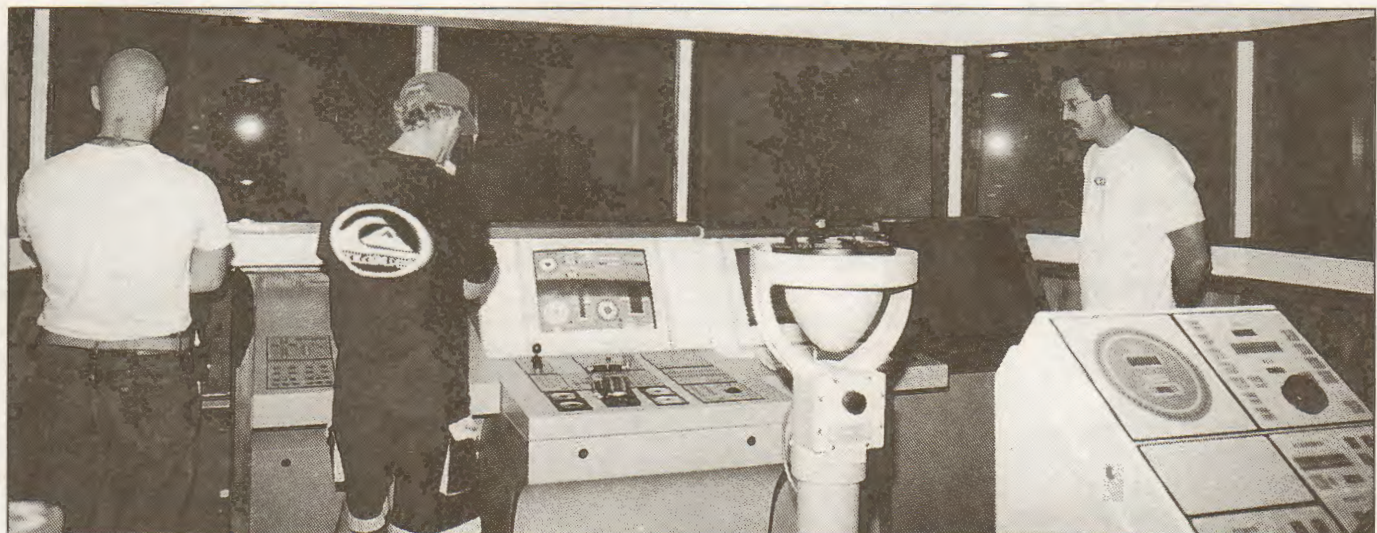
Those who successfully complete the crowd control class will satisfy "the Crowd Management training requirements of Paragraph 1 of Section A-V/3 of the STCW Code for Passenger Ships Other Than Ro-Ro Passenger Vessels," along with the safety training requirements of Paragraph 3 of that section.

Located in Piney Point, Md., the Paul Hall Center offers a wide range of classes for Seafarers in the deck, engine and steward departments. For a list of upcoming courses, see page 41.

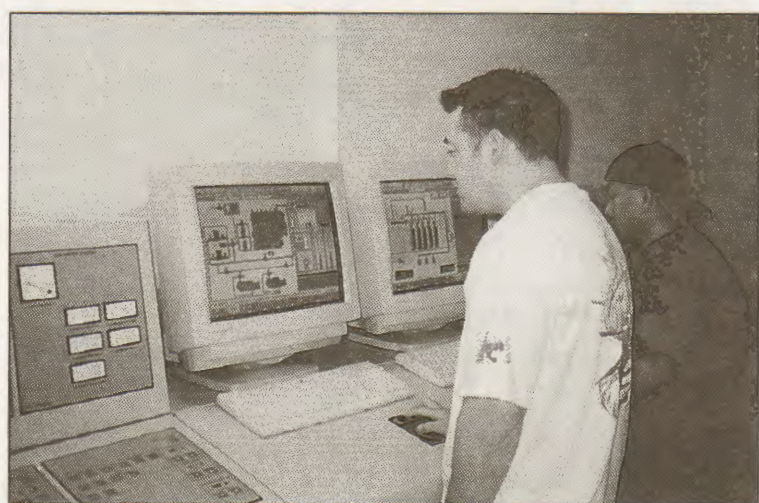


Susan Dersewek is fitted with full gear at the school's fire fighting school. Dersewek works as an administrative assistant in the port of Algonac.

State-of-the-Art Simulators Aid Paul Hall Center Training



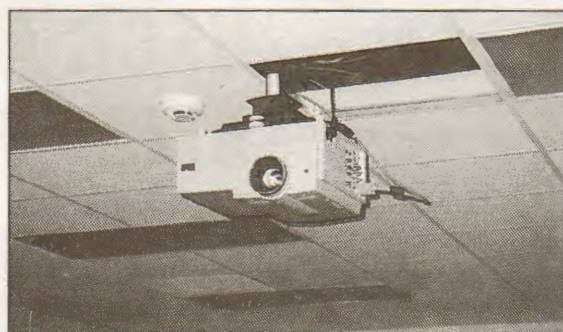
Seafarers at the Paul Hall Center last month raved about the bridge simulator, which includes a 360-degree viewing sector and provides teaching support in GMDSS (among many other areas). It also is interactive with an auxiliary bridge.



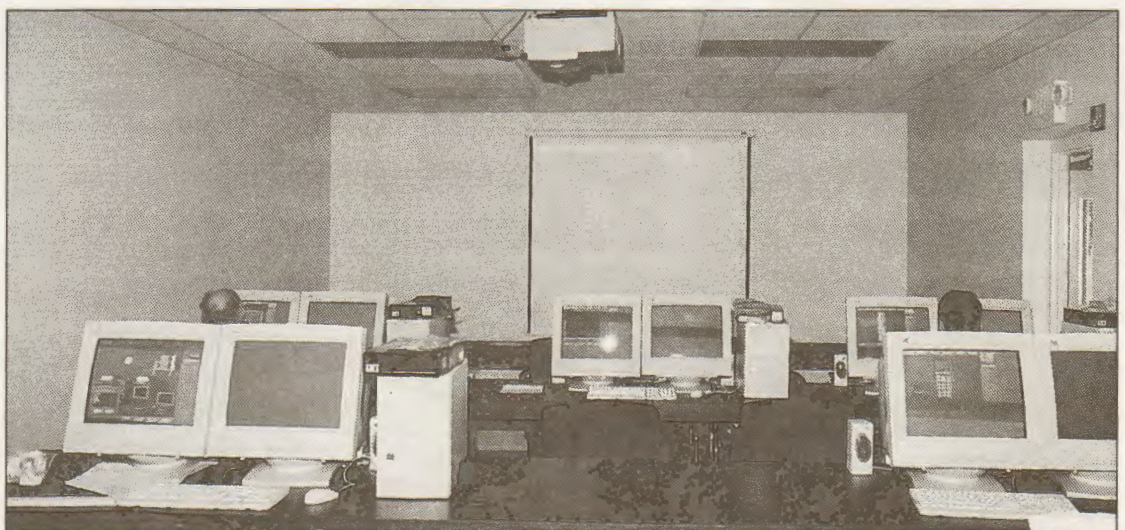
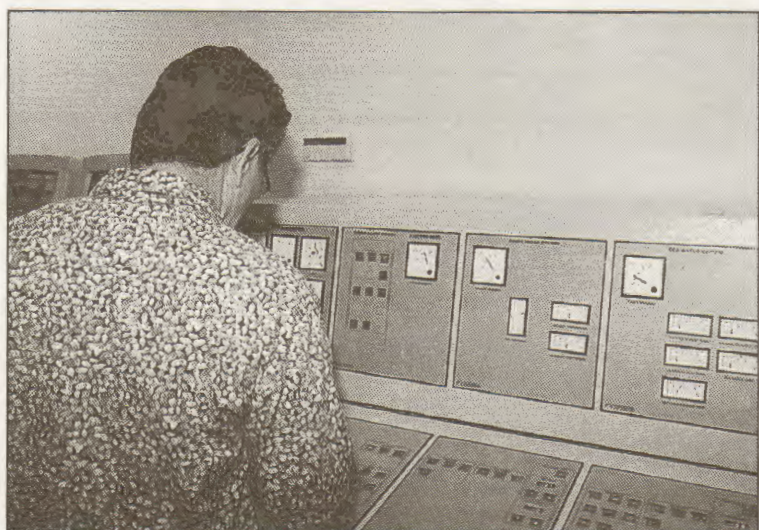
Without exception, the Paul Hall Center's simulator-based training is designed to meet all requirements of the amended STCW convention and the U.S. Coast Guard.



Numerous engine department courses will utilize the new simulators, including QMED, FOWT, pumproom maintenance and operations, diesel engine technology, marine electrical maintenance and others. The simulators will help upgraders to meet the assessment of competencies for ratings forming part of an engineering watch—an STCW requirement.



The annex features a multi-function classroom offering GMDSS support, liquid cargo training, oil spill containment training and much more.

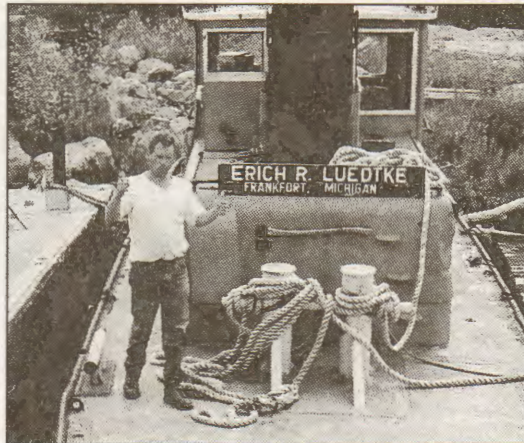


Great Lakes Season Picks Up with Rain

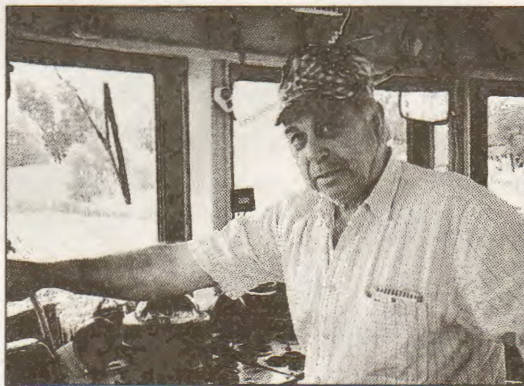
Water levels in the Great Lakes early this season were very low, resulting in a need for cargo vessels to lighten their loads in order to avoid running aground in channels and ports. But precipitation over the last couple months has been above average, according to Detroit-Algonac Port Agent Don Thornton, especially on Lakes Superior and Erie, resulting in an increase of cargo movement by U.S.-flag lakers.

It also is time for the fall harvest of grain to be transported to various ports, so work aboard the SIU crewed Great Lakes vessels is in full force.

The photos on this page show some of the activities of SIU members in the Great Lakes region.



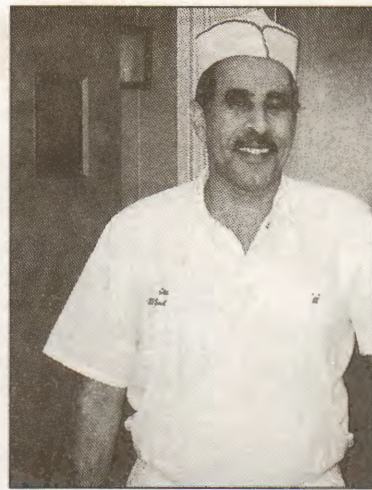
Capt. Blake Nye ties up the *Erich R. Luedtke* in Bay City, Mich.



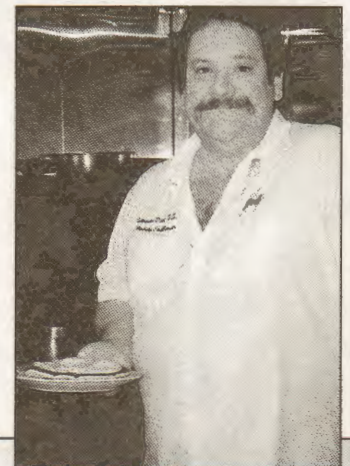
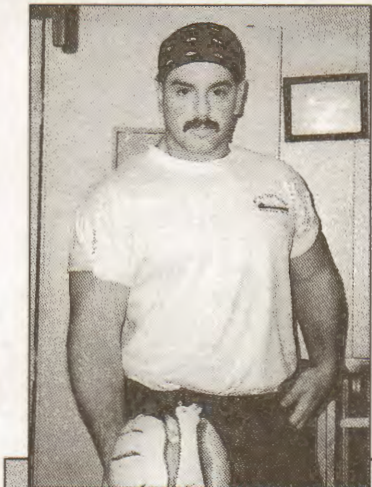
James Rider is a captain with Luedtke Engineering.



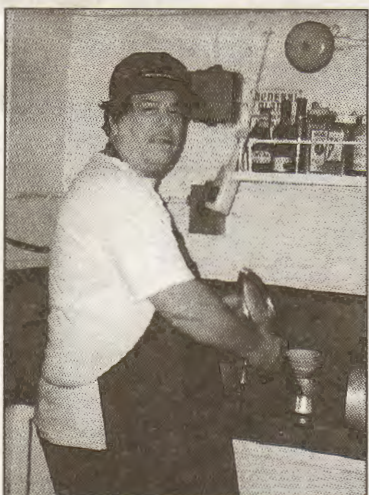
OS Robert Said works on the deck of the *SS Alpena*.



The galley gang on the SIU crewed *Southdown Challenger* makes sure crew members eat healthfully and heartily. These photos were snapped when the cement carrier was in Charlevoix, Mich. recently. At left is steward department member Abdullah Samawi. Below left is Recertified Steward Mike Kozak standing before an intricately carved watermelon, and below right is Second Cook Joel Markle carrying a breakfast plate of eggs and pancakes.



The SIU crewed *Adam E. Cornelius* steams down the St. Clair River.

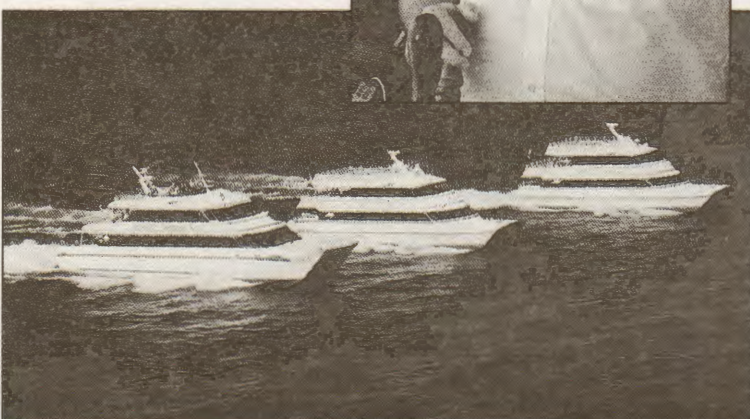
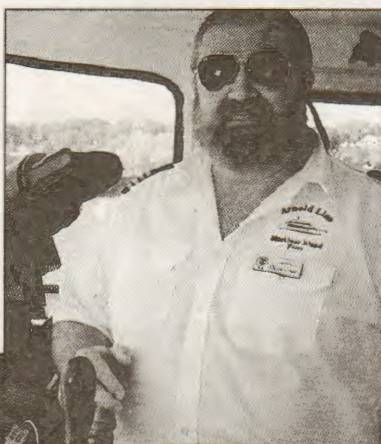


Vernon Wallen, a steward aboard the *Richard J. Reiss*, fries up some bacon for breakfast.



Seafarers arriving at the SIU hall in Duluth are greeted by SIU Representative Paula Johnson.

Lon Calloway (right) is captain of the *Chippewa*, one of the SIU crewed ferries (below) to Mackinac Island, Mich. from Mackinaw City and St. Ignace. Operated by Arnold Transit Co., the ferry line introduced the first catamarans in passenger service on the Great Lakes in 1987. It also operates seven tugs and a vehicle handler.



Personal Greetings for Holiday Issue of the LOG

As has been done in past years, this December's edition of the *Seafarers LOG* will include the ever-popular holiday greetings from active and retired Seafarers and their families to other members of the seafaring community and their families.

To ensure that your holiday message is published, please follow the instructions below:

- PRINT or TYPE (in 25 words or less) the message in the space provided. Photographs also are welcome. (Please print—if we cannot read your message, it will not be included.)
- Be sure your greeting is in the holiday spirit.
- Do not send more than three entries per person. (This form may be reproduced.)
- Be sure to include your name as well as the name of the person to whom you are sending the greeting. (Your name is necessary since the notices are listed alphabetically by the sender's last name.) Include your phone number in case there are any questions.
- The holiday greetings must be received no later than Friday, November 17, 2000.
- Send your entries to the *Seafarers LOG*, 5201 Auth Way, Camp Springs, MD 20746. You also may fax copies directly to the *LOG* at (301) 702-4407.

Additionally, forms may be filled out in any union hall and turned in to the official at the counter—or may be given to the boarding patrolman during a vessel's payoff.

The holiday greetings section of the December *LOG* is a favorite feature for many, so be sure to get your message in on time.

HOLIDAY MESSAGE (Please Print)

10/00

To: _____

From: _____

Sender's Telephone Number: _____

Message: _____

Check the block which describes your status with the SIU:

- Active Seafarer Family Member of Active Seafarer
- Retired Seafarer Family Member of Retired Seafarer

Other: _____



AFL-CIO President John Sweeney

Rally Against FOCs

Continued from page 4

must succeed in this campaign.”
Woerth likened the FOC situation to one that someday may confront the airline industry.
“Our fight is your fight. We know what’s at stake and we know the same thing can happen to us,” he said.

“We must bring this to the attention of the American people. Some of your signs (displayed at the rally) say, ‘End the FOC scam.’ Nothing is more plain than that.”

Mikulski’s letter warned of the “repugnant practices of FOC ships. They treat workers like slaves. Ending this practice should be a priority for our nation.”

McLaughlin said FOC might just as well stand for “floating outcast crap vessel. They cause [problems] for everyone who comes into contact with them.”

Sweeney said he was “proud to add the support of the entire

AFL-CIO. Flags of convenience are most often just flags of cruelty. On the high seas, they are nothing short of criminal.”

He emphasized the need to publicize the battle against runaway flags.

“Our job is to draw attention to these horrible conditions and practices, and to support the ITF. As a supposedly moral nation, we should not allow [FOCs] to continue. We stand with the ITF.”

Taylor said the ITF campaign “is important to America. Unfortunately, [FOCs] can make money with sweatshop labor. We have to remain vigilant.”

He added that “doing away with the idiotic cruise-to-nowhere”—a ploy used by some runaway-flag passenger ships to circumvent U.S. cabotage laws—should be a national priority.

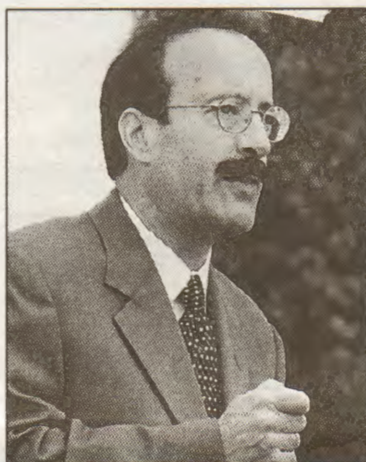
The London-based ITF is composed of more than 500 transportation-related trade unions worldwide.



Members at the Washington, D.C. rally show their support for the work of the ITF.



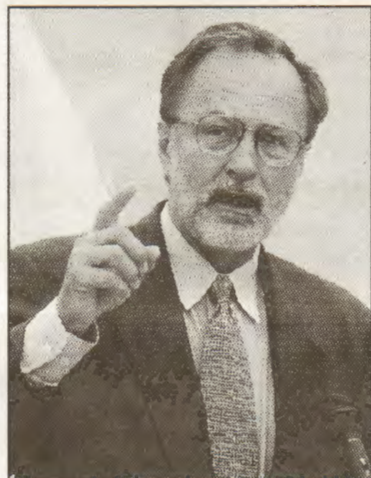
Left: ITF Seafarers Section Vice Chairman Thomas Tay



Rep. Eliot Engel (D-NY)



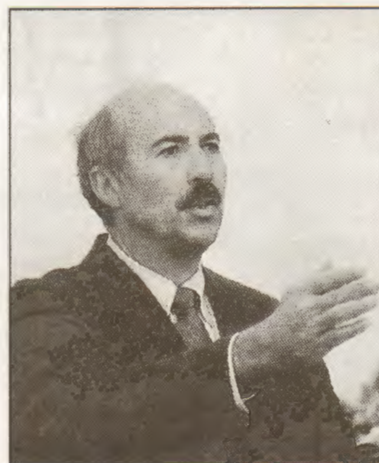
More than 100 Seafarers joined other union members in showing their support for the ITF’s campaign against the flag of convenience scam.



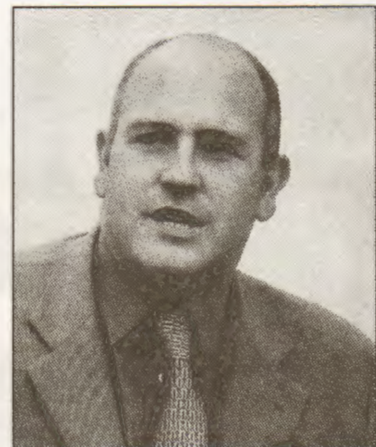
House Minority Whip David Bonior (D-Mich.)



SIU and MTD President Michael Sacco



Air Line Pilots Association President Duane Woerth



Stephen Cotton, secretary of the ITF Special Seafarers’ Dept.



Right: Rep. Gene Taylor (D-Miss.)



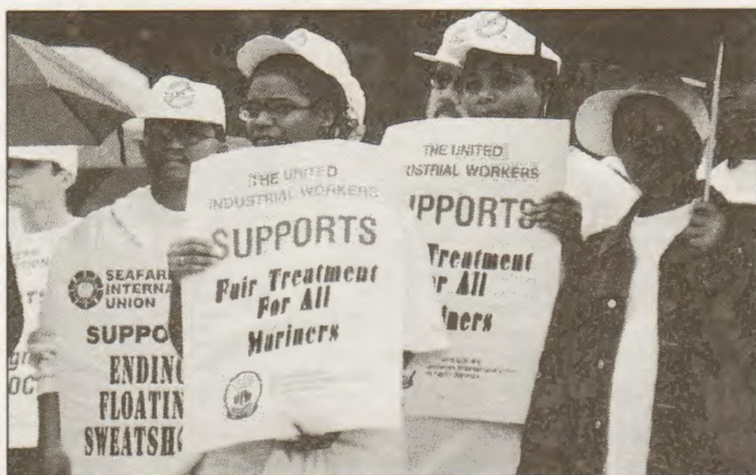
Rep. William Clay (D-Mo.)



MEBA President Larry O’Toole



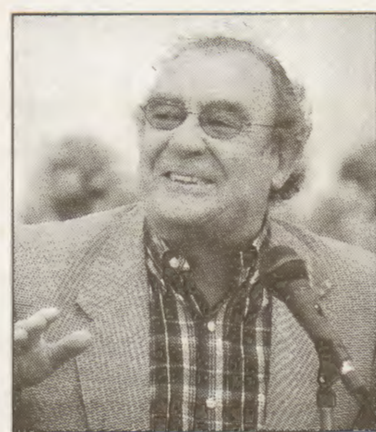
ILWU Legislative Director Lindsay McLaughlin



Those attending the demonstration listen intently as a number of speakers from government and labor urge an end to runaway flags.



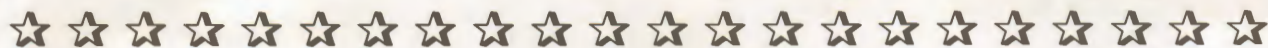
Sen. Ron Wyden (D-Ore.)



Remo di Fiore, ITF executive board



Independence Day at Sea



On voyage 140, Chief Cook Susan Moe (left) and Chief Steward Franchesca Rose welcome everyone aboard the CSX Enterprise to a Fourth of July Hawaiian luau.

Independence Day—the Fourth of July—is a joyful holiday for Americans, often celebrated at home with good old-fashioned backyard barbecues.

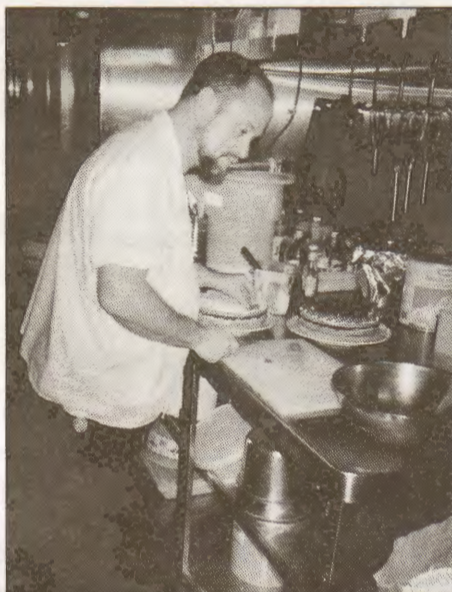
Just because many SIU members were aboard ship that day doesn't mean the holiday was ignored or went unnoticed.

Franchesca Rose, chief steward aboard the CSX Enterprise, and Patrick D. Helton, chief steward on the PFC Eugene A. Obregon, sent photos to the LOG showing how they helped their shipmates celebrate July 4, 2000.

For crew members on the Enterprise, Independence Day took the form of a Hawaiian luau; aboard the Obregon, red, white and blue was the color of the day—everything from the bunting and decorations, to the aprons of the steward department, to the strawberry, blueberry and whipped cream cakes.



Patriotically adorned in red, white and blue aprons and caps are members of the galley gang aboard the PFC Eugene A. Obregon. From the left are ACU Mauricio Castro, Chief Cook Rudolph Xatruch and SA Arnulfo Lacayo.



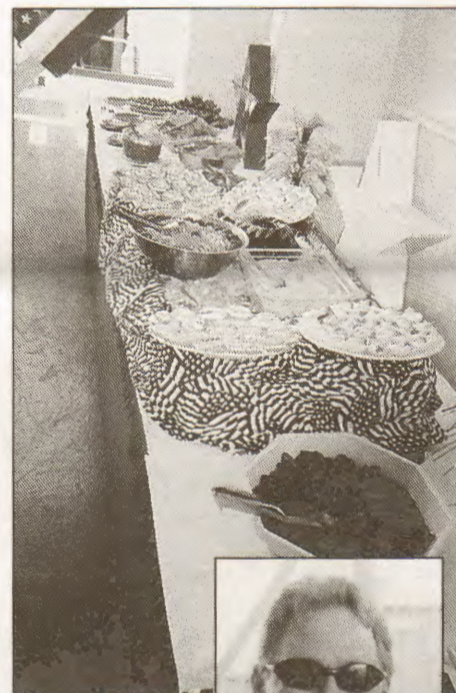
Left: Recertified Steward Patrick Helton prepares red (strawberries), white (whipped cream) and blue (blueberries) desserts for the Obregon barbecue.



Above: Crew members and guests enjoy the Hawaiian luau aboard the Enterprise.



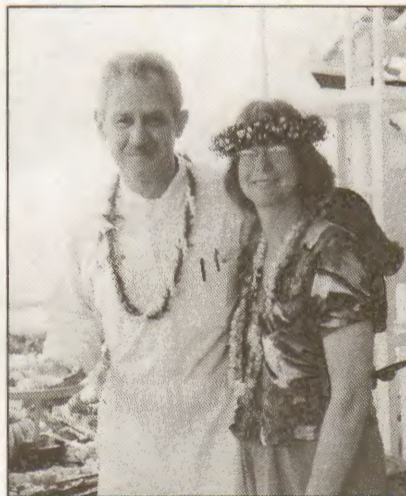
Above: AB José Sanchez gives a thumbs-up for the celebration aboard the Obregon, which took place while the ship was anchored in Souda Bay, Crete.



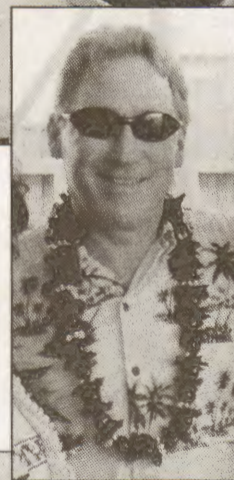
Right: The patriotically draped salad and dessert table contains more than enough in the way of accompaniments to the traditional July 4th fare for Obregon crew members.



Work still has to be done on the Fourth of July. Above, AB Juan Torres operates the Obregon's stores crane.



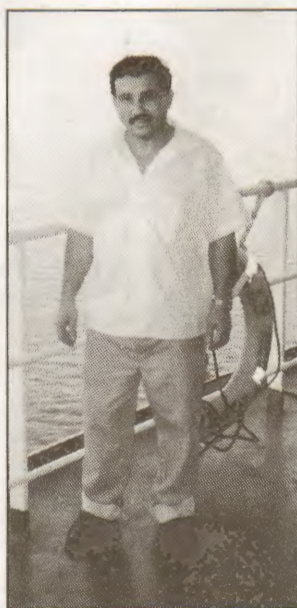
Left: Enterprise Chief Mate James Franklin is joined by his wife, Joanne, for the luau.



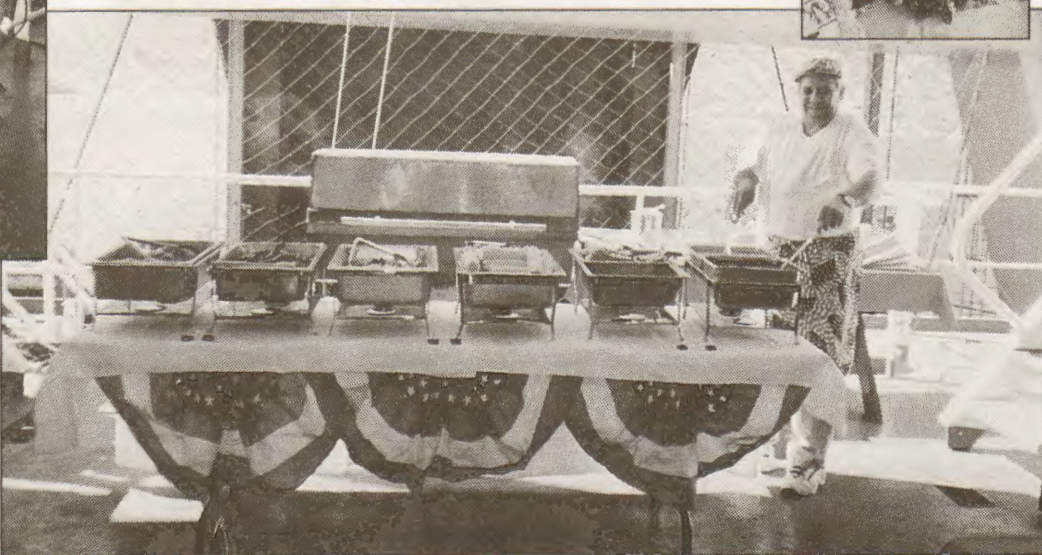
Right: Enterprise Captain Ken Fisher enjoys the holiday meal.



Bosun Henry Bouganim (left) and AB Gary Clark wait for a pallet of stores to be loaded on the Obregon.



Taking a short break before the Obregon's barbecue begins is SA Ali Albaadani.



Chief Cook Rudolph Xatruch is ready to serve his all-American Independence Day barbecue.



2001: An Education Odyssey

Eight Scholarships to Be Awarded

Back in 1952, when the Seafarers Welfare Plan established a scholarship program to help qualified members and their dependents finance their college and vocational educations, only four awards were given. Beginning with the fall term of 1953, the four students were to receive full college scholarships of \$1,500 a year for four years, good at any recognized college or university in the United States.

The yearly \$1,500 stipend was more than enough in 1953 to cover all tuition and fees and still leave money over for books and incidentals, even at an Ivy League school.

When Cindy Marie Winter won a scholarship (see article at right) in 1998, the Seafarers Welfare Plan was already offering seven scholarships. Three were earmarked for Seafarers (one in the amount of \$15,000 and two others for \$6,000 each) and four \$15,000 awards were for the dependents of SIU members.

This year, the odds of being selected for an SIU scholarship have gotten even better. As of July 10, 2000, in addition to the three monetary awards for Seafarers, an additional scholarship has been added to the dependent category, for a total of eight scholarships.

The scholarship committee believes this additional award is necessary due to the increasing number of application forms as well as the quality of the applicants. They also increased the amount of the four-year scholarships (both for Seafarers and for dependents) from \$15,000 to \$20,000—for a total of \$132,000.

The Seafarers Welfare Plan scholarship is now taking applications for the 2001 program, which will award the eight grants. All Seafarers and their spouses and children who plan to attend college are encouraged to complete a scholarship application. The deadline for submission of all required paperwork is April 15, 2001.

The first step in the application process is sending away for the Seafarers Scholarship Program booklet. To receive a copy of this guide, fill out the

coupon at the bottom of this page and return it to the address listed on the form.

Once the scholarship booklet has been received, applicants should then check the eligibility information and, if they are eligible, should start collecting other paperwork which must be submitted along with the full application by the April 15 deadline.

These items include transcripts and certificates of graduation. Since schools are often quite slow in handling transcript requests, the sooner the request is made, the better.

Another part of the application package includes letters of recommendation solicited from individuals who know the applicant's character, personality and career goals.

A photograph of the applicant as well as a certified copy of his or her birth certificate also need to be included.

The selection committee looks at the high school grades of all the applicants and also checks the scores of either their College Entrance Examination Boards or American College Tests. Therefore, arrangements should be made to take these exams no later than February 2001 to ensure the results reach the committee in time to be evaluated.

Those Seafarers and dependents who previously have applied for a Seafarers Welfare Plan scholarship and were not selected are encouraged to apply again this year, provided they still meet all the eligibility requirements.

Today, there are more chances than ever to make your dreams for a college education a reality. Start the process now by sending for a copy of the scholarship program booklet.



After delivering a commencement address last May before a crowd of 7,200 people, Cindy Marie Winter (right) is all smiles as she poses with her mother, Clare.

From Piney Point to Mayo Clinic

1998 Scholarship Winner Keeps Upgrading Her Skills

When Cindy Marie Winter was awarded a \$15,000 scholarship in 1998, the 31-year-old chief cook took full advantage of the educational opportunities it afforded her.

Following Winter's graduation from trainee class 506 in 1992, she began working aboard LNG tankers and kept returning to Piney Point to upgrade her skills, completing the assistant cook, cook and baker and certified chief cook course as well as receiving her LNG and tanker operations endorsements.

During her six-year career as a Seafarer, Winter decided to pursue her formal education. She enrolled in Inver Hills Community College in Minnesota, where she completed classes in chemistry, mathematics and English, receiving top grades in all. She then enrolled in biology, physics, philosophy and interpersonal speech communications, and maintained an "A" average while tutoring other students in chemistry and mathematics.

She was then admitted to Century College in White Bear Lake, Minn. as a student in the medical imaging program, where she worked on her Associate of Applied Science degree in Radiographic Technology. In January 1999, she enrolled full-time nights at Metropolitan State University in St. Paul, Minn. and began working on her Bachelor of Arts degree in Medical Imaging and Health Care Administration.

She maintained a very high grade point average at both schools and graduated May 11, 2000 from Metro State with high honors. A week later, she graduated with an Associate of Arts degree and an Associate of Applied Science degree from Century College. In all, it took her two-and-a-half years to complete the three degrees!

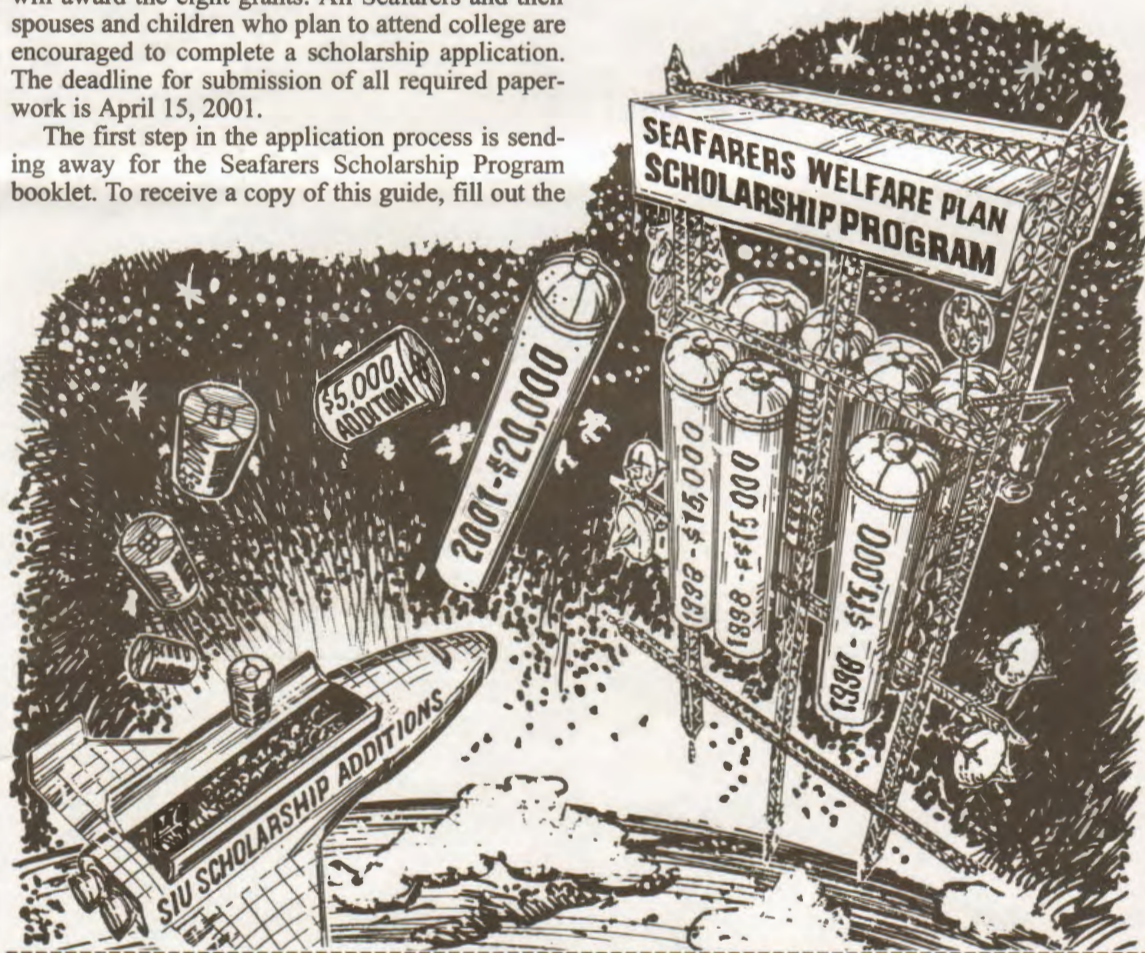
In a recent letter to the *Seafarers LOG*, Winter writes, "Century College selected me to be their 'Exemplary Graduate,' which is a combination of valedictorian and student of the year. I cannot even begin to tell you what an honor it was. During the Century College commencement exercises, I was asked to address the graduating class of more than 800 students and all of

their families and friends. In total, I spoke to a crowd in excess of 7,200 people. I wrote my address in reference to the similarities of sailing and education. It went over wonderfully, and I got a standing ovation.

"Also, thanks to my scholarship, I was able to spend time volunteering for different organizations and causes during my time in school. One of my major projects was designing and presenting a six-hour training session on breast cancer awareness and detection for American Indian women. I created a trainer's manual, participant's manual and culturally specific exercises to promote awareness. I am scheduled to teach this course this summer on both the White Earth Reservation and the Leech Lake Reservation of the Minnesota Chippewa Tribe. I also have had the chance to work with the American Cancer Society, the National Multiple Sclerosis Society, the Red Cross, and Ramsey County Foster Care. None of these volunteer activities could have been possible without the support of the Seafarers International Union."

Where is Winter headed now? She is currently attending St. Mary's University of Minnesota full-time nights for a dual Master of Arts degree in (1) health and human services administration and (2) management and expects to graduate in August 2002. She also has been accepted to the Mayo School of Health-Related Sciences at the Mayo Clinic in Rochester, Minn. to study diagnostic medical sonography (ultrasound). The Mayo Clinic is rated the number one school in the world for this program and is a highly competitive school in which to gain admission.

Winter concludes her letter with, "Once again, I would like to say that without the support of the SIU and the Seafarers Welfare Plan scholarship program, I could never have reached my goals of higher education. I encourage everyone to take advantage of all the education they can get. I learned that from all my time upgrading at Piney Point. The resources are out there; it's up to you to make the difference."



Please send me the 2001 SIU Scholarship Program booklet which contains eligibility information, procedures for applying and a copy of the application form.

Name _____

Mariner's Social Security Number _____

Street Address _____

City, State, Zip Code _____

Telephone Number _____

This application is for: Self Dependent

Mail this completed form to Scholarship Program, Seafarers Welfare Plan,
5201 Auth Way, Camp Springs, MD 20746

10/00

Information for the 2000 Election of Officers SIU Atlantic, Gulf, Lakes & Inland Waters District

Balloting Begins Nov. 1 for Union Officers

Voting starts Nov. 1 for the election of officers for the Seafarers International Union Atlantic, Gulf, Lakes and Inland Waters District. SIU members will be able to cast secret ballots at union halls or by mail through Dec. 30, 2000.

Seafarers eligible to vote in this election to determine union officers for the 2001-2004 term are full-book members in good standing. This eligibility criteria is spelled out in the union's governing document, the constitution.

The ballot will list the names of all qualified candidates as determined by the credentials committee, a group made up of six rank-and-file Seafarers who reviewed the nominating petitions of all SIU members seeking office in this districtwide election. A sample of this ballot appears on pages 14 and 15.

The credentials committee report, which was prepared Aug. 18, and submitted to the member-

ship at the September monthly meetings, indicated 33 candidates had qualified to run for 27 positions. (The committee's report was published in the September 2000 *Seafarers LOG*.)

The 27 posts for which Seafarers will cast their ballots are president, executive vice president, secretary-treasurer, six vice presidents, six assistant vice presidents, two headquarters representatives and 10 port agents.

20 Polling Places

The election will be conducted by mail ballot as provided by the union's constitution. Secret ballots, accompanied by envelopes marked "Ballot" and postage-paid envelopes printed with the address of the bank depository where the ballots are kept until submitted to the tallying committee, will be available to full-book members in good standing at 20 union halls around the country. (See list of voting locations on

this page.)

Eligible Seafarers may pick up their ballots and envelopes marked "Ballot" and mailing envelopes at these halls between 9:00 a.m. until 12:00 noon, Monday through Saturday, except legal holidays, from Nov. 1 to Dec. 30.

Each member must present his or her book to the port agent or the agent's designated representative when receiving the ballot, the envelope marked "Ballot" and the mailing envelope. When the Seafarer receives the ballot and envelopes, his or her book will be stamped with the word "Voted" and the date.

If a member does not present his or her book, or if there is a question in regard to his or her eligibility to vote, the Seafarer will receive a mailing envelope of a different color marked with the word "Challenge." His or her book will be stamped with the words "Voted Challenge" and the date.

For members who believe they will be at sea during this time, the SIU constitution provides for absentee voting procedures. Full-book members in good standing who need to vote by absentee ballot should direct a request for the ballot to the union's secretary-treasurer at SIU headquarters—5201 Auth Way, Camp Springs, MD 20746.

Secret Ballots

Once the Seafarer has received his or her ballot and envelopes, he or she marks the ballot for the candidates of his or her choice and puts it in the envelope marked "Ballot." This envelope is sealed by the member and placed in the mailing envelope and then dispatched in the mail. These steps ensure the integrity of the secret ballot process.

The union's constitution, in Article XIII, details the procedures for voting in union elections. (See copy of the constitution, pages 19-25.)

All ballots will be counted by the rank-and-file tallying committee consisting of two members elected from each of the union's constitutional ports. These committee members will be elected in December. They will convene as the tallying committee in early Jan. 2001.

NOTICE OF 2000 ELECTION

FOR ELECTION OF 2001-2004 OFFICERS SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA Atlantic, Gulf, Lakes and Inland Waters District

Elections will be conducted by secret mail ballot.

Ballots may be obtained at the following locations from 9:00 a.m. to 12 noon (local time), Mondays through Saturdays, excluding holidays, during the voting period. The voting period shall commence Nov. 1, 2000 and shall continue through Dec. 30, 2000.

VOTING LOCATIONS

BALTIMORE	2315 Essex St., Baltimore, MD 21224
DETROIT	520 St. Clair River Dr., Algonac, MI 48001
DULUTH	705 Medical Arts Bldg., Duluth, MN 55802
FT. LAUDERDALE	1221 South Andrews Ave., Ft. Lauderdale, FL 33316
GUAM	125 Sunny Plaza, Suite 301-E, Tun Jesus Crisostomo St., Tamuning, Guam 96911
HONOLULU	606 Kalihi St., Honolulu, HI 96819
HOUSTON	1221 Pierce St., Houston, TX 77002
JACKSONVILLE	3315 Liberty St., Jacksonville, FL 32206
JERSEY CITY	99 Montgomery St., Jersey City, NJ 07302
MOBILE	1640 Dauphin Island Parkway, Mobile, AL 36605
NEW BEDFORD	48 Union St., New Bedford, MA 02740
NEW ORLEANS	3911 Lapalco Blvd., Harvey, LA 70058
NEW YORK	635 Fourth Ave., Brooklyn, NY 11232
NORFOLK	115 Third St., Norfolk, VA 23510
PHILADELPHIA	2604 South Fourth St., Philadelphia, PA 19148
PUERTO RICO	1057 Fernandez Juncos Ave, Santurce, PR 00907
SAN FRANCISCO	350 Fremont St., San Francisco, CA 94105
ST. LOUIS	4581 Gravois Ave., St. Louis, MO 63116
TACOMA	3411 South Union St., Tacoma, WA 98409
WILMINGTON	510 North Broad Ave., Wilmington, CA 90744

ELECTION INFORMATION CONTINUES

ON THE NEXT 19 PAGES.

Notice on Unopposed Candidates

One part of the article of the SIU constitution covering rules for elections concerns the election of candidates who are unopposed for the office in question.

The section states that those candidates who are unopposed for any office or job shall be considered elected to that office or job and that the tallying committee shall not have to count the votes for any such candidate.

The entire section, contained in Article XIII, Section 5 of the SIU constitution, reads as follows:

"A candidate unopposed for any office or job shall be deemed elected to such office or job notwithstanding that his name may appear on the ballot. The Union Tallying Committee shall not be required to tally completely the results of the voting for such unopposed candidate but shall certify in their report that such unopposed candidate has been elected to such office or job. The Election Report Meeting shall accept the above certification of the Union Tallying Committee."

Procedures for Voting

All Seafarers eligible to vote in the union's 2000 election of officers and job holders for the term 2001-2004 may vote by secret ballot from Nov. 1 through Dec. 30, 2000.

Secret ballots, together with self-addressed, stamped envelopes for mailing, will be available at union halls to all eligible voters. Seafarers are eligible to vote in the union's election if they are full-book members in good standing.

Details of the election procedure are spelled out in Article XIII of the SIU constitution, which is printed verbatim on pages 16 and 17 of this issue of the *Seafarers LOG*.

In summary, here is the procedure for voting:

- Eligible Seafarers may pick up ballot and mailing envelopes from 9:00 a.m. to 12 noon (local time), Monday through Saturday, excluding legal holidays, from Nov. 1 through Dec. 30, 2000 at designated union halls (see list on this page).

- When a full-book member arrives to vote, he or she should present his or her book to the port agent or his duly designated representative.

- The member will be asked to sign a roster sheet indicating the date, the number of the ballot given the member and his or her book number.

- The member will have his book stamped with the word "Voted" and the date.

- At the same time, the member will receive a ballot, together with an envelope marked "Ballot" and a mailing envelope. The mailing envelope has the address of the depository printed on it, making it self-addressed. It also has the postage pre-paid.

- The top part of the ballot above the perforated line will be retained by the port agent or his duly designated representative.

- In cases where a member does not produce his or her book, or if there is a question about the member's good standing or other eligibility matters, the member will receive a mailing envelope of a different color marked with the word "Challenge." His or her book also will be stamped "Voted Challenge" and the date.

- After a member has voted, he or she puts the ballot in the mailing envelope which is addressed to the bank depository and stamped. The mailing envelope should then be put in the mail.

Procedure for Absentee Ballots

In the case of members eligible to vote who believe they will be at sea during the Nov. 1 through Dec. 30, 2000 voting period, absentee ballots are available.

The SIU constitution ensures that members who are eligible to vote and who find themselves in this situation may vote. Procedures are established in the SIU constitution to safeguard the secret ballot election, including the absentee ballot process.

Here is the procedure to follow when requesting an absentee ballot:

- Make the request in writing to the SIU office of the secretary-treasurer, 5201 Auth Way, Camp Springs, MD 20746.

- Include in the request the correct address where the absentee ballot should be mailed.

- Send the request for an absentee ballot by registered or certified mail.

- The registered or certified mail envelope must be postmarked no later than midnight, Nov. 15, 2000 and must be received at 5201 Auth Way, Camp Springs, MD 20746 no later than Nov. 25,

2000.

- The secretary-treasurer, after confirming eligibility, will send by registered mail, return receipt requested, to the address designed in the request, a ballot, together with an envelope marked "Ballot" and a mailing envelope no later than Nov. 30, 2000.

- Upon receiving the ballot and envelopes, vote by marking the ballot. After voting the ballot, place the ballot in the envelope marked "Ballot." Do not write on the "Ballot" envelope.

- Place the envelope marked "Ballot" in the mailing envelope which is imprinted with the mailing address of the bank depository where all ballots are sent.

- Sign the mailing envelope on the first line of the upper left-hand corner. Print name and book number on the second line. The mailing envelope is self-addressed and stamped.

- The mailing envelope must be postmarked no later than midnight Dec. 30, 2000 and received by the bank depository no later than Jan. 5, 2001.

ELECTION NOTICE OF 2000 ELECTION

Section 401 (e) of the Labor-Management Reporting and Disclosure Act of 1959 (Landrum-Griffin Act) requires the mailing of an election notice to each member entitled to vote at his last known address. This notice is being sent to you in compliance therewith and, in addition, contains information of interest to all candidates and members.

SEE REVERSE SIDE FOR VOTING LOCATIONS AND PROPOSED CONSTITUTIONAL REVISIONS

No. 00000

FOR ELECTION OF 2001-2004 OFFICERS
VOTING PERIOD NOVEMBER 1st, 2000 THROUGH DECEMBER 30th, 2000

OFFICIAL BALLOT

For Election of 2001-2004 Officers and Constitutional Amendments

SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA-
Atlantic, Gulf, Lakes and Inland Waters District

VOTING PERIOD NOVEMBER 1st, 2000 THROUGH DECEMBER 30th, 2000

INSTRUCTIONS TO VOTERS—In order to vote for a candidate, mark a cross (X) in voting square to the left of name. If you vote for more candidates for office than specified herein, your vote for such office will be invalid.

MARK YOUR BALLOT WITH PEN AND INK OR INDELIBLE PENCIL



<p>PRESIDENT</p> <p><i>Vote for One</i></p> <p>1 <input type="checkbox"/> Robert (Bobby) J. Clinton III, C-1938</p> <p>2 <input type="checkbox"/> Charles Burdette Collins, C-1652</p> <p>3 <input type="checkbox"/> Michael J. Sacco, S-1288</p> <p>EXECUTIVE VICE PRESIDENT</p> <p><i>Vote for One</i></p> <p>4 <input type="checkbox"/> John Fay, F-363</p> <p>SECRETARY-TREASURER</p> <p><i>Vote for One</i></p> <p>5 <input type="checkbox"/> David W. Heindel, H-1443</p> <p>6 <input type="checkbox"/> Michael D. Murphy, M-2483</p> <p>7 <input type="checkbox"/> William Parker, P-1067</p> <p>VICE-PRESIDENT IN CHARGE OF CONTRACTS AND CONTRACT ENFORCEMENT</p> <p><i>Vote for One</i></p> <p>8 <input type="checkbox"/> Augustin Tellez, T-764</p> <p>VICE-PRESIDENT IN CHARGE OF THE ATLANTIC COAST</p> <p><i>Vote for One</i></p> <p>9 <input type="checkbox"/> Jack Caffey, C-1010</p> <p>VICE-PRESIDENT IN CHARGE OF THE GULF COAST</p> <p><i>Vote for One</i></p> <p>10 <input type="checkbox"/> Dean E. Corgey, C-5727</p> <p>VICE-PRESIDENT IN CHARGE OF THE WEST COAST</p> <p><i>Vote for One</i></p> <p>11 <input type="checkbox"/> Kevin Bertel, B-1832</p> <p>12 <input type="checkbox"/> Nicholas J. Marrone, M-2308</p>	<p>VICE-PRESIDENT IN CHARGE OF THE SOUTHERN REGION, GREAT LAKES AND INLAND WATERS</p> <p><i>Vote for One</i></p> <p>13 <input type="checkbox"/> Thomas Orzechowski, Jr., O-601</p> <p>14 <input type="checkbox"/> Woodrow Shelton, S-2558</p> <p>VICE-PRESIDENT IN CHARGE OF GOVERNMENT SERVICES AND FISHING INDUSTRIES</p> <p><i>Vote for One</i></p> <p>15 <input type="checkbox"/> Kenneth T. Mangram, M-2394</p> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF CONTRACTS AND CONTRACT ENFORCEMENT</p> <p><i>Vote for One</i></p> <p>16 <input type="checkbox"/> George Tricker, T-919</p> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE ATLANTIC COAST</p> <p><i>Vote for One</i></p> <p>17 <input type="checkbox"/> Nicholas A. Celona, C-1578</p> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE GULF COAST</p> <p><i>Vote for One</i></p> <p>18 <input type="checkbox"/> Ambrose L. Cucinotta, C-1795</p> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE WEST COAST</p> <p><i>Vote for One</i></p> <p>19 <input type="checkbox"/> Don Anderson, A-5244</p> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE SOUTHERN REGION, GREAT LAKES AND INLAND WATERS</p> <p><i>Vote for One</i></p> <p>20 <input type="checkbox"/> James P. McGee, M-5945</p> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF GOVERNMENT SERVICES AND FISHING INDUSTRIES</p> <p><i>Vote for One</i></p> <p>21 <input type="checkbox"/> Robert Hall, H-5727</p>	<p>HEADQUARTERS REPRESENTATIVE</p> <p><i>Vote for Two</i></p> <p>22 <input type="checkbox"/> Leo Bonser, B-1193</p> <p>23 <input type="checkbox"/> Carl Peth, P-755</p> <p>PINEY POINT PORT AGENT</p> <p><i>Vote for One</i></p> <p>24 <input type="checkbox"/> Edward "Edd" W. Morris, M-1358</p> <p>NEW YORK PORT AGENT</p> <p><i>Vote for One</i></p> <p>25 <input type="checkbox"/> Robert Selzer, S-1258</p> <p>PHILADELPHIA PORT AGENT</p> <p><i>Vote for One</i></p> <p>26 <input type="checkbox"/> Joseph T. Soresi, S-2658</p> <p>BALTIMORE PORT AGENT</p> <p><i>Vote for One</i></p> <p>27 <input type="checkbox"/> Dennis Metz, M-3013</p> <p>MOBILE PORT AGENT</p> <p><i>Vote for One</i></p> <p>28 <input type="checkbox"/> Edward Kelly, Jr., K-5043</p> <p>NEW ORLEANS PORT AGENT</p> <p><i>Vote for One</i></p> <p>29 <input type="checkbox"/> Stephen W. Judd, J-5336</p> <p>HOUSTON PORT AGENT</p> <p><i>Vote for One</i></p> <p>30 <input type="checkbox"/> Anthony M. McQuay, M-2735</p> <p>SAN FRANCISCO PORT AGENT</p> <p><i>Vote for One</i></p> <p>31 <input type="checkbox"/> Vincent Francis Coss, C-8138</p> <p>ST. LOUIS PORT AGENT</p> <p><i>Vote for One</i></p> <p>32 <input type="checkbox"/> Rebecca J. Sleeper, S-2497</p> <p>DETROIT-ALGONAC PORT AGENT</p> <p><i>Vote for One</i></p> <p>33 <input type="checkbox"/> Donald A. Thornton, T-5501</p>
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OFFICIAL BALLOT 2001 - 2004

OFFICIAL BALLOT 2001 - 2004



OFFICIAL BALLOT 2001 - 2004

OFFICIAL BALLOT 2001 - 2004

See Reverse Side for
Voting Locations
and
Proposed Constitutional Revisions

NOTE: For the position of vice president in charge of contracts and contract enforcement, the final ballot may look different from this sample ballot. Larry Frank Phillips, P-1257, has appealed his disqualification by the credentials committee to run for this position. If his appeal to the membership is successful, then his name will appear on the final ballot. The final version of the ballot will be reprinted in the November issue of the *Seafarers LOG*.

OFFICIAL BALLOT 2001 - 2004

OFFICIAL BALLOT 2001 - 2004



OFFICIAL BALLOT 2001 - 2004

OFFICIAL BALLOT 2001 - 2004

ELECTION NOTICE OF 2000 ELECTION

FOR ELECTION OF 2001-2004 OFFICERS AND CONSTITUTIONAL AMENDMENTS

Election will be conducted by secret mail ballot.

Ballots may be obtained at the following locations from 9:00 A.M. to 12 Noon, Mondays through Saturdays, excluding holidays, during the voting period. The voting period shall commence on November 1st, 2000 and shall continue through December 30th, 2000.

VOTING LOCATIONS

ALGONAC	520 St. Clair River Drive, Algonac, MI 48001	NEW ORLEANS	3911 LaPalco Blvd., Harvey, LA 70058
BALTIMORE	2315 Essex Street, Baltimore, MD 21224	NEW YORK	635 Fourth Avenue, Brooklyn, NY 11232
DULUTH	705 Medical Arts Building, Duluth, MN 55802	NORFOLK	115 Third Street, Norfolk, VA 23510
FT. LAUDERDALE	1221 South Andrews Avenue, Ft. Lauderdale, FL 33316	PHILADELPHIA	2604 South Fourth Street, Philadelphia, PA 19148
GUAM	125 Sunny Plaza, Tun Jesus Crisostoma St., Tamuning, Guam 96911	PINEY POINT	Seafarers Harry Lundeberg School of Seamanship, Piney Point, MD 20674
HONOLULU	606 Kalia Street, Honolulu, HI 96819	PUERTO RICO	1057 Fernandez Juncos Avenue, Santurce, PR 00907
HOUSTON	1221 Pierce Street, Houston, TX 77002	SAN FRANCISCO	350 Fremont Street, San Francisco, CA 94105
JACKSONVILLE	3315 Liberty Street, Jacksonville, FL 32206	ST. LOUIS	4581 Gravois Avenue, St. Louis, MO 63116
JERSEY CITY	99 Montgomery Street, Jersey City, NJ 07302	TACOMA	3411 South Union Street, Tacoma, WA 98409
MOBILE	1640 Dauphin Island Parkway, Mobile, AL 36605	WILMINGTON	510 North Broad Avenue, Wilmington, CA 90744
NEW BEDFORD	48 Union Street, New Bedford, MA 02740		

WHEREAS, the Executive Board of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District met on May 12, 2000 to discuss the current needs and conditions of the Union, its membership and the maritime industry in this country; and
WHEREAS, among their discussions and deliberations was the subject of proposed revisions in the Union's Constitution which would enable the Union to function more efficiently and to continue to fulfill its obligations to the membership; and
WHEREAS, a Constitutional Committee was elected on August 7, 2000 in accordance with Article XXV, Section 2 of our Constitution. They studied the proposed Constitutional Amendments Resolution and unanimously concurred on all proposed constitutional revisions; and
WHEREAS, the report of the Constitutional Committee was approved by the membership at the regular membership meetings in September 2000.
NOW, THEREFORE, IT IS RESOLVED

THE FOLLOWING CONSTITUTIONALLY ADOPTED PROPOSITIONS, TO BE VOTED UPON, IF ADOPTED, WOULD AMEND THE CONSTITUTION AS FOLLOWS:

PROPOSITION #1

Are you in favor of amending Article V, Dues and Initiation Fee, Section 1 (a) of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"Section 1. All members' dues shall consist of:

(a) Dues annually in the sum of four hundred dollars (\$400.00) which shall be paid in equal amounts on a calendar year basis, no later than the first business day of each calendar quarter, and;"

PLACE "X" IN BOX OF YOUR CHOICE

YES NO

PROPOSITION #2

Are you in favor of amending Article V, Dues and Initiation Fee, Section 1 (b) of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"(b) a sum equal to five percent (5%) of the gross amount received for vacation benefits for days worked for contracted employers. Dues payable under this Sub-section (b) shall be payable on the days that the member receives payment for the earned vacation benefits and shall become effective as to members in the manner designated and determined by a majority vote of the membership by secret ballot. When so determined by the membership, members in the employ of the Union, its subdivisions and its affiliated organizations, or in any employment at the Union's direction as provided in Article XII, Section 1 (a) and (c), shall pay in addition to that provided for in paragraph (a) immediately above the sum of one hundred dollars (\$100.00) quarterly on a calendar year basis, no later than the first business day of each quarter while so employed."

PLACE "X" IN BOX OF YOUR CHOICE

YES NO

PROPOSITION #3

Are you in favor of amending the following Constitutional provisions to revise the name of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District;

Title Page

Heading

Preamble

Article I, Name and General Powers

Exhibit A

Preamble, Section III, Section IV, Section V, Section VI, Section VII, Section VIII, Section IX, Section X, Section XI, Section XII and Section XIII

so that the name of the Union would reflect the consolidation of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District and the National Maritime Union in all of the above referenced sections and headings to read as follows Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District-NMU.

PLACE "X" IN BOX OF YOUR CHOICE

YES NO

PROPOSITION #4

Are you in favor of amending Article VII, Systems of Organization, Section 2 of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"Section 2. The Headquarters of the Union shall be located in Camp Springs, Maryland and Piney Point, Maryland or at such places as the Executive Board may determine from time to time. The Headquarters officers shall consist of a President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large."

Are you in favor of amending Article VIII, Officers, Assistant Vice-Presidents, Headquarters Representatives and Port Agents, Section 1 of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"Section 1. The officers of the Union shall be elected as otherwise provided in this Constitution. These officers shall be the President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, and one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large."

Are you in favor of amending Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel, Section 10 of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"Section 10. Vice-Presidents at Large.

There shall be two (2) Vice-Presidents at Large whose duties shall be as directed by the President with concurrence of the Executive Board. Such duties and responsibilities may be changed from time to time in like manner, as dictated by the needs of the Union."

Are you in favor of amending Article X, Duties of Officers, Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel, Section 14, Executive Board of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"Section 14. Executive Board.

The Executive Board shall consist of the President, the Executive Vice-President, the Vice-President in Charge of Contracts and Contract Enforcement, the Secretary-Treasurer, the Vice-President in Charge of the Atlantic Coast Area, the Vice-President in Charge of the Gulf Coast Area, the Vice-President in Charge of the West Coast Area the Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, the Vice-President in Charge of Government Services and Fishing Industries, the Vice-Presidents at Large and the National Director (or chief executive officer) of each subordinate body or division created or chartered by the Union whenever such subordinate body or division has attained a membership of 3,200 members and has maintained that membership for not less than three (3) months. Such National Director (or chief executive officer) shall be a member of the respective subordinate body or division and must be qualified to hold office under the terms of the Constitution of such division or subordinate body."

Are you in favor of amending Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel, Section 15 (b), Delegates of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"Section 15. Delegates.

(b) The term "delegates" shall mean those members of the Union and its subordinate bodies or divisions who are elected in accordance with the provisions of this Constitution to attend the Convention of the Seafarers International Union of North America. The following officers and jobholders, upon their election to office or job shall, during the term of their office or job be delegates to all Conventions of the Seafarers International Union of North America in the following order of priority: President; Executive Vice-President; Vice-President in Charge of Contracts and Contract Enforcement; Secretary-Treasurer; Vice-President in Charge of the Atlantic Coast; Vice-President in Charge of the Gulf Coast; Vice-President in Charge of the West Coast; Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters; Vice-President in Charge of Government Services and Fishing Industries; Vice-Presidents at Large; Assistant Vice-Presidents; Headquarters Representatives, with priority to those most senior in full book Union membership; and Port Agents, with priority to those most senior in full book Union membership."

PLACE "X" IN BOX OF YOUR CHOICE

YES NO

PROPOSITION #5

Are you in favor of amending Article XXII, Quorums, Section 2 of the Constitution of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District, to read as follows:

"Section 2. The quorum for a regular meeting of a Port shall be twenty-five (25) members."

PLACE "X" IN BOX OF YOUR CHOICE

YES NO

These amendments, if approved, shall become effective upon the date of certification of the Union Tallying Committee.

Information for the 2000 Election of Officers

SIU Atlantic, Gulf, Lakes & Inland Waters District

SIU Constitution Spells Out Rules On 2000 Elections

The section of the union's constitution outlining voting procedures in the SIU's elections, which are held every four years, appears here and on page 17 in its entirety.

Article XIII

Elections for Officers, Assistant Vice-Presidents, Headquarters Representatives and Port Agents

Section 1. Nominations.

Except as provided in Section 2 (b) of this Article, any full book member may submit his name for nomination for any office, or the job of Assistant Vice-President, Headquarters Representative or Port Agent, by delivering or causing to be delivered in person, to the office of the Secretary-Treasurer at Headquarters, or sending a letter addressed to the Credentials Committee, in care of the Secretary-Treasurer at the address of Headquarters. This letter shall be dated and shall contain the following:

- The name of the candidate.
- His home address and mailing address.
- His book number.
- The title of the office or other job for which he is a candidate, including the name of the Port in the event the position sought is that of Port Agent.
- Proof of citizenship.
- Proof of seetime and/or employment as required for candidates.

(g) In the event the member is on a vessel, he shall notify the Credentials Committee what vessel he is on. This shall be done also if he ships subsequent to forwarding his credentials.

(h) Annexing a certificate in the following form, signed and dated by the proposed nominee: "I hereby certify that I am not now, nor, for the five (5) years last past, have I been either a member of the Communist Party or convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Landrum-Griffin Act, or conspiracy to commit any such crimes."

Dated

Signature of member

Book No.

Printed forms of the certificate shall be made available to nominees. Where a nominee cannot truthfully execute such a certificate, but is, in fact, legally eligible for an office or job by reason of the restoration of civil rights originally revoked by such conviction or a favorable determination by the Board of Parole of the United States Department of Justice, he shall, in lieu of the foregoing certificate, furnish a complete signed statement of the facts of his case together with true copies of the documents supporting his statement.

Any full book member may nominate any other full book member, in which event such full book member so nominated shall comply with the provisions of this Article as they are set forth herein relating to the submission of credentials. By reason of the above self-nomination provision, the responsibility, if any, for notifying a nominee of his nomination to office shall be that of the nominator.

All documents required herein must reach Headquarters no earlier than July 15 and no later than August 15 of the election year.

The Secretary-Treasurer is charged with safekeeping of these letters and shall turn them over to the Credentials Committee upon the latter's request.

Section 2. Credentials Committee.

(a) A Credentials Committee shall be elected at the regular meeting in August of the election year at the Port where Headquarters is located. It shall consist of six (6) full book members in attendance at the meeting with two (2) members to be elected from each of the Deck, Engine and Steward departments. No officer, Assistant Vice-President, Headquarters Representative or Port Agent, or candidate for office of the job of Assistant Vice-President, Headquarters Representative or Port Agent, shall be eligible for election to this Committee except as provided for in Article X, Section 4. In the event any Committee member is unable to serve, the Committee shall suspend until the President or Executive Vice-President or the Secretary-Treasurer, in that order, calls a special meeting at the Port where Headquarters is located in order to elect a replacement. The Committee's results shall be by majority vote with any tie vote being resolved by a majority of the membership at a special meeting called for that purpose at that Port.

(b) After its election, the Committee shall immediately go into session. It shall determine whether the person has submitted his application correctly and possesses the necessary qualifications. The Committee shall prepare a report listing each applicant and his book number under the office or job he is seeking. Each applicant shall be marked "qualified" or "disqualified" according to the findings of the Committee. Where an applicant has been marked "disqualified," the reasons therefore must be stated in the report. Where a tie vote has been resolved by a special meeting of the membership, that fact shall also be noted with sufficient detail. The report shall be signed by all of the Committee members and be completed and submitted to the Ports in time for the next regular meeting after their election. At this meeting, it shall be read and incorporated in the minutes and then posted on the bulletin board in each Port.

On the last day of nominations, one member of the Committee shall stand by in Headquarters to accept delivery of credentials. All

credentials must be in Headquarters by midnight of closing day.

(c) When an applicant has been disqualified by the Committee, he shall be notified immediately by telegram at the addresses listed by him pursuant to Section 1 of this Article. He shall also be sent a letter containing their reasons for such disqualification by air mail, special delivery, registered or certified, to the mailing address designated pursuant to Section 1 (b) of this Article. A disqualified applicant shall have the right to take an appeal to the membership from the decision of the Committee. He shall forward copies of such appeal to each Port where the appeal shall be presented and voted upon at a regular meeting no later than the second meeting after the Committee's election. It is the responsibility of the applicant to insure timely delivery of his appeal. In any event, without prejudice to his written appeal, the applicant may appear in person before the Committee within two days after the day on which the telegram is sent to correct his application or argue for his qualification.

The committee's report shall be prepared early enough to allow the applicant to appear before it within the time set forth in this Constitution and still reach the Ports in time for the first regular meeting after its election.

(d) A majority vote of the membership shall, in the case of such appeals, be sufficient to overrule any disqualification by the Credentials Committee in which even the one so previously classified shall then be deemed qualified.

(e) The Credentials Committee, in passing upon the qualifications of candidates, shall have the right to conclusively presume that anyone nominated and qualified in previous elections for candidacy for any office, or the job of Assistant Vice-President, Headquarters Representative or Port Agent, has met all the requirements of Section 1 (a) of Article XII.

Section 3. Balloting Procedures.

(a) Balloting in the manner hereafter provided shall commence on Nov. 1 of the election year and shall continue through Dec. 31, exclusive of Sundays and (for each individual Port) holidays legally recognized in the City of which the Port affected is located. If Nov. 1 or Dec. 31 falls on a holiday legally recognized in a Port in the City in which that Port is located, the balloting period in such Port shall commence or terminate, as the case may be, on the next succeeding business day. Subject to the foregoing, for the purpose of full book members securing their ballots, the Ports shall be open from 9:00 a.m. to 12 noon, Monday through Saturday, excluding holidays.

(b) Balloting shall be by mail. The Secretary-Treasurer shall insure the proper and timely preparation of ballots without partiality as to candidates or Ports. The ballots may contain general information and instructive comments not inconsistent with the provisions of this Constitution. All qualified candidates shall be listed thereon alphabetically within each category with book number and job seniority classification status.

The listing of the Ports shall first set forth Headquarters and then shall follow a geographical pattern commencing with the most northerly Port of the Atlantic Coast,

following the Atlantic Coast down to the most southerly Port on that coast, then westerly along the Gulf of Mexico and so on, until the list of Ports is exhausted. Any Port outside the Continental United States shall then be added. There shall be no write-in voting and no provisions for the same shall appear on the ballot. Each ballot shall be so prepared as to have the number thereon placed at the top thereof and shall be so perforated as to enable that portion containing the said number to be easily removed to insure secrecy of the ballot. On this removable portion shall also be placed a short statement indicating the nature of the ballot and the voting date thereof.

(c) The ballots so prepared at the direction of the Secretary-Treasurer shall be the only official ballots. No others may be used. Each ballot shall be numbered as indicated in the preceding paragraphs and shall be numbered consecutively, commencing with number 1. A sufficient amount shall be printed and distributed to each Port. A record of the ballots, both by serial numbers and amount, sent thereto, shall be maintained by the Secretary-Treasurer, who shall also send each Port Agent a verification list indicating the amount and serial numbers of the ballots sent. The Secretary-Treasurer shall also send to each Port Agent a sufficient amount of blank opaque envelopes containing the word "Ballot" on the face of the envelope, as well as a sufficient amount of opaque mailing envelopes, first class postage prepaid and printed on the face thereon as the addressee shall be the name and address of the depository for the receipt of such ballots as designated by the President in the manner provided by Article X, Section 1, of this Constitution. In the upper left-hand corner of such mailing envelope, there shall be printed thereon, as a top line, provision for the voter's signature and on another line immediately thereunder, provision for the printing of the voter's name and book number. In addition, the Secretary-Treasurer shall also send a sufficient amount of mailing envelopes identical with the mailing envelopes mentioned above, except that they shall be of different color, and shall contain on the face of such envelope, in bold letters, the word "Challenge." The Secretary-Treasurer shall further furnish a sufficient amount of "Roster Sheets" which shall have printed thereon, at the top thereof, the year of the election, and immediately thereunder, five (5) vertical columns designated date, ballot number, signature full book member's name, book number and comments, and such roster sheets shall contain horizontal lines immediately under the captions of each of the above five columns. The Secretary-Treasurer shall also send a sufficient amount of envelopes with the printed name and address of the depository on the face thereof, and in the upper left-hand corner, the name of the Port and address, and on the face of such envelope should be printed the words "Roster Sheets and Ballot Stubs." Each Port Agent shall maintain separate records of the ballots sent him and shall inspect and count the ballots when received to insure that the amount sent, as well as the number thereon, conform to the amount and numbers listed by the Secretary-Treasurer as having been sent to that Port. The Port Agent shall immediately execute and return to

the Secretary-Treasurer a receipt acknowledging the correctness of the amount and the numbers of the ballots sent, or shall notify the Secretary-Treasurer of any discrepancy. Discrepancies shall be corrected as soon as possible prior to the voting period. In any event, receipts shall be forwarded for all the aforementioned election material actually received. The Secretary-Treasurer shall prepare a file in which shall be kept memoranda and correspondence dealing with the election. This file shall at all times be available to any member asking for inspection of the same at the office of the Secretary-Treasurer and shall be turned over to the Union Tallying Committee.

(d) Balloting shall be secret. Only full book members in good standing may vote. Each full book member may secure his ballot at Port offices from the Port Agent or his duly designated representative at such Port. Each Port Agent shall designate an area at the Port office over which should be posted the legend "Voting Ballots Secured Here." When a full book member appears to vote, he shall present his book to the Port Agent or his aforementioned duly designated representative. The Port Agent or his duly designated representative shall insert on the roster sheet under the appropriate column the date, the number of the ballot given to such member and his full book number, and the member shall then sign his name on such roster sheet under the appropriate column. Such member shall have his book stamped with the word "Voted" and the date, and shall be given a ballot, and simultaneously the perforation on the top of the ballot shall be removed at the same time the member shall be given the envelope marked "Ballot" together with the pre-paid postage mailing envelope addressed to the depository. The member shall take such ballot and envelopes and in secret thereafter, mark his ballot, fold the same, insert it in the blank envelope marked "Ballot," seal the same, then insert such "Ballot" envelope into the mailing envelope, seal such mailing envelope, sign his name on the upper left-hand corner on the first line of such mailing envelope and on the second line in the upper left-hand corner print his name and book number, after which he shall mail or cause the same to be mailed. In the event a full book member appears to vote and is not in good standing or does not have his membership book with him or it appears for other valid reasons he is not eligible to vote, the same procedure as provided above shall apply to him, except that on the roster sheet under the column "Comments," notation should be made that the member voted a challenged ballot and the reason for his challenge. Such member's membership book shall be stamped "voted challenge," and the date, and such member instead of the above-mentioned mailing envelope, shall be given the mailing envelope of a different color marked on the face thereof with the word "Challenge." At the end of each day, the Port Agent or his duly designated representative shall enclose in the envelope addressed to the depository and marked "Roster Sheets and Ballot Stubs," the roster sheet or sheets executed by the members that day together with the numbered perforated slips

Continued on page 17

Information for the 2000 Election of Officers

SIU Atlantic, Gulf, Lakes & Inland Waters District

Article XIII

Constitutional Rules

Continued from page 16

removed from the ballots which had been given to the members, and then mail the same to such depository.

To insure that an adequate supply of all balloting material is maintained in all Ports at all times, the Port Agent or his duly designated representative, simultaneously with mailing of the roster sheets and ballot stubs to the depository at the end of each day, shall also make a copy of the roster sheet for that day and mail the same to the Secretary-Treasurer at Headquarters. The Port Agent shall be responsible for the proper safeguarding of all election material and shall not release any of it until duly called for and shall insure that no one tampers with the material placed in his custody.

(e) Full book members may request and vote an absentee ballot under the following circumstances: while such member is employed on a Union-contracted vessel and which vessel's schedule does not provide for it to be at a Port in which a ballot can be secured during the time and period provided for in Section 3 (a) of this article or is in an accredited hospital any time during the first ten (10) days of the month of November of the election year. The member shall make a request for an absentee ballot by registered or certified mail or the equivalent mailing device at the location from which such request is made, if such be the case. Such request shall contain a designation as to the address to which such member wishes his absentee ballot returned. The request shall be postmarked no later than 12:00 p.m. on the 15th day of November of the election year, shall be directed to the Secretary-Treasurer at Headquarters and must be delivered no later than the 25th of such November. The Secretary-Treasurer shall determine whether such member is eligible to vote such absentee ballot. The Secretary-Treasurer, if he determines that such member is so eligible, shall by the 30th of such November, send by registered mail, return receipt requested, to the address so designated by such member, a "Ballot," after removing the perforated numbered stub, together with the hereinbefore mentioned "Ballot" envelope, and mailing envelope addressed to the depository, except that printed on the face of such mailing envelope shall be the words "Absentee Ballot," and appropriate voting instructions shall accompany such mailing to the member. If the Secretary-Treasurer determines that such member is ineligible to receive such absentee ballot, he shall nevertheless send such member the aforementioned ballot with accompanying material except that the mailing envelope addressed to the depository shall have printed on the face thereof the words "Challenged Absentee Ballot." The Secretary-Treasurer shall keep records of all of the foregoing, including the reasons for determining such member's ineligibility, which records shall be open for inspection by full book members and upon the convening of the Union Tallying Committee, presented to them. The Secretary-Treasurer shall send to all Ports the names and book numbers of the

members to whom absentee ballots were sent.

(f) All ballots to be counted must be received by the depository no later than the Jan. 5 immediately subsequent to the election year and must be postmarked no later than 12 midnight Dec. 31 of the election year.

Section 4.

(a) At the close of the last day of the period for securing ballots, the Port Agent in each Port, in addition to his duties set forth above, shall deliver or mail to Headquarters by registered or certified mail, attention Union Tallying Committee, all unused ballots and shall specifically set forth by serial number and amount the unused ballots so forwarded.

(b) The Union Tallying Committee shall consist of 20 full book members. Two shall be selected from each of the 10 Ports of New York, Philadelphia, Baltimore, Mobile, New Orleans, Houston, Detroit-Algonac, San Francisco, St. Louis and Piney Point. The election shall be held at the regular meeting in December of the election year or, if the Executive Board otherwise determines prior thereto, at a special meeting held in the aforesaid Ports on the first business day of the last week of said month. No officer, Assistant Vice-President, Headquarters Representative, Port Agent, or candidate for office, or the job of Assistant Vice-President, Headquarters Representative, or Port Agent shall be eligible for election to this Committee except as provided for in Article X, Section 4. In addition to its duties herein set forth, the Union Tallying Committee shall be charged with the tallying of all the ballots and the preparation of a closing report setting forth, in complete detail, the results of the election, including a complete accounting of all ballots and stubs, and reconciliation of the same with the rosters and receipts of the Port Agents, all with detailed reference to serial numbers and amounts and with each total broken down into Port totals. The Union Tallying Committee shall have access to all election records and files for their inspection, examination and verification. The report shall clearly detail all discrepancies discovered and shall contain recommendations for the treatment of these discrepancies. All members of the Committee shall sign the report, without prejudice, however, to the right of any member thereof to submit a dissenting report as to the accuracy of the count and the validity of the ballots, with pertinent details. In connection with the tally of ballots, there shall be no counting of ballots until all mailing envelopes containing valid ballots have first been opened, the ballot envelopes removed intact and then all of such ballot envelopes mixed together, after which such ballot envelopes shall be opened and counted in such multiples as the Committee may deem expedient and manageable. The Committee shall resolve all issues on challenged ballots and then tally those found valid utilizing the same procedure as provided in the preceding sentence either jointly or separately.

(c) The members of the Union Tallying Committee shall, after their election, proceed to the Port in which Headquarters is located, to arrive at that Port no later than Jan. 5 of the year immediately after the

election year. Each member of the Committee not elected from the Port in which Headquarters is located shall be reimbursed for transportation, meals and lodging expenses occasioned by their traveling to and returning from that Port. Committee members elected from the Port in which Headquarters is located shall be similarly reimbursed, except for transportation. All members of the Committee shall also be paid at the prevailing standby rate of pay from the day subsequent to their election to the day they return, in normal course, to the Port from which they were elected.

The Union Tallying Committee shall elect a chairman from among themselves and, subject to the express terms of this Constitution, adopt its own procedures. All decisions of such Committee and the contents of their report shall be valid if made by a majority vote, provided there be a quorum in attendance, which quorum is hereby fixed at ten (10). The Committee, but not less than a quorum thereof, shall have the sole right and duty to obtain all mailed ballots and the other mailed election material from the depository and to insure their safe custody during the course of the Committee's proceedings. The proceedings of the Committee, except for their organizational meeting and their actual preparation of the closing report and dissents therefrom, if any, shall be open to any member provided he observes decorum. Any candidate may act as an observer and/or designate another member to act as his observer at the counting of the ballots. In no event shall issuance of the above referred to closing report of the Committee be delayed beyond Jan. 31 immediately subsequent to the close of the election year. In the discharge of its duties, the Committee may call upon and utilize the services of clerical employees of the Union. The Committee shall be discharged upon the completion of the issuance and dispatch of its report as required in this Article. In the event a recheck and recount is ordered pursuant to this Article, the Committee shall be reconstituted, except that if any member thereof is not available, a substitute therefor shall be elected from the appropriate Port at a special meeting held for that purpose as soon as possible.

(d) The report of the Committee shall be made up in sufficient copies to comply with the following requirements: two copies shall be mailed by the Committee to each Port Agent and the Secretary-Treasurer no later than Jan. 31 immediately subsequent to the close of the election year. As soon as these copies are received, each Port Agent shall post one copy of the report on the bulletin board in a conspicuous manner and notify the Secretary-Treasurer, in writing, as to the date of such posting. This copy shall be kept posted until after the Election Report Meeting which shall be the March regular membership meeting immediately following the close of the election year. At the Election Report Meeting, the other copy of the report shall be read verbatim.

(e) Any full book member claiming a violation of the election and balloting procedure or the conduct of the same, shall within 72 hours of the occurrence of the claimed violation notify the Secretary-Treasurer at Head-

quarters, in writing by certified mail, of the same, setting forth his name, book number and the details so that appropriate corrective action, if warranted, may be taken. The Secretary-Treasurer shall expeditiously investigate the facts concerning the claimed violation, take such action as may be necessary, if any, and make a report and recommendation, if necessary, a copy of which shall be sent to the member and the original shall be filed for the Union Tallying Committee for their appropriate action, report and recommendation, if any. The foregoing shall not be applicable to matters involving the Credentials Committee's action or report, the provisions of Article XIII, Sections 1 and 2 being the pertinent provisions applicable to such matters.

All protests as to any and all aspects of the election and balloting procedures or the conduct of the same not passed upon by the Union Tallying Committee in its report, excluding therefrom matters involving the Credentials Committee's action or report as provided in the last sentence of the immediately preceding paragraph, but including the procedure and report of the Union Tallying Committee, shall be filed in writing by certified mail with the Secretary-Treasurer at Headquarters to be received no later than the Feb. 25 immediately subsequent to the close of the election year. It shall be the responsibility of the member to insure that his written protest is received by the Secretary-Treasurer no later than such Feb. 25. The Secretary-Treasurer shall forward copies of such written protest to all Ports in sufficient time to be read at the Election Report Meeting. The written protest shall contain the full book member's name, book number, and all details constituting the protest.

(f) At the Election Report Meeting, the report and recommendation of the Union Tallying Committee, including but not limited to discrepancies, protests passed upon by them, as well as protests filed with the Secretary-Treasurer as provided for in Section (e) immediately above shall be acted upon by the meeting. A majority vote of the membership shall decide what action, if any, in accordance with the Constitution, shall be taken thereon, which action, however, shall not include the ordering of a special vote, unless reported discrepancies or protested procedure or conduct found to have occurred and to be violative of the Constitution affected the results of the vote for any office or job, in which event the special vote shall be restricted to such office, offices and/or job or jobs, as the case may be. A majority of the membership at the Election Report Meetings may order a recheck and recount when a dissent to the closing report has been issued by three (3) or more members of the Union Tallying Committee. Except for the contingencies provided for in this Section 4 (f), the closing report shall be accepted as final. There shall be no further protest or appeal from the action of the majority of the membership at the Election Report Meetings.

(g) Any special vote ordered pursuant to Section 4 (f) shall be commenced within ninety (90) days after the first day of the month immediately subsequent to the Election Report Meetings men-

tioned above. The depository shall be the same as designated for the election from which the special vote is ordered. And the procedures shall be the same as provided for in Section 3, except where specific dates are provided for, the days shall be the dates applicable which provide for the identical time and days originally provided for in Section 3. The Election Report Meeting for the aforesaid special vote shall be that meeting immediately subsequent to the report of the Union Tallying Committee separated by one calendar month.

Section 5. Elected Officers and Jobholders.

A candidate unopposed for any office or job shall be deemed elected to such office or job notwithstanding that his name may appear on the ballot. The Union Tallying Committee shall not be required to tally completely the results of the voting for such unopposed candidate but shall certify in their report that such unopposed candidate has been elected to such office or job. The Election Report Meeting shall accept the above certification of the Union Tallying Committee without change.

Section 6. Installation into Office and the Job of Assistant Vice-President, Headquarters Representative or Port Agent.

(a) The person elected shall be that person having the largest number of votes cast for the particular office or job involved. Where more than one person is to be elected for a particular office or job, the proper number of candidates receiving the successively highest number of votes shall be declared elected. These determinations shall be made only from the results deemed final and accepted as provided in this Article. It shall be the duty of the President to notify each individual elected.

(b) The duly elected officers and other job holders shall take over their respective offices and jobs and assume the duties thereof at midnight of the night of the Election Report Meeting, or the next regular meeting, depending upon which meeting the results as to each of the foregoing are deemed final and accepted, as provided in this Article. The term of their predecessors shall continue up to, and expire at that time, notwithstanding anything to the contrary contained in Article XI, Section 1. This shall not apply where the successful candidate cannot assume his office because he is at sea.

In such event, a majority vote of the membership may grant additional time for the assumption of the office or job. In the event of the failure of the newly-elected President to assume office, the provisions of Article X, Section 12 shall apply until the expiration of the term. All other cases of failure to assume office shall be dealt with as decided by a majority vote of the membership.

Section 7.

The Secretary-Treasurer is specifically charged with the preservation and retention of all election records, including the ballots, as required by law, and is directed and authorized to issue such other and further directives as to the election procedures as are required by law, which directives shall be part of the election procedures of this Union.

REPORT OF CONSTITUTIONAL COMMITTEE

We, the undersigned Constitutional Committee, were elected at the Headquarters membership meeting, on August 7, 2000, in accordance with Article XXV, Section 2 of our Constitution. We have had referred to us and studied, the proposed Constitutional Amendments Resolution submitted by our Executive Board.

This Resolution, containing the proposed amendments, prior to its submission to us, was adopted by a majority vote of the membership at Headquarters and all ports. The provisions of the Resolution including its "WHEREAS" clauses, are attached so that all members will have available to them its full text for their review and study at the same time that they read this, our Report and Recommendation.

As all individuals involved in the maritime industry are aware, the industry has changed substantially over the last several years. Legislation has been repealed and enacted affecting this industry and the trade union movement in general. We, in this Union, must seriously consider what can be done to strengthen our institutional structure to enable the Union to function more efficiently while continuing to fulfill its obligations to our membership. To this end, one of the things that our membership has already approved is the merger/consolidation of the National Maritime Union into our Union. As a result of the previously held referendum and our awareness of these changing times, certain Constitutional Amendments have been proposed to clarify and update our Constitution.

It is to be noted that where feasible, this Committee recommends that the proposed constitutional changes, the new material, be underlined with the non-underlined words representing the language of the present Constitution.

A. Name Change for Union

To implement and effectuate the desires of this membership, as expressed in the referendum held in November and December, 1999, it is being proposed that the name of our Union be changed to reflect the consolidation/merger of the National Maritime Union into the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District. We concur with the Resolution and recommend the following amendments be adopted to effectuate it.

Amend the following Constitutional provisions to revise the name of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District;

1. Title Page
2. Heading, Page 2
3. Preamble
4. Article I, Name and General Powers
5. Exhibit A

Preamble, Section III, Section IV, Section V, Section VI, Section VII, Section VIII, Section IX, Section X, Section XI, Section XII and Section XIII

so that the name of the Union would reflect the consolidation of these two unions in all of the above-referenced sections and headings. The above-referenced amendments would become effective at the time of, and not before, the final consolidation of these entities.

A. Dues

As the Resolution states, it is proposed that the annual regular dues amount to be paid shall be four hundred dollars (\$400.00) per year and that in addition the working dues to be paid by officers and members who are employed by the Union shall be increased to one hundred dollars (\$100.00) per quarter. Your Committee, to carry out these changes, recommends that:

Amend Article V, Dues and Initiation Fee, Sections I (a) and (b) to read as follows:

"Section 1. All members' dues shall consist of:
(a) Dues annually in the sum of four hundred dollars (\$400.00) which shall be paid in equal amounts on a calendar year basis, no later than the first business day of each calendar quarter, and;
(b) a sum equal to five percent (5%) of the gross amount received for vacation benefits for days worked for contracted employers. Dues payable under this Sub-section (b) shall be payable on the days that the member receives payment for the earned vacation benefits and shall become effective as to members in the manner designated and determined by a majority vote of the membership by secret ballot. When so determined by the membership, members in the employ of the Union, its subdivisions and its affiliated organizations, or in any employment at the Union's direction as provided in Article XII, Section 1 (a) and (c), shall pay in addition to that provided for in paragraph (a) immediately above the sum

of one hundred dollars (\$100.00) quarterly on a calendar year basis, no later than the first business day of each quarter while so employed."

B. Vice-Presidents at Large

As the Resolution states, it is also proposed that the office of "Vice-President at Large" be created and that two (2) such positions be added to the Executive Board to reflect the changing and growing needs of the Union. Your Committee, to carry out this change recommends that:

Amend Article VII, System of Organization, Section 2 to read as follows:

"Section 2. The Headquarters of the Union shall be located in Camp Springs, Maryland and Piney Point, Maryland or at such places as the Executive Board may determine from time to time. The Headquarters officers shall consist of a President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large."

Amend Article VIII, Officer, Assistant Vice-Presidents, Headquarters Representatives and Port Agents, Section 1 to read as follows:

"Section 1. The officers of the Union shall be elected as otherwise provided in this Constitution. These officers shall be the President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, and one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large."

Amend Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel by adding a new Section 10 to read as follows:

"Section 10. Vice-Presidents at Large. There shall be two (2) Vice-Presidents at Large whose duties shall be as directed by the President with concurrence of the Executive Board. Such duties and responsibilities may be changed from time to time in like manner, as dictated by the needs of the Union."

Amend Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel by renumbering the existing Sections 10 through 15 to become 11 through 16.

Amend Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel existing Section 13 which when renumbered shall be Section 14, Executive Board to read as follows:

"Section 14. Executive Board.

The Executive Board shall consist of the President, the Executive Vice-President, the Vice-President in Charge of Contracts and Contract Enforcement, the Secretary-Treasurer, the Vice-President in Charge of the Atlantic Coast Area, the Vice-President in Charge of the Gulf Coast Area, the Vice-President in Charge of the West Coast Area the Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, the Vice-President in Charge of Government Services and Fishing Industries, the Vice-Presidents at Large and the National Director (or chief executive officer) of each subordinate body or division created or chartered by the Union whenever such subordinate body or division has attained a membership of 3,200 members and has maintained that membership for not less than three (3) months. Such National Director (or chief executive officer) shall be a member of the respective subordinate body or division and must be qualified to hold office under the terms of the Constitution of such division or subordinate body."

Amend Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous

Personnel existing Section 14 which when renumbered shall be Section 15, Delegates to read as follows:

"Section 15. Delegates.

(a) The term "delegates" shall mean those members of the Union and its subordinate bodies or divisions who are elected in accordance with the provisions of this Constitution to attend the Convention of the Seafarers International Union of North America. The following officers and jobholders, upon their election to office or job shall, during the term of their office or job be delegates to all Conventions of the Seafarers International Union of North America in the following order of priority: President; Executive Vice-President; Vice-President in Charge of Contracts and Contract Enforcement; Secretary-Treasurer; Vice-President in Charge of the Atlantic Coast; Vice-President in Charge of the Gulf Coast; Vice-President in Charge of the West Coast; Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters; Vice-President in Charge of Government Services and Fishing Industries; Vice-Presidents at Large; Assistant Vice-Presidents; Headquarters Representatives, with priority to those most senior in full book Union membership; and Port Agents, with priority to those most senior in full book Union membership."

D. Quorum

As the Resolution states, it is being proposed that the quorum for a regular meeting of a port be changed from fifty (50) to twenty-five (25) members to enable effective action to be taken at membership meetings. Your Committee, to carry out this change, recommends that:

Amend Article XXII, Quorums, Section 2 to read as follows:

"Section 2. The quorum for a regular meeting of a Port shall be twenty-five (25) members."

E. Definitions and Miscellaneous Provisions Thereto

To further effectuate all of the above, it is proposed that Section 8 be amended to read as follows:

"Section 8. The terms "this Constitution" and "this amended Constitution" shall be deemed to have the same meaning and shall refer to the Constitution as amended which takes the place of the one adopted by the Union in 1939, as amended up through April, 2000."

This Committee has been directed to fashion the procedure for a secret ballot referendum vote upon these amendments and to recommend effective dates for the proposed amendments. Your Committee concurs with the Resolution recommending that the amendments, if voted upon affirmatively in accordance with the following voting procedures, become effective upon their passage. We, further recommend that, if the position of Vice-President at Large is created by Constitutional Amendment, the President be given the authority, subject to the concurrence of the Executive Board, to determine when to fill these two (2) positions and to then so fill them for a first term of office.

In addition, we recommend that the secret ballot referendum vote upon these proposed amendments, including the time, manner and procedure for voting on the amendments and the tallying and certification of the voting results, be the same as constitutionally provided for the election of officers and jobholders and be held as part of the secret ballot mail referendum for the election of officers and jobholders commencing November 1, 2000 and ending December 31, 2000.

We further recommend:
(a) That part of the ballot that applies to the recommended change in the regular dues payment read as follows:

Amend Article V, Dues and Initiation Fee, Section 1.

"Section 1. All members' dues shall consist of:

(a) Dues annually in the sum of four hundred dollars (\$400.00) which shall be paid in equal amounts on a calendar year basis, no later than the first business day of each calendar quarter, and;"

Are you in favor of the above Constitutional Amendment?
YES [] NO []

(b) That the part of the ballot that applies to the recommended change in working dues payable by union officers and members read as follows:

"(b) a sum equal to five percent (5%) of the gross amount received for vacation benefits for days worked for contracted employers. Dues payable under this Sub-

section (b) shall be payable on the days that the member receives payment for the earned vacation benefits and shall become effective as to members in the manner designated and determined by a majority vote of the membership by secret ballot. When so determined by the membership, members in the employ of the Union, its subdivisions and its affiliated organizations, or in any employment at the Union's direction as provided in Article XII, Section 1 (a) and (c), shall pay in addition to that provided for in paragraph (a) immediately above the sum of one hundred dollars (\$100.00) quarterly on a calendar year basis, no later than the first business day of each quarter while so employed."

Are you in favor of the above Constitutional Amendment?
YES [] NO []

(c) That the part of the ballot that applies to the recommended name change read as follows:

Amend the following Constitutional provisions to revise the name of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District;
1. Title Page
2. Heading
3. Preamble
4. Article I, Name and General Powers
5. Exhibit A

Preamble, Section III, Section IV, Section V, Section VI, Section VII, Section VIII, Section IX, Section X, Section XI, Section XII and Section XIII

so that the name of the Union would reflect the consolidation of the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District and the National Maritime Union in all of the above referenced sections and headings.

Are you in favor of the above Constitutional Amendment?
YES [] NO []

(d) that the part of the ballot that applies to the recommended creation of two (2) Vice-President at Large positions read as follows:

Amend Article VII, System of Organization.

"Section 2. The Headquarters of the Union shall be located in Camp Springs, Maryland and Piney Point, Maryland or at such places as the Executive Board may determine from time to time. The Headquarters officers shall consist of a President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large."

Amend Article VIII, Officer, Assistant Vice-Presidents, Headquarters Representatives and Port Agents, Section 1.

"Section 1. The officers of the Union shall be elected as otherwise provided in this Constitution. These officers shall be the President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, and one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large."

Amend Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel:

"Section 10. Vice-Presidents at Large. There shall be two (2) Vice-Presidents at Large whose duties shall be as directed by the President with concurrence of the Executive Board. Such duties and responsibilities may be changed from time to time in like manner, as dictated by the needs of the Union."

Amend Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel, Section 14.

"Section 14. Executive Board.
The Executive Board shall consist of the President, the Executive Vice-President, the Vice-President in Charge of Contracts and Contract Enforcement, the Secretary-Treasurer, the Vice-President in Charge of the Atlantic Coast Area, the Vice-President in Charge of the Gulf Coast Area, the Vice-President in Charge of the West Coast Area the Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, the Vice-President in Charge of Government Services and Fishing Industries, the Vice-Presidents at Large and the National Director (or chief executive officer) of each subordinate body or division created or chartered by the Union whenever such subordinate body or division has attained a membership of 3,200 members and has maintained that membership for not less than three (3) months. Such National Director (or chief executive officer) shall be a member of the respective subordinate body or division and must be qualified to hold office under the terms of the Constitution of such division or subordinate body."

Amend Article X, Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel, Section 15, Delegates.

"Section 15. Delegates.
(b) The term "delegates" shall mean those members of the Union and its subordinate bodies or divisions who are elected in accordance with the provisions of this Constitution to attend the Convention of the Seafarers International Union of North America. The following officers and jobholders, upon their election to office or job shall, during the term of their office or job be delegates to all Conventions of the Seafarers International Union of North America in the following order of priority: President; Executive Vice-President; Vice-President in Charge of Contracts and Contract Enforcement; Secretary-Treasurer; Vice-President in Charge of the Atlantic Coast; Vice-President in Charge of the Gulf Coast; Vice-President in Charge of the West Coast; Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters; Vice-President in Charge of Government Services and Fishing Industries; Vice-Presidents at Large; Assistant Vice-Presidents; Headquarters Representatives, with priority to those most senior in full book Union membership; and Port Agents, with priority to those most senior in full book Union membership."

Are you in favor of the above Constitutional Amendments?
YES [] NO []

(e) that the part of the ballot that applies to the change in the number of members required to constitute a quorum at a regular meeting of a port read as follows:

Amend Article XXII, Quorums, Section 2.

"Section 2. The quorum for a regular meeting of a Port shall be twenty-five (25) members."

Are you in favor of the above Constitutional Amendment?
YES [] NO []

We further recommend, if it is reasonably possible, that a copy of our Committee's Report, together with a copy of the proposed Resolution and membership action taken to date, be printed in the *Seafarers LOG*, October 2000 issue so that the membership will be kept abreast as to all facts at this time and copies of such *LOG* issue, to the extent possible, be made available to the membership at all Union offices and Halls during the months of November and December 2000.

Your Constitutional Committee wishes to thank the Union, its officers, representatives, members and counsel for their cooperation and assistance during our deliberations and to assure all members that we believe the adoption of the proposed Resolution will serve the needs of the Union and the membership.

Fraternal submitted, Constitutional Committee

August 18, 2000

PRESENT CONSTITUTION

THE SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA-

ATLANTIC, GULF, LAKES AND INLAND WATERS DISTRICT

AFFILIATED WITH SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA,

AMERICAN FEDERATION OF LABOR CONGRESS

OF INDUSTRIAL ORGANIZATIONS



PREAMBLE

As maritime and allied workers and realizing the value and necessity of a thorough organization, we are dedicated to the forming of one Union for our people, the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District, based upon the following principles:

All members shall be entitled to all the rights, privileges and guarantees as set forth in this Constitution, and such rights, privileges and guarantees shall be preserved in accordance with its terms.

We declare that American seamen are entitled to receive their employment without interference of crimps, shipowners, fink halls or any shipping bureaus maintained by the Government.

We affirm that every worker has the right to receive fair and just remuneration for his labor and gain sufficient leisure for mental cultivation and physical recreation.

We proclaim the right of all seamen to receive healthful and sufficient food and proper forecastles in which to rest. We defend the right of all seamen to be treated in a decent and respectful manner by those in command, and

We hold that the above rights belong to all workers alike, irrespective of nationality or creed.

Recognizing the foregoing as our inalienable rights, we are conscious of corresponding duties to those in command, our employers, our craft and our country.

We will, therefore, try by all just means to promote harmonious relations with those in command by exercising due care and diligence in the performance of the duties of our profession and by giving all possible assistance to our employers in caring for their gear and property.

Based upon these principles, it is among our objects:

To use our influence individually and collectively for the purpose of maintaining and developing skill in seamanship and effecting a change in the maritime law of the United States so as to render it more equitable and to make it an aid instead of a hindrance to the development of a merchant marine and a body of American seamen.

To support a journal which shall voice the sentiments of maritime workers and through its columns seek to maintain their knowledge of, and interest in, maritime affairs.

To assist the seamen of other countries in the work of organization and federation to the end of establishing the Brotherhood of the Sea.

To form and to assist by legal means other bonafide labor organizations whenever possible in the attainment of their just demands.

To regulate our conduct as a Union and as individuals so as to make seamanship what it rightly is—an honorable and useful calling. And bearing in mind that we are migratory, that our work takes us away in different directions from any place where the majority might otherwise meet to act, that meetings can be attended by only a fraction of the membership, that the absent members who cannot be present must have their interests guarded from what might be the results of excitement and passions aroused by persons or conditions, and that those who are present may act for and in the interest of all, we have adopted this Constitution.

Statement of Principles and Declaration of Rights

In order to form a more perfect Union, we workers in the maritime and allied industries, realizing the value and necessity of uniting in pursuit of our improved economic and social welfare, have determined to bind ourselves together in the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District, and hereby dedicate ourselves to the following principles:

In promoting our economic and social welfare, we shall ever be mindful, not only of our rights, but also of our duties and obligations as members of the community, our duties as citizens, and our duty to combat the menace of communism and any other enemies of freedom and the democratic principles to which we seafaring men dedicate ourselves in this Union.

We shall affiliate and work with other free labor organizations; we shall support a journal to give additional voice to our views; we shall assist our brothers of the sea and other workers of all countries in these obligations to the fullest extent consistent with our duties, obligations and law. We shall seek to exert our individual and collective influence in the fight for the enactment of labor and other legislations and policies which look to the attainment of a free and happy society without distinction based on race, creed or color.

To govern our conduct as a Union and bearing in mind that most of our members are migratory, that their duties carry them all over the world, that their rights must and shall be protected, we hereby declare these

rights as members of the Union to be inalienable.

I

No member shall be deprived of any of the rights or privileges guaranteed him under the Constitution of the Union.

II

Every qualified member shall have the right to nominate himself for, and, if elected, or appointed, to hold office in this Union.

III

No member shall be deprived of his membership without due process of the law of this Union. No member shall be compelled to be a witness against himself in the trial of any proceeding in which he may be charged with failure to observe the law of this Union. Every official and jobholder shall be bound to uphold and protect the rights of every member in accordance with the principles set forth in the Constitution of the Union.

IV

Every member shall have the right to be confronted by his accuser whenever he is charged with violating the law of this Union. In all such cases, the accused shall be guaranteed a fair and speedy trial by an impartial committee of his brother Union members.

V

No member shall be denied the right to express himself freely on the floor of any Union meeting or in committee.

VI

A militant membership being necessary to the security of a free union, the members shall at all times stand ready to defend this Union and the principles set forth in the Constitution of the Union.

VII

The powers not delegated to the officers, job holders, and Executive Board by the Constitution of the Union shall be reserved to the members.

CONSTITUTION

Article I

Name and General Powers

This Union shall be known as the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District. Its powers

shall be legislative, judicial, and executive, and shall include the formation of, and/or issuance of charters to, subordinate bodies and divisions, corporate or otherwise, the formation of funds and participation in funds, the establishment of enterprises for the benefit of the Union and similar ventures. This Union shall exercise all of its powers in aid of subordinate bodies and divisions created or chartered by it. For convenience of administration and in furtherance of its policies of aid and assistance, the Union may make its property, facilities and personnel available for the use and on behalf of such subordinate bodies and divisions. A majority vote of the membership shall be authorization for any Union action, unless otherwise specified in the Constitution or by law. This Union shall at all times protect and maintain its jurisdiction.

Article II

Affiliation

Section 1. This Union shall be affiliated with the Seafarers International Union of North America and the American Federation of Labor-Congress of Industrial Organizations. All other affiliations by the Union or its subordinate bodies or divisions shall be made or withdrawn as determined by a majority vote of the Executive Board.

Section 2. In addition to such other provisions as are contained herein, all subordinate bodies and divisions seeking a charter from and/or affiliation with this Union, shall be required to adopt, within a time period set by the Executive Board, a Constitution containing provisions as set forth in Exhibit A, annexed to this Constitution and made a part hereof. All other provisions adopted by such subordinate bodies and divisions as part of their Constitution shall not be inconsistent therewith. No such Constitution or amendments thereto shall be deemed to be effective without the approval of the Executive Board of this Union, which shall be executed in writing, on its behalf, by the President or, in his absence, by any other officer designated by it. Such approval shall be deemed to be recognition of compliance herewith by such subordinate body or division.

Where a subordinate body or division violates any of the foregoing, and, in particular, seeks to effectuate any constitutional provision not so authorized and approved, or commits acts in violation of its approved constitution, or fails to act in accordance therewith, this Union, through its Executive Board, may withdraw its

charter and/or sever its affiliation forthwith, or on such terms as it may impose not inconsistent with law, in addition to exercising any and all rights it may have pursuant to any applicable agreements or understandings.

Section 3. This Union shall also have the power, acting through its Executive Board, and after a fair hearing, to impose a trusteeship upon any subordinate body or divisions chartered by an affiliated with it, for the reasons and to the extent provided by law.

Article III

Membership

Section 1. There shall be two classes of membership, to wit, full book members and probationary members. Candidates for membership shall be admitted to membership in accordance with such rules as may be adopted from time to time by a majority vote of the membership and which rules shall not be inconsistent with the provisions of this Constitution. All candidates with two hundred and sixty (260) days or more seetime in a consecutive twenty-four (24) calendar month period commencing from January 1, 1968, in an unlicensed capacity, aboard an American-flag merchant vessel or vessels, covered by contract with this Union, shall be eligible for full membership. All persons with less than the foregoing seetime but at least thirty (30) days of such seetime, shall be eligible for probationary membership. Only full book members shall be entitled to vote and to hold any office or elective job, except as otherwise specified herein. All probationary members shall have a voice in Union proceedings and shall be entitled to vote on Union contracts.

Section 2. No candidate shall be granted membership who is a member of any dual organization hostile to the aims, principles and policies of this Union.

The members, by majority vote, shall at all times have the right to determine the membership status of pensioners.

Section 3. Members more than one (1) quarter in arrears in dues shall be automatically suspended and shall forfeit all benefits and all other rights and privileges in the Union. They shall be automatically dismissed if they are more than two (2) quarters in arrears in dues. An arrearage in dues shall be computed from the first day of the applicable quarter, but this time shall not run:

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(a) While a member is actually participating in a strike or lockout.

(b) While a member is an inpatient in an accredited hospital.

(c) While a member is under an incapacity due to activity in behalf of the Union.

(d) While a member is in the armed services of the United States, provided the member was in good standing at the time of entry into the armed forces, and further provided he applies for reinstatement within ninety (90) days after discharge from the armed forces.

(e) While a member has no opportunity to pay dues because of employment aboard an American-flag merchant vessel. The provision of this Sub-section (e) shall be inapplicable when such merchant vessel is operating upon the Great Lakes or upon the harbors, rivers or territorial waters of the United States.

Section 4. A majority vote of the membership shall be sufficient to designate additional circumstances during which the time specified in Section 3 shall not run. It shall be the right of any member to present, in writing, to any Port at any regular meeting any question with regard to the application of Section 3, in accordance with procedures established by a majority vote of the membership. A majority vote of the membership shall be necessary to decide such questions.

Section 5. The membership shall be empowered to establish, from time to time, by majority vote, rules under which dues and assessments may be excused where a member has been unable to pay dues and assessments for the reasons provided in Sections 3 and 4.

Section 6. To preserve unity, and to promote the common welfare of the membership, all members of the Union shall uphold and defend this Constitution and shall be governed by the provisions of this Constitution and all policies, rulings, orders and decisions duly made.

Section 7. Any member who gives aid to the principles and policies of any hostile or dual organization shall be denied further membership in this Union to the full extent permitted by law. A majority vote of the membership shall decide which organizations are dual or hostile.

Section 8. Evidence of membership or other affiliation with the Union shall be in such form or forms as determined by the Executive Board and shall at all times remain the property of the Union. Members may be required to show their evidence of membership in order to be admitted to Union meetings, or into, or on Union property.

Article IV Reinstatement

Members dismissed from the Union may be reinstated in accordance with such rules and under such conditions as are adopted, from time to time, by a majority vote of the membership.

Article V Dues and Initiation Fee

Section 1. All members' dues shall consist of:

(a) Dues annually in the sum of three hundred dollars (\$300.00) which shall be paid in equal amounts on a calendar year basis, no later than the first business day of each calendar quarter, and;

(b) A sum equal to five percent (5%) of the gross amount received for vacation benefits for days worked for contracted employers. Dues payable under this Sub-section (b) shall be payable on the days that the member receives payment for the earned vacation benefits and shall become effective as to members in the manner designated and deter-

mined by a majority vote of the membership by secret ballot. When so determined by the membership, members in the employ of the Union, its subdivisions and its affiliated organizations, or in any employment at the Union's direction as provided for in Article XII, Section 1 (a) and (c), shall pay in addition to that provided for in paragraph (a) immediately above the sum of seventy-five dollars (\$75.00) quarterly on a calendar year basis, no later than the first business day of each quarter while so employed.

Section 2. No candidate for full book membership shall be admitted into such membership without having paid an initiation fee of six hundred dollars (\$600.00), except as otherwise provided in this Constitution. In addition, the candidate shall pay a ten dollar (\$10.00) "service fee" for the issuance of his full book.

Each candidate for probationary membership and each probationary member shall, with the payment of each of his first quarterly dues, as required by Section 1, pay at each such time the sum of one hundred and fifty dollars (\$150.00) as partial initiation fee. The total of such initiation monies so paid shall be credited to his above required initiation fee for a full book member upon completion of the required seetime as provided for in Article III, Section 1.

Section 3. Payment of dues and initiation fee may be waived for organizational purposes in accordance with such rules as are adopted by a majority vote of the Executive Board.

Section 4. All members shall be and remain in good standing.

Article VI Retirement from Membership

Section 1. Members may retire from membership by surrendering their Union books or other evidence of affiliation and paying all unpaid dues for the quarter in which they retire, assessments, fines and other monies due and owing the Union. When the member surrenders his book or other evidence of affiliation in connection with his application for retirement he shall be given a receipt therefore. An official retirement card shall be issued by Headquarters, upon request, dated as of the day that such member accomplishes these payments and shall be given to the member upon presenting the aforesaid receipt.

Section 2. All the rights, privileges, duties and obligations of membership shall be suspended during the period of retirement, except that a retired member shall not be disloyal to the Union nor join or remain in any dual or hostile organization, upon penalty or forfeiture of his right to reinstatement.

Section 3. Any person in retirement for a period of two (2) quarters or more shall be restored to membership, except as herein indicated, by paying dues for the current quarter, as well as all assessment accruing and newly levied during the period of retirement. If the period of retirement is less than two (2) quarters, the required payment shall consist of all dues accruing during the said period of retirement, including those levied during that period. Upon such payment, the person in retirement shall be restored to membership, and his membership book, appropriately stamped, shall be returned to him.

Section 4. A member in retirement may be restored to membership after a one (1) year period of retirement consisting of four (4) full quarters only by a majority vote of the membership.

Section 5. The period of retirement shall be computed from the first day of the quarter following the one in which the retirement card was issued.

Section 6. No member may retire his membership during the period of

a strike or lockout.

Article VII Systems of Organization

Section 1. This Union and all officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, and members shall be governed in this order by:

- (a) The Constitution
- (b) The Executive Board
- (c) Majority vote of the membership

Section 2. The Headquarters of the Union shall be located in Camp Springs, Maryland and Piney Point, Maryland or at such places as the Executive Board may determine from time to time. The Headquarters officers shall consist of a President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters and one (1) Vice-President in Charge of Government Services and Fishing Industries.

Section 3. The staff of each Port shall consist of such personnel as is provided for herein and the Port shall bear the name of the city in which the Union's Port Offices are located.

Article VIII Officers, Assistant Vice-Presidents, Headquarters Representatives and Port Agents

Section 1. The officers of the Union shall be elected as otherwise provided in this Constitution. These officers shall be the President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, and one (1) Vice-President in Charge of Government Services and Fishing Industries.

Section 2. Assistant Vice-Presidents, Headquarters Representatives and Port Agents shall be elected, except as otherwise provided in this Constitution.

Article IX Other Elective Jobs

Section 1. In addition to the elective jobs provided for in Article VIII, the following jobs in the Union shall be voted upon in the manner prescribed by this Constitution:

- Committee members of:
- (1) Trial Committees
 - (2) Annual Financial Committees
 - (3) Appeals Committees
 - (4) Strike Committees
 - (5) Credentials Committees
 - (6) Union Tallying Committees
 - (7) Constitutional Committees

Section 2. Additional committees may be formed as provided by a majority vote of the membership. Committees may also be appointed as permitted by this Constitution.

Article X Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel

Section 1. (a) The President shall be the executive officer of the Union and shall represent, and act for and in behalf of the Union in all matters

except as otherwise specifically provided for in the Constitution.

(b) He shall be a member ex-officio of all committees, except as otherwise herein expressly provided.

(c) The President shall be in charge of, and responsible for, all Union property, and shall be in charge of Headquarters and Port offices. Wherever there are time restrictions or other considerations affecting Union action, the President shall take appropriate action to insure observance thereof.

(d) In order that he may properly execute his responsibilities, he is hereby instructed and authorized to employ any help he deems necessary, be it legal, accounting or otherwise.

(e) Subject to approval by a majority vote of the membership and the Executive Board, the President shall designate the number and location of all Ports, the jurisdiction, status and activities thereof, and may reduce and/or relocate such Ports, and may reassign Vice-Presidents, Assistant Vice-Presidents and the Secretary-Treasurer without reduction in wages. He may also reassign Headquarters Representatives and Port Agents to other duties without reduction in wages.

Where Ports are opened between elections, the President shall designate the Union personnel thereof.

The President may designate, in the event of the incapacity of any Headquarters Representative or Port Agent, or any officer other than the President, a replacement to act as such during the period of incapacity, provided such replacement is qualified under Article XII of the Constitution to fill such job.

At the regular meeting in May of every election year, the President shall submit to the membership a pre-balloting report. In his report he shall recommend the number and location of Ports and the number of Headquarters Representatives and Port Agents who are to be elected. He shall also recommend a bank, a bonded warehouse, a regular office thereof, or any similar depository, to which the ballots are to be mailed, except that the President may, in his discretion, postpone the recommendations as to the depository until no later than the first regular meeting in October.

The report shall be subject to approval or modification by a majority vote of the membership.

(f) The President shall be chairman of the Executive Board and may cast one (1) vote in that body.

(g) He shall be responsible, within the limits of his powers, for the enforcement of this Constitution, the policies of the Union, and all rules and rulings adopted by the Executive Board, and those duly adopted by a majority vote of the membership. Within these limits, he shall strive to enhance the strength, position, and prestige of the Union.

(h) The foregoing duties shall be in addition to those other duties lawfully imposed upon him.

(i) The responsibility of the President may not be delegated, but the President may delegate to a person or persons the execution of such of his duties as he may in his discretion decide, subject to the limitations set forth in this Constitution.

(j) Any vacancy in any office or the job of Assistant Vice-President, Headquarters Representative or Port Agent shall be filled by the President by temporary appointment of a member qualified for the office or job under Article XII of this Constitution except in those cases where the filling of such vacancy is otherwise provided for by this Constitution.

(k) The President is directed to take any and all measures and employ such means which he deems necessary or advisable to protect the interests and further the welfare of the Union and its members in all matters involving national, state or local

legislation issues and public affairs.

(l) The President shall have the authority to require any officer or Union representative to attend any regular or special meeting if, in his opinion, it is deemed necessary.

Section 2. Executive Vice-President.

The Executive Vice-President shall perform any and all duties assigned him or delegated to him by the President. The Executive Vice-President shall be a member of the Executive Board and may cast one (1) vote in that body.

Section 3. Vice-President in Charge of Contracts and Contract Enforcement.

The Vice-President in Charge of Contracts and Contract Enforcement shall perform any and all duties assigned him or delegated to him by the President. In addition, he shall be responsible for all contract negotiations, the formulation of bargaining demands, and the submission of proposed collective bargaining agreements to the membership for ratification. He shall also be responsible, except as otherwise provided in Article X, Section 15(d) (1), for strike authorization, signing of new contracts and contract enforcement. He shall also act for Headquarters in executing the administrative functions assigned to Headquarters by this Constitution with respect to trials and appeals except if he is a witness or party thereto, in which event the Secretary-Treasurer shall act in his place. In order that he may properly execute these responsibilities he is hereby instructed and authorized to employ such help as he deems necessary, be it legal, or otherwise, subject to approval of the Executive Board.

The Vice-President in Charge of Contracts and Contract Enforcement shall be a member of the Executive Board and may cast one (1) vote in that body.

Section 4. Secretary-Treasurer.

The Secretary-Treasurer shall perform any and all duties assigned him or delegated to him by the President. He shall be responsible for the organization and maintenance of the correspondence, files, and records of the Union; setting up, and maintenance of, sound accounting and bookkeeping systems; the setting up, and maintenance of, proper office and other administrative Union procedures; the proper collection, safeguarding, and expenditure of all Union funds, Port or otherwise. He shall submit to the membership, for each annual period, a detailed report of the entire Union's financial operations and shall submit the Annual Financial Committee report for the same period. The Secretary-Treasurer's report shall be prepared by an independent certified public accountant. He shall also work with all duly elected finance committees. The Secretary-Treasurer shall be responsible for the timely filing of any and all reports on the operations of the Union, financial or otherwise, that may be required by any Federal or state laws. The Secretary-Treasurer with the approval of the President shall employ a person who by profession and/or employment shall qualify to perform the functions and duties of a Comptroller. Such person shall be responsible for the maintenance, safeguard and verification of the Union's financial affairs and records under the supervision and direction of the Secretary-Treasurer. The responsibility for such functions shall be that of the Secretary-Treasurer notwithstanding the delegation to such Comptroller. In order that he may properly execute his responsibilities, he is hereby instructed and authorized to employ any help he deems necessary, be it legal, accounting, or otherwise, subject to approval of the Executive Board.

The Secretary-Treasurer shall be a

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member of the Executive Board and may cast one (1) vote in that body.

The Secretary-Treasurer shall be a member ex-officio of the Credentials and Union Tallying Committees. In addition, he shall make himself and the records of his office available to the Annual Financial Committee.

Section 5. Vice-President in Charge of the Atlantic Coast.

The Vice-President in Charge of the Atlantic Coast shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof on the Atlantic Coast including their organizing activities. The Atlantic Coast area is deemed to mean that area from and including Georgia through Maine and shall also include the Islands in the Caribbean. In order that he may properly execute his responsibilities he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 6. Vice-President in Charge of the Gulf Coast.

The Vice-President in Charge of the Gulf Coast shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof on the Gulf Coast including their organizing activities. The Gulf Coast area is deemed to mean the State of Florida, all through the Gulf, including Texas.

In order that he may properly execute his responsibilities he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 7. Vice-President in Charge of the West Coast.

The Vice-President in Charge of the West Coast shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof on the West Coast including their organizing activities. The West Coast area is deemed to mean the States of California, Oregon, Washington, Alaska, and Hawaii.

In order that he may properly execute his responsibilities, he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to the approval of the Executive Board.

Section 8. Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters.

The Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof in the Southern Region, Great Lakes and Inland Waters including their organizing activities.

In order that he may properly execute his responsibilities, he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 9. Vice-President in Charge of Government Services and Fishing Industries.

The Vice-President in Charge of Government Services and Fishing Industries shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of the Union in the representation of individuals

employed in fishing industries and civilian seamen employed by the federal government including but not limited to the negotiation of the collective bargaining agreements, processing grievances and the administration of collective bargaining agreements and shall direct the activities of the Union personnel assigned to him by the President and carry out such other functions as the President may assign to him from time to time.

Section 10. Assistant Vice-Presidents.

There shall be six (6) Assistant Vice-Presidents as follows: Assistant Vice-President in Charge of Contracts and Contract Enforcement; Assistant Vice-President in Charge of the Atlantic Coast; Assistant Vice-President in Charge of the Gulf Coast; Assistant Vice-President in Charge of the West Coast; Assistant Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters; and Assistant Vice-President in Charge of Government Services and Fishing Industries. Each Assistant Vice-President shall work with and under the direction of the appropriate Vice-President. He shall assist, as directed, in all activities of the appropriate Vice-President and shall be responsible to such Vice-President.

Section 11. Headquarters Representatives.

The Headquarters Representatives shall perform any and all duties assigned them or delegated to them by the President or the Executive Board.

Section 12. Port Agents.

(a) The Port Agent shall be in direct charge of the administration of Union affairs in the Port of his jurisdiction subject to the direction of the Area Vice-President.

(b) He shall, within the jurisdiction of his Port, be responsible for the enforcement and execution of the Constitution, the policies of the Union, and the rules adopted by the Executive Board, and by a majority vote of the membership. Wherever there are time restrictions or other considerations affecting Port action, the Port Agent shall take appropriate action to insure observance thereof.

(c) He shall be prepared to account, financially or otherwise for the activities of his Port, whenever demanded by the President, the Vice-President of the area in which his Port is located, or by the Secretary-Treasurer.

(d) In any event, he shall prepare and forward to the Secretary-Treasurer a weekly financial report showing, in detail, weekly income and expenses and complying with all other accounting directions issued by the Secretary-Treasurer.

(e) The Port Agent shall designate which members at the Port may serve as representatives to other organizations, affiliation with which has been properly authorized.

Section 13. Executive Board.

The Executive Board shall consist of the President, the Executive Vice-President, the Vice-President in Charge of Contracts and Contract Enforcement, the Secretary-Treasurer, the Vice-President in Charge of the Atlantic Coast Area, the Vice-President in Charge of the Gulf Coast Area, the Vice-President in Charge of the West Coast Area, the Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, the Vice-President in Charge of Government Services and Fishing Industries, and the National Director (or chief executive officer) of each subordinate body or division created or chartered by the Union whenever such subordinate body or division has attained a membership of 3,200 members and has maintained that membership for not less than three (3) months. Such National Director (or chief executive officer) shall be a member of the respective subordinate body or division and

must be qualified to hold office under the terms of the Constitution of such division or subordinate body.

The Executive Board shall meet no less than twice each year and at such times as the President and/or a majority of the Executive Board may direct. The President shall be chairman of all Executive Board meetings unless absent, in which case the Executive Board shall designate the chairman. Each member of the Executive Board shall be entitled to cast one (1) vote in that body. Its decision shall be determined by majority vote of those voting, providing a quorum of three (3) is present. It shall be the duty of the Executive Board to develop policies, strategies and rules which will advance and protect the interests and welfare of the Union and the members. It shall be the duty of the Secretary-Treasurer or in his absence, an appointee of the Executive Board, to keep accurate minutes of all Executive Board meetings. The Executive Board shall determine per capita tax to be levied and other terms and conditions of affiliation for any group of workers desiring affiliation. The Executive Board may direct the administration of all Union affairs, properties, policies and personnel in any and all areas not otherwise specifically provided for in this Constitution. Notwithstanding the foregoing, the Executive Board may act without holding a formal meeting provided all members are sent notice of the proposed action or actions and the decision thereon is reduced to writing and signed by a majority of the Executive Board.

In the event that death, resignation or removal from office for any reason should occur to the President, the Executive Board by majority vote shall name a successor from its own membership who shall fill that vacancy until the next general election.

In the event the President is incapacitated for a period of more than thirty (30) days, and the Executive Board by majority vote thereafter determines that such incapacity prevent the President from carrying out his duties, the Executive Board by majority vote may appoint from among its own membership the officer to fill the office of President. This appointment shall terminate upon the President's recovery from such incapacity or upon the expiration of the President's term of office, whichever occurs first.

The Executive Board by majority vote may grant requests for leaves of absence with or without pay to officers. In the event that a leave is granted to the President, the Executive Board by a majority vote shall designate from among its own membership who shall exercise the duties of the President during such period of leave.

Notwithstanding the provision of Section 1(j) of this Article X, the Executive Board, by majority vote, may determine not to fill any vacancy in any office or job for any part of an unexpired term.

Section 14. Delegates.

(a) The term "delegates" shall mean those members of the Union and its subordinate bodies or divisions who are elected in accordance with the provisions of this Constitution to attend the Convention of the Seafarers International Union of North America. The following officers and jobholders, upon their election to office or job shall, during the term of their office or job be delegates to all Conventions of the Seafarers International Union of North America in the following order of priority: President, Executive Vice-President; Vice-President in Charge of Contracts and Contract Enforcement; Secretary-Treasurer; Vice-President in Charge of the Atlantic Coast; Vice-President in Charge of the Gulf Coast; Vice-President in Charge of the West

Coast; Vice President in Charge of the Southern Region, Great Lakes and Inland Waters; Vice-President in Charge of Government Services and Fishing Industries; Assistant Vice-Presidents; Headquarters Representatives, with priority to those most senior in full book Union membership; and Port Agents, with priority to those most senior in full book Union membership.

(b) Each delegate shall, by his vote and otherwise, support those policies agreed upon by the majority of the delegates to the Convention.

(c) The President shall assign to each subordinate body or division that number of delegates to which this Union would have been entitled, if its membership had been increased by the number of members of the subordinate body or division, in accordance with the formula set forth in the Constitution of the Seafarers International Union of North America, except that this provision shall not be applied so as to reduce the number of delegates to which this Union would otherwise had been entitled.

Section 15. Committees.

(a) Trial Committee.

The Trial Committee shall conduct the trials of a person charged and shall submit findings and recommendations as prescribed in this Constitution. It shall be the special obligation of the Trial Committee to observe all the requirements of this Constitution with regard to charges and trials and their findings and recommendations must specifically state whether or not, in the opinion of the Trial Committee, the rights of any accused, under this Constitution, were properly safeguarded.

(b) Appeals Committee.

1. The Appeals Committee shall hear all appeals from trial judgments, in accordance with such procedures as are set forth in this Constitution and such rules as may be adopted by a majority vote of the membership not inconsistent therewith.

2. The Appeals Committee shall, within not later than one (1) week after the close of the said hearing, make and submit findings and recommendations in accordance with the provisions of this Constitution and such rules as may be adopted by a majority vote of the membership not inconsistent therewith.

(c) Annual Financial Committee.

1. The Annual Financial Committee shall make an examination for each annual period of the finances of the Union and shall report fully on their findings and recommendations. Members of this Committee may make dissenting reports, separate recommendations and separate findings.

2. The findings and recommendations of this Committee shall be completed within a reasonable time and after the election of the members thereof, and shall be submitted to the Secretary-Treasurer who shall cause the same to be read in all Ports, as set forth herein.

3. All officers, Union personnel and members are responsible for complying with all demands made for records, bills, vouchers, receipts, etc., by the said Annual Financial Committee. The Committee shall also have available to it the services of the independent certified public accountants retained by the Union.

4. Any action on the said report shall be as determined by a majority vote of the membership.

5. The Annual Financial Committee shall consist of seven (7) full book members in good standing to be elected at Headquarters. No Officer, Headquarters Representative or Port Agent shall be eligible for election to this Committee. Committee members shall be elected at the regular Headquarters' meeting designated by the Secretary-Treasurer. In the event such regular meeting cannot be held for lack of a quorum, Headquarters'

Port Agent shall call a special meeting as early as possible for the election of Committee members to serve on the Annual Financial Committee. On the day following these elections and continuing until the Committee has completed its report, each Committee member shall be paid for hours worked at the existing AB Seaman standby rate of pay, but in no event shall they be paid less than eight (8) hours per day. They shall be furnished room and board during the period they are performing their duties.

In the event a Committee member ceases to act, no replacement need to be elected unless there are less than three (3) Committee members, in which event they shall suspend their work until a special election for Committee members shall be held as provided above for such number of Committee members as shall be necessary to constitute a Committee of not less than three (3) members in good standing.

(d) Strike Committee.

1. In no event shall a general strike take place unless approved by a majority vote of the membership or segment of the Union, whichever applies.

2. In the event a general strike has been approved by the membership the Port Agents in all affected Ports shall call a timely special meeting for the purpose of electing a Strike Committee. This Committee shall be composed of three (3) full book members and their duties shall consist of assisting the Port Agent to effectuate all strike policies and strategies.

Article XI Wages and Terms of Office of Officers and Other Elective Jobholders, Union Employees, and Others

Section 1. The following elected officers and jobs shall be held for a term of four (4) years; except the term of officers and jobs elected in balloting conducted in 1975 shall be for five (5) years:

President
Executive Vice-President
Secretary-Treasurer
Vice-Presidents
Assistant Vice-Presidents
Headquarters Representatives
Port Agents

The term of years set forth here is expressly subject to the provisions for assumption of office as contained in Article XIII, Section 6(b) of this Constitution.

Section 2. The term of any elective jobs other than those indicated in Section 1 of this Article shall continue for so long as is necessary to complete the functions thereof, unless sooner terminated by a majority vote of the membership or segment of the Union, whichever applies, whose vote was originally necessary to elect the one or ones serving.

Section 3. The compensation to be paid the holder of any office or other elective job shall be determined from time to time by the Executive Board subject to approval of the membership.

Section 4. The foregoing provisions of this Article do not apply to any corporation, business, or other venture in which this Union participates, or which it organizes or creates. In such situations, instructions conveyed by the Executive Board shall be followed.

Article XII Qualifications for Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, and Other Elective Jobs

Section 1. Any member of the Union is eligible to be a candidate

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for, and hold, any office or the job of Assistant Vice-President, Headquarters Representative, or Port Agent provided:

(a) He has at least three (3) years of seetime in an unlicensed capacity aboard an American-flag merchant vessel or vessels. In computing time, time spent in the employ of the Union, its subsidiaries and its affiliates, or in any employment at the Union's direction, shall count the same as seetime. Union records, Welfare Plan records and/or company records can be used to determine eligibility; and

(b) He has been a full book member in continuous good standing in the Union for at least three (3) years immediately prior to his nomination; and

(c) He has at least one hundred (100) days of seetime, in an unlicensed capacity, aboard an American-flag vessel or vessels covered by contract with this Union or one hundred (100) days of employment with, or in any office or job of, the Union, its subsidiaries and its affiliates, or in any employment at the Union's direction or a combination of these, between January 1 and the time of nomination in the election year, except if such seetime is wholly aboard such merchant vessels operating solely upon the Great Lakes or, if such seetime is wholly aboard tugboats, towboats or dredges and contractual employment thereon is for fixed days with equal amount of days off, he shall have at least sixty five (65) days of such seetime instead of the foregoing one hundred (100) days; and

(d) He is a citizen of the United States of America; and

(e) He is not disqualified by law. He is not receiving a pension from this Union's Pension Fund, if any, or from a Union-Management Fund to which Fund this Union is a party or from a company under contract with this Union.

(f) He has not sailed in a licensed capacity aboard an American flag merchant vessel or vessels within twenty four (24) consecutive months immediately prior to the opening of nominations.

Section 2. All candidates for, and holders of, other elective jobs not specified in the preceding sections shall be full book members of the Union.

Section 3. All candidates for, and holders of elective offices and jobs, whether elected or appointed in accordance with this Constitution, shall maintain full book memberships in good standing.

Article XIII

Elections for Officers, Assistant Vice-Presidents, Headquarters Representatives, and Port Agents

Section 1. Nominations.

Except as provided in Section 2(b) of this Article, any full book member may submit his name for nomination for any office, or the job of Assistant Vice-President, Headquarters Representative, or Port Agent, by delivering or causing to be delivered in person, to the office of the Secretary-Treasurer at Headquarters, or sending a letter addressed to the Credentials Committee, in care of the Secretary-Treasurer at the address of Headquarters. This letter shall be dated and shall contain the following:

- The name of the candidate.
- His home address and mailing address.
- His book number.
- The title of the office or other job for which he is a candidate, including the name of the Port in the event the position sought is

that of Port Agent.

- Proof of citizenship.
- Proof of seetime and/or employment as required for candidates.
- In the event the member is on a vessel, he shall notify the Credentials Committee what vessel he is on. This shall be done also if he ships subsequent to forwarding his credentials.
- Annexing a certificate in the following form, signed and dated by the proposed nominee:

"I hereby certify that I am not now, nor, for the five (5) years last past, have I been either a member of the Communist Party or convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Landrum Griffin Act, or conspiracy to commit any such crimes."

Dated
Signature of Member.....
Book No.

Printed forms of the certificate shall be made available to nominees. Where a nominee cannot truthfully execute such a certificate, but is, in fact, legally eligible for an office or job by reason of the restoration of civil rights originally revoked by such conviction or a favorable determination by the Board of Parole of the United States Department of Justice, he shall, in lieu of the foregoing certificate, furnish a complete signed statement of the facts of his case together with true copies of the documents supporting his statement.

Any full book member may nominate any other full book member in which event such full book member so nominated shall comply with the provisions of this Article as they are set forth herein relating to the submission of credentials. By reason of the above self nomination provision the responsibility, if any, for notifying a nominee of his nomination to office shall be that of the nominator.

All documents required herein must reach Headquarters no earlier than July 15 and no later than August 15 of the election year.

The Secretary-Treasurer is charged with safekeeping of these letters and shall turn them over to the Credentials Committee upon the latter's request.

Section 2. Credentials Committee

(a) A Credentials Committee shall be elected at the regular meeting in August of the election year at the Port where Headquarters is located. It shall consist of six (6) full book members in attendance at the meeting with two (2) members to be elected from each of the Deck, Engine and Steward Departments. No officer, Assistant Vice-President, Headquarters Representative, or Port Agent, or candidate for office of the job of Assistant Vice-President, Headquarters Representative, or Port Agent, shall be eligible for election to this Committee except as provided for in Article X, Section 4. In the event any Committee member is unable to serve, the Committee shall suspend until the President or Executive Vice-President or the Secretary-Treasurer, in that order, calls a special meeting at the Port where Headquarters is located in order to elect a replacement. The Committee's results shall be by majority vote with any tie vote being resolved by a majority of the membership at a special meeting called for that purpose at that Port.

(b) After its election, the Committee shall immediately go into session. It shall determine whether the person has submitted his application correctly and possesses the nec-

essary qualifications. The Committee shall prepare a report listing each applicant and his book number under the office or job he is seeking. Each applicant shall be marked "qualified" or "disqualified" according to the findings of the Committee. Where an applicant has been marked "disqualified," the reason therefore must be stated in the report. Where a tie vote has been resolved by a special meeting of the membership, that fact shall also be noted with sufficient detail. The report shall be signed by all of the Committee members and be completed and submitted to the Ports in time for the next regular meeting after their election. At this meeting, it shall be read and incorporated in the minutes and then posted on the bulletin board in each Port.

On the last day of nominations, one (1) member of the Committee shall stand by in Headquarters to accept delivery of credentials. All credentials must be in Headquarters by midnight of closing day.

(c) When an applicant has been disqualified by the Committee, he shall be notified immediately by telegram at the address listed by him pursuant to Section 1 of this Article. He shall also be sent a letter containing their reasons for such disqualification by airmail, special delivery, registered or certified, to the mailing address designated pursuant to Section 1(b) of this Article. A disqualified applicant shall have the right to take an appeal to the membership from the decision of the Committee. He shall forward copies of such appeal to each Port where the appeal shall be presented and voted upon at a regular meeting no later than the second meeting after the Committee's election. It is the responsibility of the applicant to insure timely delivery of his appeal. In any event, without prejudice to his written appeal, the applicant may appear in person before the Committee within two (2) days after the day on which the telegram is sent to correct his application or argue for his qualification.

The Committee's report shall be prepared early enough to allow the applicant to appear before it within the time set forth in this Constitution and still reach the Ports in time for the first regular meeting after its election.

(d) A majority vote of the membership shall, in the case of such appeals, be sufficient to overrule any disqualification by the Credentials Committee in which event the one so previously classified shall then be deemed qualified.

(e) The Credentials Committee, in passing upon the qualifications of candidates, shall have the right to conclusively presume that anyone nominated and qualified in previous elections for candidacy for any office, or the job of Assistant Vice-President, Headquarters Representative or Port Agent has met all the requirements of Section 1(a) of Article XII.

Section 3. Balloting Procedures.

(a) Balloting in the manner hereafter provided shall commence on November 1st of the election year and shall continue through December 31st, exclusive of Sundays and (for each individual Port) holidays legally recognized in the City of which the Port affected is located. If November 1st and December 31st falls on a holiday legally recognized in a Port in the City in which that Port is located, the balloting period in such Port shall commence or terminate, as the case may be, on the next succeeding business day. Subject to the foregoing, for the purpose of full book members securing their ballots, the Ports shall be open from 9:00 A.M. to 12 Noon, Monday through Saturday, excluding holidays.

(b) Balloting shall be by mail. The Secretary-Treasurer shall insure the proper and timely preparation of

ballots without partiality as to candidates or Ports. The ballots may contain general information and instructive comments not inconsistent with the provisions of this Constitution. All qualified candidates shall be listed thereon alphabetically within each category with book number and job seniority classification status.

The listing of the Ports shall first set forth Headquarters and then shall follow a geographical pattern commencing with the most northerly Port of the Atlantic Coast, following the Atlantic Coast down to the most southerly Port on that coast, then westerly along the Gulf of Mexico and so on, until the list of Ports is exhausted. Any Port outside the Continental United States shall then be added. There shall be no write-in voting and no provisions for the same shall appear on the ballot. Each ballot shall be so prepared as to have the number thereon place at the top thereof and shall be so perforated as to enable that portion containing the said number to be easily removed to insure secrecy of the ballot. On this removable portion shall also be placed a short statement indicating the nature of the ballot and the voting date thereof.

(c) The ballots so prepared at the direction of the Secretary-Treasurer shall be the only official ballots. No others may be used. Each ballot shall be numbered as indicated in the preceding paragraphs and shall be numbered consecutively, commencing with number 1. A sufficient amount shall be printed and distributed to each Port. A record of the ballots, both by serial numbers and amount, sent thereto, shall be maintained by the Secretary-Treasurer who shall also send each Port Agent a verification list indicating the amount and serial numbers of the ballots sent. The Secretary-Treasurer shall also send to each Port Agent a sufficient amount of blank opaque envelopes containing the word, "Ballot" on the face of the envelope, as well as a sufficient amount of opaque mailing envelopes, first class postage prepaid and printed on the face thereon as the addressee shall be the name and address of the depository for the receipt of such ballots as designated by the President in the manner provided by Article X, Section 1, of this Constitution. In the upper left-hand corner of such mailing envelope, there shall be printed thereon, as a top line, provision for the voter's signature and on another line immediately thereunder, provision for the printing of the voter's name and book number. In addition, the Secretary-Treasurer shall also send a sufficient amount of mailing envelopes identical with the mailing envelopes mentioned above, except that they shall be of different color, and shall contain on the face of such envelope, in bold letters, the word, "Challenge." The Secretary-Treasurer shall further furnish a sufficient amount of "Roster Sheets" which shall have printed thereon, at the top thereof, the year of the election, and immediately thereunder, five (5) vertical columns designated date, ballot number, signature full book member's name, book number and comments, and such roster sheets shall contain horizontal lines immediately under the captions of each of the above five (5) columns. The Secretary-Treasurer shall also send a sufficient amount of envelopes with the printed name and address of the depository on the face thereof, and in the upper left-hand corner, the name of the Port and address, and on the face of such envelope, should be printed the words, "Roster Sheets and Ballot Stubs". Each Port Agent shall maintain separate records of the ballots sent him and shall inspect and count the ballots when received to insure that the amount sent, as well as the number thereon, conform to the amount and numbers listed by the Secretary-Treasurer as having been

sent to that Port. The Port Agent shall immediately execute and return to the Secretary-Treasurer a receipt acknowledging the correctness of the amount and the numbers of the ballots sent, or shall notify the Secretary-Treasurer of any discrepancy. Discrepancies shall be corrected as soon as possible prior to the voting period. In any event, receipts shall be forwarded for all the aforementioned election material actually received. The Secretary-Treasurer shall prepare a file in which shall be kept memoranda and correspondence dealing with the election. This file shall at all times be available to any member asking for inspection of the same at the office of the Secretary-Treasurer and shall be turned over to the Union Tallying Committee.

(d) Balloting shall be secret. Only full book members in good standing may vote. Each full book member may secure his ballot at Port offices from the Port Agent or his duly designated representative at such Port. Each Port Agent shall designate an area at the Port office over which should be posted the legend "Voting Ballots Secured Here." When a full book member appears to vote he shall present his book to the Port Agent or his aforementioned duly designated representative. The Port Agent or his duly designated representative shall insert on the roster sheet under the appropriate column the date, the number of the ballot given to such member and his full book number, and the member shall then sign his name on such roster sheet under the appropriate column. Such member shall have his book stamped with the word, "Voted" and the date, and shall be given a ballot, and simultaneously the perforation on the top of the ballot shall be removed. At the same time the member shall be given the envelope marked "Ballot" together with the prepaid postage-mailing envelope addressed to the depository. The member shall take such ballot and envelopes and in secret thereafter, mark his ballot, fold the same, insert it in the blank envelope marked "Ballot", seal the same, then insert such "Ballot" envelope into the mailing envelope, seal such mailing envelope, sign his name on the upper left-hand corner on the first line of such mailing envelope and on the second line in the upper left-hand corner print his name and book number, after which he shall mail or cause the same to be mailed. In the event a full book member appears to vote and is not in good standing or does not have his membership book with him or it appears for other valid reasons he is not eligible to vote, the same procedure as provided above shall apply to him, except that on the roster sheet under the column "Comments", notation should be made that the member voted a challenged ballot and the reason for his challenge. Such member's membership book shall be stamped "Voted Challenge", and the date, and such member instead of the above-mentioned mailing envelope, shall be given the mailing envelope of a different color marked on the face thereof with the word, "Challenge". At the end of each day, the Port Agent or his duly designated representative shall enclose in the envelope addressed to the depository and marked "Roster Sheets and Ballots Stubs", the roster sheet or sheets executed by the members that day together with the numbered perforated slips removed from the ballots which had been given to the members, and then mail the same to such depository. To insure that an adequate supply of all balloting material is maintained in all Ports at all times, the Port Agent or his duly designated representative, simultaneously with mailing of the roster sheets and ballot stubs to the depository at the end of each day, shall also make a

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copy of the roster sheet for that day and mail the same to the Secretary-Treasurer at Headquarters. The Port Agent shall be responsible for the proper safeguarding of all election material and shall not release any of it until duly called for and shall insure that no one tampers with the material placed in his custody.

(e) Full book members may request and vote an absentee ballot under the following circumstances: while such member is employed on a Union contracted vessel and which vessel's schedule does not provide for it to be at a Port in which a ballot can be secured during the time and period provided for in Section 3(a) of this Article or is in an accredited hospital any time during the first ten (10) days of the month of November of the election year. The member shall make a request for an absentee ballot by registered or certified mail or the equivalent mailing device at the location from which such request is made, if such be the case. Such request shall contain a designation as to the address to which such member wishes his absentee ballot returned. The request shall be postmarked no later than 12:00 P.M. on the 15th day of November of the election year, shall be directed to the Secretary-Treasurer at Headquarters and must be delivered no later than the 25th of such November. The Secretary-Treasurer shall determine whether such member is eligible to vote such absentee ballot. The Secretary-Treasurer, if he determines that such member is so eligible, shall by the 30th of such November, send by registered mail, return receipt requested, to the address so designated by such member, a "Ballot", after removing the perforated numbered stub, together with the hereinbefore mentioned "Ballot" envelope, and mailing envelope addressed to the depository, except that printed on the face of such mailing envelope shall be the words "Absentee Ballot" and appropriate voting instructions shall accompany such mailing to the member. If the Secretary-Treasurer determines that such member is ineligible to receive such absentee ballot, he shall nevertheless send such member the aforementioned ballot with accompanying material except that the mailing envelope addressed to the depository shall have printed on the face thereof the words "Challenged Absentee Ballot." The Secretary-Treasurer shall keep records of all of the foregoing, including the reasons for determining such member's ineligibility, which records shall be open for inspection by full book members and upon the convening of the Union Tallying Committee, presented to them. The Secretary-Treasurer shall send to all Ports the names and book numbers of the members to whom absentee ballots were sent.

(f) All ballots to be counted must be received by the depository no later than the January 5th immediately subsequent to the election year and must be postmarked no later than 12 midnight December 31st of the election year.

Section 4. (a) At the close of the last day of the period for securing ballots, the Port Agent in each Port, in addition to his duties set forth above, shall deliver or mail to Headquarters by registered or certified mail, attention Union Tallying Committee, all unused ballots and shall specifically set forth by serial number and amount the unused ballots so forwarded.

(b) The Union Tallying Committee shall consist of twenty (20) full book members. Two (2) shall be elected from each of the ten (10) Ports of New York, Philadelphia, Baltimore, Mobile, New Orleans, Houston, Detroit-Algonac, San Francisco, St. Louis and Piney Point. The election shall be held at the reg-

ular meeting in December of the election year or, if the Executive Board otherwise determines prior thereto, at a special meeting held in the aforesaid Ports, on the first business day of the last week of said month. No officer, Assistant Vice-President, Headquarters Representative, Port Agent, or candidate for office, or the job of Assistant Vice-President, Headquarters Representative, or Port Agent shall be eligible for election to this Committee except as provided for in Article X, Section 4. In addition to the duties herein set forth, the Union Tallying Committee shall be charged with the tallying of all the ballots and the preparation of a closing report setting forth, in complete detail, the results of the election, including a complete accounting of all ballots and stubs, and reconciliation of the same with the rosters and receipts of the Port Agents, all with detailed reference to serial numbers and amount and with each total broken down into Port totals. The Union Tallying Committee shall have access to all election records and files for their inspection, examination and verification. The report shall clearly detail all discrepancies discovered and shall contain recommendations for the treatment of these discrepancies. All members of the Committee shall sign the report, without prejudice, however, to the right of any member thereof to submit a dissenting report as to the accuracy of the count and the validity of the ballots, with pertinent details.

In connection with the tally of ballots there shall be no counting of ballots until all mailing envelopes containing valid ballots have first been opened, the ballot envelopes removed intact and then all of such ballot envelopes mixed together, after which such ballot envelopes shall be opened and counted in such multiples as the Committee may deem expedient and manageable. The Committee shall resolve all issues on challenged ballots and then tally those found valid utilizing the same procedure as provided in the preceding sentence either jointly or separately.

(c) The members of the Union Tallying Committee shall, after their election, proceed to the Port in which Headquarters is located, to arrive at that Port no later than January 5th of the year immediately after the election year. Each member of the Committee not elected from the Port in which Headquarters is located shall be reimbursed for transportation, meals, and lodging expenses occasioned by their traveling to and returning from that Port. Committee members elected from the Port in which Headquarters is located shall be similarly reimbursed, except for transportation. All members of the Committee shall also be paid at the prevailing standby rate of pay from the day subsequent to their election to the day they return, in normal course, to the Port from which they were elected.

The Union Tallying Committee shall elect a chairman from among themselves and, subject to the express terms of this Constitution, adopt its own procedures. All decisions of such Committee and the contents of their report shall be valid if made by a majority vote, provided there be a quorum in attendance, which quorum is hereby fixed at ten (10). The Committee, but not less than a quorum thereof, shall have the sole right and duty to obtain all mailed ballots and the other mailed election material from the depository and to insure their safe custody during the course of the Committee's proceedings. The proceedings of the Committee, except for their organizational meeting and their actual preparation of the closing report and dissent therefrom, if any, shall be open to any member provided he observes decorum. Any candidate may act as an observer and/or designate another

member to act as his observer at the counting of the ballots. In no event shall issuance of the above referred to closing report of the Committee be delayed beyond January 31st immediately subsequent to the close of the election year. In the discharge of its duties, the Committee may call upon and utilize the services of clerical employees of the Union. The Committee shall be discharged upon the completion of the issuance and dispatch of its report as required in this Article. In the event a recheck and recount is ordered pursuant to this Article, the Committee shall be reconstituted, except that if any member thereof is not available, a substitute therefore shall be elected from the appropriate Port at a special meeting held for that purpose as soon as possible.

(d) The report of the committee shall be made up in sufficient copies to comply with the following requirements: two (2) copies shall be mailed by the Committee to each Port Agent and the Secretary-Treasurer no later than January 31st immediately subsequent to the close of the election year. As soon as these copies are received, each Port Agent shall post one (1) copy of the report on the bulletin board in a conspicuous manner and notify the Secretary-Treasurer, in writing, as to the date of such posting. This copy shall be kept posted until after the Election Report Meeting which shall be the March regular membership meeting immediately following the close of the election year. At the Election Report Meeting, the other copy of the report shall be read verbatim.

(e) Any full book member claiming a violation of the election and balloting procedure or the conduct of the same, shall within seventy two (72) hours of the occurrence of the claimed violation notify the Secretary-Treasurer at Headquarters, in writing by certified mail, of the same, setting forth his name, book number and the details so that appropriate corrective action, if warranted, may be taken. The Secretary-Treasurer shall expeditiously investigate the facts concerning the claimed violation, take such action as may be necessary, if any, and make a report and recommendation, if necessary, a copy of which shall be sent to the member and the original shall be filed for the Union Tallying Committee for their appropriate action, report and recommendation, if any. The foregoing shall not be applicable to matters involving the Credentials Committee's action or report, the provisions of Article XIII, Sections 1 and 2 being the pertinent provisions applicable to such matters.

All protests as to any and all aspects of the election and balloting procedures or the conduct of the same not passed upon by the Union Tallying Committee in its report, excluding therefrom matters involving the Credentials Committee's action or report as provided in the last sentence of the immediately preceding paragraph, but including the procedure and report of the Union Tallying Committee, shall be filed in writing by certified mail with the Secretary-Treasurer at Headquarters to be received no later than the February 25th immediately subsequent to the close of the election year. It shall be the responsibility of the member to insure that his written protest is received by the Secretary-Treasurer no later than such February 25th. The Secretary-Treasurer shall forward copies of such written protest to all Ports in sufficient time to be read at the Election Report Meeting. The written protest shall contain the full book member's name, book number, and all details constituting the protest.

(f) At the Election Report Meeting the report and recommendation of the Union Tallying Committee, including but not limited

to discrepancies, protests passed upon by them, as well as protests filed with the Secretary-Treasurer as provided for in Section (e) immediately above shall be acted upon by the meeting. A majority vote of the membership shall decide what action, if any, in accordance with the Constitution shall be taken thereon, which action, however, shall not include the ordering of a special vote, unless reported discrepancies or protested procedure or conduct found to have occurred and to be violative of the Constitution affected the results of the vote for any office or job, in which event the special vote shall be restricted to such office, offices and/or job or jobs, as the case may be. A majority of the membership at the Election Report Meetings may order a recheck and recount when a dissent to the closing report has been issued by three (3) or more members of the Union Tallying Committee. Except for the contingencies provided for in this Section 4(f), the closing report shall be accepted as final. There shall be no further protest or appeal from the action of the majority of the membership at the Election Report Meetings.

(g) Any special vote ordered pursuant to Section 4(f) shall be commenced within ninety (90) days after the first day of the month immediately subsequent to the Election Report Meetings mentioned above. The depository shall be the same as designated for the election from which the special vote is ordered. And the procedures shall be the same as provided for in Section 3, except where specific dates are provided for, the days shall be the dates applicable which provide for the identical time and days originally provided for in Section 3. The Election Report Meeting for the aforesaid special vote shall be that meeting immediately subsequent to the report of the Union Tallying Committee separated by one (1) calendar month.

Section 5. Elected Officers and Jobholders.

A candidate unopposed for any office or job shall be deemed elected to such office or job notwithstanding that his name may appear on the ballot. The Union Tallying Committee shall not be required to tally completely the results of the voting for such unopposed candidate but shall certify in their report that such unopposed candidate has been elected to such office or job. The Election Report Meeting shall accept the above certification of the Union Tallying Committee without change.

Section 6. Installation into Office and the Job of Assistant Vice-President, Headquarters Representative or Port Agent.

(a) The person elected shall be that person having the largest number of votes cast for the particular office or job involved. Where more than one (1) person is to be elected for a particular office or job, the proper number of candidates receiving the successively highest number of votes shall be declared elected. These determinations shall be made only from the results deemed final and accepted as provided in this Article. It shall be the duty of the President to notify each individual elected.

(b) The duly elected officers and other job holders shall take over their respective offices and jobs and assume the duties thereof at midnight of the night of the Election Report Meeting, or the next regular meeting, depending upon which meeting the results as to each of the foregoing are deemed final and accepted, as provided in this Article. The term of their predecessors shall continue up to, and expire at that time, notwithstanding anything to the contrary contained in Article XI, Section 1. This shall not apply where the successful candidate cannot assume his office because he is at sea.

In such event, a majority vote of

the membership may grant additional time for the assumption of the office or job. In the event of the failure of the newly-elected President to assume office the provisions of Article X, Section 12 shall apply until the expiration of the term. All other cases of failure to assume office shall be dealt with as decided by a majority vote of the membership.

Section 7. The Secretary-Treasurer is specifically charged with the preservation and retention of all election records, including the ballots, as required by law, and is directed and authorized to issue such other and further directives as to the election procedures as are required by law, which directives shall be part of the election procedures of this Union.

Article XIV Other Elections

Section 1. Trial Committee

A Trial Committee shall be elected at a special meeting, held at 10:00 A.M. the next business day following the regular meeting of the Port where the trial is to take place. It shall consist of five (5) full book members, three (3) of which shall constitute a quorum. No officer, Assistant Vice-President, Headquarters Representative, Port Agent or other Union personnel may be elected to serve on a Trial Committee. No member who intends to be a witness in the pending trial may serve, nor may any member who cannot for any reason, render an honest decision. It shall be the duty of every member to decline nomination if he knows, or has reason to believe, any of the foregoing disqualifications apply to him. The members of this Committee shall be elected under such generally applicable rules as are adopted by a majority vote of the membership.

Section 2. Appeals Committee.

The Appeals Committee shall consist of seven (7) full book members, five (5) of whom shall constitute a quorum, elected at the Port where Headquarters is located. The same disqualifications and duties of members shall apply with regard to this Committee as apply to the Trial Committee. In addition, no member may serve on an Appeals Committee in the hearing of an appeal from a Trial Committee decision if the said member was a member of the Trial Committee.

Article XV Trials and Appeals

Section 1. Any member may bring charges against any other member for the commission of an offense as set forth in this Constitution. These charges shall be in writing and signed by the accuser who shall also include his book number. The accuser shall deliver these charges to the Port Agent of the Port nearest the place of the offense, or the Port of pay-off, if the offense took place aboard ship. He shall also request the Port Agent to present these charges at the next regular meeting. The accuser may withdraw his charges before the meeting takes place.

Section 2. After presentation of the charges and the request to the Port Agent, the Port Agent shall cause those charges to be read at the said meeting.

If the charges are rejected by a majority vote of the Port, no further action may be taken thereon, unless ruled otherwise by a majority vote of the membership of the Union within ninety (90) days thereafter. If the charges are accepted, and the accused is present, he shall be automatically on notice that he will be tried the following morning. At his request, the trial shall be postponed until the morning following the next regular meeting at which time the Trial Committee will then be elected. He shall also be handed a written copy of

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the charges made against him.

If the accused is not present, the Port Agent shall immediately cause to be sent to him, by registered mail addressed to his last known mailing address on file with the Union, a copy of the charges, the names and book numbers of the accusers, and a notification that he must appear with his witnesses ready for trial the morning after the next regular meeting, at which meeting the Trial Committee will be elected.

In the event a majority of the membership of the Union shall vote to accept charges after their rejection by a Port, the trial shall take place in the Port where Headquarters is located. Due notice thereof shall be given to the accused who shall be informed of the name of his accusers and who shall receive a written statement of the charges. At the request of the accused, transportation and subsistence shall be provided the accused and his witnesses.

Section 3. The Trial Committee shall hear all pertinent evidence and shall not be bound by the rules of evidence required by courts of law but may receive all relevant testimony. The Trial Committee may grant adjournments, at the request of the accused, to enable him to make a proper defense. In the event the Trial Committee falls beneath the quorum, it shall adjourn until a quorum does exist.

Section 4. No trial shall be conducted unless all the accusers are present. The Trial Committee shall conduct the trial except that the accused shall have the right to cross-examine the accuser, or accusers and the witnesses, as well as to conduct his own defense. The accused may select any member to assist him in his defense at the trial, provided (a) the said member is available at the time of the trial, and (b) the said member agrees to render such assistance. If the accused challenges the qualifications of the members of the Trial Committee, or states that the charges do not adequately inform him of what wrong he allegedly committed, or the time and place of such commission, such matters shall be ruled upon and disposed of prior to proceeding on the merits of their defense. The guilt of an accused shall be found only if proven by the weight of the evidence, and the burden of such proof shall be upon the accuser. Every finding shall be based on the quality of the evidence and not solely on the number of witnesses produced.

Section 5. The Trial Committee shall make findings as to guilt or innocence, and recommendations as to punishment and/or other Union action deemed desirable in the light of the proceedings. These findings and recommendations shall be those of a majority of the Committee, and shall be in writing, as shall be any dissent. The Committee shall forward its findings and recommendations, along with any dissent to the Port Agent of the Port where the trial took place, while a copy thereof shall be forwarded to the accused and the accuser, either in person or by mail addressed to their last known addresses. The findings shall include a statement that the rights of the accused under this Constitution were properly safeguarded. The findings also must contain the charges made, the date of the trial, the name and address of the accused, the accuser, and each witness; shall describe each document used at the trial; shall contain a fair summary of the proceedings; and shall state the findings as to guilt or innocence. If possible, all documents used at the trial shall be kept. All findings and recommendations shall be made a part of the regular files.

Section 6. The Port Agent of the Port of Trial shall, upon receipt of the findings and recommendations of the

Trial Committee, cause the findings and recommendations to be presented and entered into the minutes at the next regular meeting.

Section 7. The Port Agent shall send the record of the entire proceedings to Headquarters, which shall cause sufficient copies thereof to be made and sent to each port in time for the next regularly scheduled meeting.

Section 8. At the latter meeting, the proceedings shall be discussed. The meeting shall then vote. A majority vote of the membership of the Union shall:

(a) Accept the findings and recommendations, or

(b) Reject the findings and recommendations, or

(c) Accept the findings but modify the recommendations, or

(d) Order a new trial after finding that substantial justice has not been done with regard to the charges. In this event, a new trial shall take place at the Port where Headquarters is located and upon application, the accused, the accusers, and their witnesses shall be furnished transportation and subsistence.

Section 9. After the vote set forth in Section 8, any punishment so decided upon shall become effective. Headquarters shall cause notice of the results thereof to be sent to each accused and accuser.

Section 10. An accused who has been found guilty or who is under effective punishment may appeal in the following manner:

He may send or deliver a notice of appeal to Headquarters within thirty (30) days after receipt of the notice of the decision of the membership.

Section 11. At the next regular meeting of the Port where Headquarters is located, after receipt of the notice of appeal, the notice shall be presented and shall then become part of the minutes. An Appeals Committee shall then be elected. The Vice-President in Charge of Contracts and Contract Enforcement is charged with the duty of presenting the before-mentioned proceedings and all available documents used as evidence at the trial to the Appeals Committee, as well as any written statement or argument submitted by the accused. The accused may argue his appeal in person, if he so desires. The appeal shall be heard at Union Headquarters on the night the committee is elected. It shall be the responsibility of the accused to insure that his written statement or argument arrives at Headquarters in time for such presentation.

Section 12. The Appeals Committee shall decide the appeal as soon as possible, consistent with fair consideration of the evidence and arguments before it. It may grant adjournments and may request the accused or accusers to present arguments whenever necessary for such fair consideration.

Section 13. The decision of the Appeals Committee shall be by majority vote and shall be in the form of findings and recommendations. Dissents will be allowed. Decisions and dissents shall be in writing and signed by those participating in such decision or dissent. In making its findings and recommendations, the Committee shall be governed by the following:

(a) No finding of guilt shall be reversed if there is substantial evidence to support such a finding and, in such case, the Appeals Committee shall not make its own findings as to the weight of evidence.

(b) In no event shall increased punishment be recommended.

(c) A new trial shall be recommended if the Appeals Committee finds: (a) that any member of the Trial Committee should have been disqualified, or (b) that the accused was not adequately informed of the details of the charged offense, which resulted in his not having been given a fair trial, or (c) that for any other

reason, the accused was not given a fair trial.

(d) If there is not substantial evidence to support a finding of guilt, the Appeals Committee shall recommend that the charge on which the finding was based be dismissed.

(e) The Appeals Committee may recommend lesser punishment.

Section 14. The Appeals Committee shall deliver its decision and dissent, if any, to Headquarters, which shall cause sufficient copies to be published and shall have them sent to each Port in time to reach there before the next regular scheduled meeting. Headquarters shall also send a copy to each accused and accuser at their last known address, or notify them in person.

Section 15. At the meeting indicated in Section 14 of this Article, the membership, by a majority vote, shall accept, the decision of the Appeals Committee, or the dissent therein. If there is no dissent, the decision of the Appeals Committee shall stand.

If a new trial is ordered, that trial shall be held in the Port where Headquarters is located in the manner provided for in Section 2 of this Article. Any decision so providing for a new trial shall contain such directions as will insure a fair hearing to the accused.

Section 16. Headquarters shall notify the accused and each accuser, either in person or in writing addressed to their last known address, of the results of the appeal. A further appeal shall be allowed as set forth in Section 17 of this Article.

Section 17. Each member is charged with knowledge of the provisions of the Constitution of the Seafarers International Union of North America, and the rights of, and procedure as to, further appeal as provided for therein. Decisions reached thereunder shall be binding on all members of the Union.

Section 18. It shall be the duty of all members of the Union to take all steps within their constitutional power to carry out the terms of any effective decisions.

Section 19. Every accused shall receive a written copy of the charges preferred against him and shall be given a reasonable time to prepare his defense, but he may thereafter plead guilty and waive any or all of the other rights and privileges granted to him by this Article. If an accused has been properly notified of his trial and fails to attend without properly requesting a postponement, the Trial Committee may hold its trial without his presence.

Article XVI

Offenses and Penalties

Section 1. Upon proof of the commission of the following offenses, the member shall be expelled from membership:

(a) Proof of membership in any organization advocating the overthrow of the Government of the United States by force;

(b) Acting as an informer against the interest of the Union or the membership in any organizational campaign;

(c) Acting as an informer for, or agent of, the company against the interest of the membership or the Union;

(d) The commission of any act as part of a conspiracy to destroy the Union.

Section 2. Upon proof of the commission of any of the following offenses, the member shall be penalized up to and including a penalty of expulsion from the Union. In the event the penalty of expulsion is not invoked or recommended, the penalty shall not exceed suspension from the rights and privileges of membership for more than two (2) years, or a fine of fifty dollars (\$50.00) or both:

(a) Willfully misappropriating or misusing Union property of the value

in excess of fifty dollars (\$50.00).

(b) Unauthorized use of Union property, records, stamps, seals, etc., for the purpose of personal gain;

(c) Willful misuse of any office or job, elective or not, within the Union for the purpose of personal gain, financial or otherwise, or the willful refusal or failure to execute the duties or functions of the said office or job, or gross neglect or abuse in executing such duties or functions or other serious misconduct or breach of trust. The President may, during the pendency of disciplinary proceedings under this subsection, suspend the officer or jobholder from exercising the functions of the office or job, with or without pay, and designate his temporary replacement;

(d) Unauthorized voting, or unauthorized handling of ballots, stubs, rosters, verification lists, ballot boxes, or election files, or election material of any sort;

(e) Preferring charges with knowledge that such charges are false;

(f) Making or transmitting, with intent to deceive, false reports or communications which fall within the scope of Union business;

(g) Deliberate failure or refusal to join one's ship or misconduct or neglect of duty aboard ship, to the detriment of the Union or its agreements;

(h) Deliberate and unauthorized interference, or deliberate and malicious vilification, with regard to the execution of the duties of any office or job;

(i) Paying for, or receiving money for, employment aboard a vessel, exclusive of proper earnings and Union payments;

(j) Willful refusal to submit evidence of affiliation for the purpose of avoiding or delaying money payments to the Union, or unauthorized transferring or receiving evidence of Union affiliation, with intent to deceive;

(k) Willful failure or refusal to carry out the order of those duly authorized to make such orders during time of strike;

(l) Failure or refusal to pay a fine or assessment within the time limit set therefore either by the Constitution or by action taken in accordance with the Constitution.

Section 3. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including a suspension from the rights and privileges of membership for two (2) years, or a fine of fifty dollars (\$50.00) or both:

(a) Willfully misappropriating or misusing Union property of the value under fifty dollars (\$50.00);

(b) Assuming any office or job, whether elective or not with knowledge of the lack of possession of the qualifications required therefore;

(c) Misconduct during any meeting or other official Union proceeding, or bringing the Union into disrepute by conduct not provided for elsewhere in this Article;

(d) Refusal or negligent failure to carry out orders of those duly authorized to make such orders at any time.

Section 4. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including suspension from the rights and privileges of membership for one (1) year or a fine of three hundred dollars (\$300.00) or both:

(a) Crossing a picket line sanctioned by the Union;

(b) Failure to perform picket duty in strikes.

Section 5. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including a fine of fifty dollars (\$50.00):

(a) Refusal or willful failure to be present at sign-ons or payoffs;

(b) Willful failure to submit his Union book to Union representatives

at pay-off;

(c) Disorderly conduct at pay-off or sign-on;

(d) Refusal to cooperate with Union representatives in discharging their duties;

(e) Disorderly conduct in the Union hall;

(f) Gambling in the Union hall;

(g) Negligent failure to join ship.

Section 6. Any member who has committed an offense penalized by no more than a fine of three hundred dollars (\$300.00) may elect to waive his rights under this Constitution subject to the provision of Article XV, Section 19 and to pay the maximum fine of three hundred dollars (\$300.00) to the duly authorized representative of the Union.

Section 7. This Union, and its members, shall not be deemed to waive any claim of personal or property rights to which it or its members are entitled by bringing the member to trial or enforcing a penalty as provided in this Constitution.

Section 8. Any member under suspension for an offense under this Article shall continue to pay all dues and assessments and must observe his duties to the Union, members, officials, and jobholders.

Article XVII

Publications

This Union may publish such pamphlets, journals, newspapers, magazines, periodicals and general literature, in such manner as may be determined, from time to time, by the Executive Board.

Article XVIII

Bonds

Officers and jobholders, whether elected or appointed as well as all other employees handling monies of the Union shall be bonded as required by law.

Article XIX

Expenditures

Section 1. In the event no contrary policies or instructions are in existence, the President may authorize, make, or incur such expenditures and expenses as are normally encompassed within the authority conferred upon him by Article X of this Constitution.

Section 2. The provisions of Section 1 shall similarly apply to the routine accounting and administrative procedures of the Union except those primarily concerned with trials, appeals, negotiations, strikes, and elections.

Section 3. The provisions of this Article shall supersede to the extent applicable, the provisions of Article X of this Constitution.

Article XX

Income

Section 1. The income of this Union shall include dues, initiation fees, fines, assessments, contributions, loans, interest, dividends as well as income derived from any other legitimate business operation or other legitimate source.

Section 2. An official Union receipt, properly filled out, shall be given to anyone paying money to the Union or to any person authorized by the Union to receive money. It shall be the duty of every person affiliated with the Union who makes such payments to demand such receipt.

Section 3. No assessments shall be levied except after a ballot conducted under such general rules as may be decided upon by a majority vote of the membership, provided that:

(a) The ballot must be secret.

(b) The assessment must be approved by a majority of the valid ballots cast.

Section 4. Except as otherwise

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provided by law, all payments by members or other affiliates of this Union shall be applied successively to the monetary obligations owed the Union commencing with the oldest in point of time, as measured from the date of accrual of such obligation. The period of arrears shall be calculated accordingly.

Section 5. To the extent deemed appropriate by the majority of the Executive Board, funds and assets of the Union may be kept in an account or accounts without separation as to purpose and expended for all Union purposes and objects.

Article XXI Other Types of Union Affiliation

To the extent permitted by law, this Union, by majority vote of the membership, may provide for affiliation with it by individuals in a lesser capacity than membership, or in a capacity other than membership. By majority vote of the membership the Union may provide for the rights and obligations incident to such capacities or affiliations. These rights and obligations may include, but are not limited to (a) the applicability or non-applicability of all or any part of the Constitution; (b) the terms of such affiliation; (c) the right of the Union to preemptory termination of such affiliation and, (d) the fees required for such affiliation. In no event may anyone not a member receive evidence of affiliation equivalent to that of members, receive priority or rights over members, or be termed a member.

Article XXII Quorums

Section 1. Unless elsewhere herein otherwise specifically provided, the quorum for a special meeting of a Port shall be six (6) full book members.

Section 2. The quorum for a regular meeting of a Port shall be fifty (50) members.

Section 3. Unless otherwise specifically set forth herein, the decisions, reports, recommendations, or other functions of any segment of the Union requiring a quorum to act officially, shall be a majority of those voting, and shall not be official or effective unless the quorum requirements are met.

Section 4. Unless otherwise indicated herein, where the requirements for a quorum are not specifically set forth, a quorum shall be deemed to be a majority of those composing the applicable segment of the Union.

Article XXIII Meetings

Section 1. Regular membership meetings shall be held monthly only in the following constitutional Ports at the following times:

During the week following the first Sunday of every month a meeting shall be held on Monday—at Piney Point; on Tuesday—at New York; on Wednesday—at Philadelphia; on Thursday—at Baltimore; and on Friday—at Detroit-Algonac. During the next week, meetings shall be held on Monday—at Houston; on Tuesday—at New Orleans; on Wednesday—at Mobile; on Thursday—at San Francisco; and on Friday—at St. Louis. All regular membership meetings shall commence at 10:30 A.M. local time. Where a meeting day falls on a Holiday officially designated as such by the authorities of the state or municipality in which a Port is located, the Port meeting shall take place on the following business day. Saturday and Sunday shall not be deemed business days.

The Area Vice-Presidents shall be the chairmen of all regular meetings

in Ports in their respective areas. In the event the Area Vice-Presidents are unable to attend a regular meeting of a Port, they shall instruct the Port Agents, or other elected jobholders, to act as chairmen of the meetings.

In the event a quorum is not present at 10:30 A.M. the chairman of the meeting at the pertinent Port shall postpone the opening of the meeting but in no event later than 11:00 A.M.

Section 2. A special meeting at a Port may be called only at the direction of the Area Vice-President, Area Assistant Vice-President or Port Agent. No special meeting may be held, except between the hours of 9:00 A.M. and 5:00 P.M. Notice of such meeting shall be posted at least two (2) hours in advance on the Port bulletin board.

The Area Vice-Presidents shall be the chairmen of all special meetings in Ports in their respective areas. In the event the Area Vice-Presidents are unable to attend a special meeting of a Port, they shall instruct the Area Assistant Vice-Presidents, Port Agents, or other elected jobholders, to act as chairmen of the meetings.

Section 3. Notwithstanding anything to the contrary, all regular meetings shall be governed by the following:

1. The Union Constitution.
2. Majority vote of the members assembled.

Article XXIV Definitions and Miscellaneous Provisions Relating Thereto

Section 1. Incapacity. Unless otherwise set forth or dealt with herein, the term "incapacity," shall mean any illness or situation preventing the affected person from carrying out his duties for more than thirty (30) days, provided that this does not result in a vacancy. However, nothing contained in this Article shall be deemed to prohibit the execution of the functions of more than one (1) job and/or office in which event no incapacity shall be deemed to exist with regard to the regular job or office of the one taking over the duties and functions of the one incapacitated. The period of incapacity shall be the time during which the circumstances exist.

Section 2. Unless otherwise set forth or dealt with herein the term "vacancy" shall include failure to perform the functions of any office or job by reason of death, or resignation, or suspension from membership or expulsion from the Union with no further right to appeal in accordance with the provisions of Article XV of this Constitution.

Section 3. When applicable to the Union as a whole, the term "majority vote of the membership" shall mean the majority of all the valid votes cast by full book members at an official meeting of those Ports holding meetings. This definition shall prevail notwithstanding that one (1) or more Ports cannot hold meetings because of no quorum. For the purpose of this Section, the term "meeting" shall refer to those meetings to be held during the time period within which a vote must be taken in accordance with the Constitution and the custom and usage of the Union in the indicated priority.

Section 4. When applicable solely to Port action and not concerned with or related to the Union as a whole, and not forming part of a Union-wide vote, the term "majority vote of the membership" shall refer to the majority of the valid votes cast by the full book members at any meeting of the Port, regular or special.

Section 5. The term "membership action," or reference thereto, shall mean the same as the term "majority vote of the membership."

Section 6. Where the title of any officer or job, or the holder thereof, is set forth in this Constitution, all ref-

erences thereto and the provisions concerned therewith shall be deemed to be equally applicable to whomever is duly acting in such office or job.

Section 7. The term "election year" shall be deemed to mean that calendar year prior to the calendar year in which elected officials and other elected jobholders are required to assume office.

Section 8. The terms "this Constitution" and "this amended Constitution" shall be deemed to have the same meaning and shall refer to the Constitution as amended which takes the place of the one adopted by the Union in 1939, as amended up through July, 1989.

Section 9. The term "member in good standing" shall mean a member whose monetary obligations to the Union are not in arrears for thirty (30) days or more, or who is not under suspension or expulsion effective in accordance with this Constitution. Unless otherwise expressly indicated, the term "member" shall mean a member in good standing.

Section 10. Unless plainly otherwise required by the context of their use, the terms "Union book," "membership book" and "book," shall mean official evidence of Union membership.

Section 11. The term "full book" or "full Union book" shall mean only an official certificate issued as evidence of Union membership which carries with it complete rights and privileges of membership except as may be specifically constitutionally otherwise provided.

Section 12. The term "full book member" shall mean a member to whom a full book has been duly issued and who is entitled to retain it in accordance with the provisions of this Constitution.

Section 13. The term "seaside" shall include employment upon any navigable waters or days of employment in a contracted employer unit represented by the Union.

Section 14. The term "in an unlicensed capacity aboard an American-flag merchant vessel or vessels" shall include persons employed in an unlicensed or licensed capacity aboard dredges, tugboats, towboats and similar vessels used to tow, propel, or push barges or other conveyances or assist merchant vessels in docking or undocking, or persons otherwise employed in a contracted employer unit represented by the Union.

Article XXV Amendments

This Constitution shall be amended in the following manner:

Section 1. Any full book member may submit at any regular meeting of any Port proposed amendments to this Constitution in resolution form. If a majority vote of the membership of the Port approves it, the proposed amendment shall be forwarded to all Ports for further action.

Section 2. When a proposed amendment is accepted by a majority vote of the membership, it shall be referred to a Constitutional Committee in the Port where Headquarters is located. This Committee shall be composed of six (6) full book members, two (2) from each department and shall be elected in accordance with such rules as are established by a majority vote of that Port. The Committee will act on all proposed amendments referred to it. The Committee may receive whatever advice and assistance, legal or otherwise, it deems necessary. It shall prepare a report on the amendment together with any proposed changes or substitutions or recommendations and the reasons for such recommendations. The latter shall then be submitted to the membership. If a majority vote of the membership approves the amendment as recommended, it shall then be voted upon in a yes or

no vote by the membership of the Union by secret ballot in accordance with the procedure directed by the majority vote of the membership at the time it gives the approval necessary to put the referendum to a vote. The Union Tallying Committee shall consist of six (6) full book members two (2) from each of the three (3) departments of the Union, elected from Headquarters Port. The amendment shall either be printed on the ballot, or if too lengthy, shall be referred to on the ballot. Copies of the amendment shall be posted on the bulletin boards of all Ports and made available at the voting site in all Ports.

Section 3. If approved by a majority of the valid ballots cast, the amendment shall become effective immediately upon notification by the aforesaid Union Tallying Committee to the Secretary-Treasurer that the amendment has been so approved, unless otherwise specified in the amendment. The Secretary-Treasurer shall immediately notify all Ports of the results of the vote on the amendment.

EXHIBIT A

Minimal requirements to be contained in Constitution of subordinate bodies and divisions chartered by or affiliated with the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District.

I

All members shall have equal rights and privileges, subject to reasonable rules and regulations, contained in this Constitution, including secret election, freedom of speech, the right to hold office and the right of secret votes on assessment and dues increases, all in accordance with the law.

II

No member may be automatically suspended from membership except for non-payment of dues, and all members shall be afforded a fair hearing upon written charges, with a reasonable time to prepare defense, when accused of an offense under the Constitution.

III

This Union is chartered by (and/or affiliated with), the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District, and this Constitution and any amendments thereto, shall not take effect unless and until approved as set forth in the Constitution of that Union.

IV

An object of this Union is, within its reasonable capacity, to promote the welfare of, and assist, the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District.

V

The charter (and/or affiliation) relationship between this Union and the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District shall not be dissolved so long as at least ten (10) members of this Union, and the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District acting through its Executive Board wish to continue such relationship.

VI

No amendment to this Constitution shall be effective unless and until approved by at least two-thirds vote of the membership in a secret referendum conducted for that purpose. In any event, the adoption of this Constitution and any amendments thereto, will not be effective unless and until compliance with

Article II of the Constitution of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District is first made.

VII

The Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District shall have the right to check, inspect and make copies of all the books and records of this Union upon demand.

VIII

This Union shall not take any action which will have the effect of reducing its net assets, calculated through recognized accounting procedures, below the amount of its indebtedness to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District, unless approved by that Union through its Executive Board.

IX

So long as there exists any indebtedness by this Union to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District, that Union shall have the right to appoint a representative or representatives to this Union who shall have the power to attend all meetings of this Union or its sub-divisions, or governing boards, if any, and who shall have access to all books and records of this Union on demand. This representative, or these representatives, shall be charged with the duty of assisting this Union and its membership, and acting as a liaison between the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District and this Union.

X

So long as any unpaid per capita tax, or any other indebtedness of any sort is owed by this Union to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District, such indebtedness shall constitute a first lien on the assets of this Union, which lien shall not be impaired without the written approval of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District acting through its Executive Board.

XI

The per capita tax payable by this Union to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District shall be that which is fixed in accordance with the terms of the Constitution of that Union.

XII

This Constitution and actions by this Union pursuant thereto are subject to those provisions of the Constitution of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District pertaining to affiliation, disaffiliation, trusteeships, and the granting and removal of charters.

XIII

This Union shall be affiliated with the Seafarers International Union of North America through the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District. It shall share in, and participate as part of the delegation of that District to the Convention of the Seafarers International Union of North America in accordance with the provisions of the Constitution of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District.

PROPOSED CONSTITUTION*

THE SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA- ATLANTIC, GULF, LAKES AND INLAND WATERS DISTRICT-NMU

AFFILIATED WITH SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA,
AMERICAN FEDERATION OF LABOR CONGRESS
OF INDUSTRIAL ORGANIZATIONS

**The proposed changes from the present constitution have been highlighted to make comparisons between the two more easily identified.*



PREAMBLE

As maritime and allied workers and realizing the value and necessity of a thorough organization, we are dedicated to the forming of one Union for our people, the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU, based upon the following principles:

All members shall be entitled to all the rights, privileges and guarantees as set forth in this Constitution, and such rights, privileges and guarantees shall be preserved in accordance with its terms.

We declare that American seamen are entitled to receive their employment without interference of crimps, shipowners, fink halls or any shipping bureaus maintained by the Government.

We affirm that every worker has the right to receive fair and just remuneration for his labor and gain sufficient leisure for mental cultivation and physical recreation.

We proclaim the right of all seamen to receive healthful and sufficient food and proper forecables in which to rest. We defend the right of all seamen to be treated in a decent and respectful manner by those in command, and

We hold that the above rights belong to all workers alike, irrespective of nationality or creed.

Recognizing the foregoing as our inalienable rights, we are conscious of corresponding duties to those in command, our employers, our craft and our country.

We will, therefore, try by all just means to promote harmonious relations with those in command by exercising due care and diligence in the performance of the duties of our profession and by giving all possible assistance to our employers in caring for their gear and property.

Based upon these principles, it is among our objects: To use our influence individually and collectively for the purpose of maintaining and developing skill in seamanship and effecting a change in the maritime law of the United States so as to render it more equitable and to make it an aid instead of a hindrance to the development of a merchant marine and a body of American seamen.

To support a journal which shall voice the sentiments of maritime workers and through its columns seek to maintain their knowledge of, and interest in, maritime affairs.

To assist the seamen of other countries in the work of organization and federation to the end of establishing the Brotherhood of the Sea.

To form and to assist by legal means other bonafide labor organizations whenever possible in the attainment of their just demands.

To regulate our conduct as a Union and as individuals so as to make seamanship what it rightly is—

an honorable and useful calling. And bearing in mind that we are migratory, that our work takes us away in different directions from any place where the majority might otherwise meet to act, that meetings can be attended by only a fraction of the membership, that the absent members who cannot be present must have their interests guarded from what might be the results of excitement and passions aroused by persons or conditions, and that those who are present may act for and in the interest of all, we have adopted this Constitution.

Statement of Principles and Declaration of Rights

In order to form a more perfect Union, we workers in the maritime and allied industries, realizing the value and necessity of uniting in pursuit of our improved economic and social welfare, have determined to bind ourselves together in the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU, and hereby dedicate ourselves to the following principles:

In promoting our economic and social welfare, we shall ever be mindful, not only of our rights, but also of our duties and obligations as members of the community, our duties as citizens, and our duty to combat the menace of communism and any other enemies of freedom and the democratic principles to which we seafaring men dedicate ourselves in this Union.

We shall affiliate and work with other free labor organizations; we shall support a journal to give additional voice to our views; we shall assist our brothers of the sea and other workers of all countries in these obligations to the fullest extent consistent with our duties, obligations and law. We shall seek to exert our individual and collective influence in the fight for the enactment of labor and other legislations and policies which look to the attainment of a free and happy society without distinction based on race, creed or color.

To govern our conduct as a Union and bearing in mind that most of our members are migratory, that their duties carry them all over the world, that their rights must and shall be protected, we hereby declare these rights as members of the Union to be inalienable.

I

No member shall be deprived of any of the rights or privileges guaranteed him under the Constitution of the Union.

II

Every qualified member shall have the right to nominate himself for, and, if elected, or appointed, to

hold office in this Union.

III

No member shall be deprived of his membership without due process of the law of this Union. No member shall be compelled to be a witness against himself in the trial of any proceeding in which he may be charged with failure to observe the law of this Union. Every official and jobholder shall be bound to uphold and protect the rights of every member in accordance with the principles set forth in the Constitution of the Union.

IV

Every member shall have the right to be confronted by his accuser whenever he is charged with violating the law of this Union. In all such cases, the accused shall be guaranteed a fair and speedy trial by an impartial committee of his brother Union members.

V

No member shall be denied the right to express himself freely on the floor of any Union meeting or in committee.

VI

A militant membership being necessary to the security of a free union, the members shall at all times stand ready to defend this Union and the principles set forth in the Constitution of the Union.

VII

The powers not delegated to the officers, job holders, and Executive Board by the Constitution of the Union shall be reserved to the members.

CONSTITUTION

Article I

Name and General Powers

This Union shall be known as the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU. Its powers shall be legislative, judicial, and executive, and shall include the formation of, and/or issuance of charters to, subordinate bodies and divisions, corporate or otherwise, the formation of funds and participation in funds, the establishment of enterprises for the benefit of the Union and similar ventures. This Union shall exercise all of its powers in aid of subordinate bodies and divisions created or chartered by it. For convenience of administration and in furtherance of its policies of aid and assistance, the Union may make its property, facilities and personnel available for the use and on behalf of such subordinate bodies and divisions. A majority vote of the membership shall be authorization for any

Union action, unless otherwise specified in the Constitution or by law. This Union shall at all times protect and maintain its jurisdiction.

Article II Affiliation

Section 1. This Union shall be affiliated with the Seafarers International Union of North America and the American Federation of Labor-Congress of Industrial Organizations. All other affiliations by the Union or its subordinate bodies or divisions shall be made or withdrawn as determined by a majority vote of the Executive Board.

Section 2. In addition to such other provisions as are contained herein, all subordinate bodies and divisions seeking a charter from and/or affiliation with this Union, shall be required to adopt, within a time period set by the Executive Board, a Constitution containing provisions as set forth in Exhibit A, annexed to this Constitution and made a part hereof. All other provisions adopted by such subordinate bodies and divisions as part of their Constitution shall not be inconsistent therewith. No such Constitution or amendments thereto shall be deemed to be effective without the approval of the Executive Board of this Union, which shall be executed in writing, on its behalf, by the President or, in his absence, by any other officer designated by it. Such approval shall be deemed to be recognition of compliance herewith by such subordinate body or division.

Where a subordinate body or division violates any of the foregoing, and, in particular, seeks to effectuate any constitutional provision not so authorized and approved, or commits acts in violation of its approved constitution, or fails to act in accordance therewith, this Union, through its Executive Board, may withdraw its charter and/or sever its affiliation forthwith, or on such terms as it may impose not inconsistent with law, in addition to exercising any and all rights it may have pursuant to any applicable agreements or understandings.

Section 3. This Union shall also have the power, acting through its Executive Board, and after a fair hearing, to impose a trusteeship upon any subordinate body or divisions chartered by an affiliated with it, for the reasons and to the extent provided by law.

Article III Membership

Section 1. There shall be two classes of membership, to wit, full book members and probationary members. Candidates for membership shall be admitted to membership in accordance with such rules as may

be adopted from time to time by a majority vote of the membership and which rules shall not be inconsistent with the provisions of this Constitution. All candidates with two hundred and sixty (260) days or more seetime in a consecutive twenty-four (24) calendar month period commencing from January 1, 1968, in an unlicensed capacity, aboard an American-flag merchant vessel or vessels, covered by contract with this Union, shall be eligible for full membership. All persons with less than the foregoing seetime but at least thirty (30) days of such seetime, shall be eligible for probationary membership. Only full book members shall be entitled to vote and to hold any office or elective job, except as otherwise specified herein. All probationary members shall have a voice in Union proceedings and shall be entitled to vote on Union contracts.

Section 2. No candidate shall be granted membership who is a member of any dual organization hostile to the aims, principles and policies of this Union.

The members, by majority vote, shall at all times have the right to determine the membership status of pensioners.

Section 3. Members more than one (1) quarter in arrears in dues shall be automatically suspended and shall forfeit all benefits and all other rights and privileges in the Union. They shall be automatically dismissed if they are more than two (2) quarters in arrears in dues. An arrearage in dues shall be computed from the first day of the applicable quarter, but this time shall not run:

(a) While a member is actually participating in a strike or lockout.

(b) While a member is an inpatient in an accredited hospital.

(c) While a member is under an incapacity due to activity in behalf of the Union.

(d) While a member is in the armed services of the United States, provided the member was in good standing at the time of entry into the armed forces, and further provided he applies for reinstatement within ninety (90) days after discharge from the armed forces.

(e) While a member has no opportunity to pay dues because of employment aboard an American-flag merchant vessel. The provision of this Sub-section (e) shall be inapplicable when such merchant vessel is operating upon the Great Lakes or upon the harbors, rivers or territorial waters of the United States.

Section 4. A majority vote of the membership shall be sufficient to designate additional circumstances during which the time specified in Section 3 shall not run. It shall be the right of any member to present, in writing, to any Port at any regular meeting any question with regard to

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the application of Section 3, in accordance with procedures established by a majority vote of the membership. A majority vote of the membership shall be necessary to decide such questions.

Section 5. The membership shall be empowered to establish, from time to time, by majority vote, rules under which dues and assessments may be excused where a member has been unable to pay dues and assessments for the reasons provided in Sections 3 and 4.

Section 6. To preserve unity, and to promote the common welfare of the membership, all members of the Union shall uphold and defend this Constitution and shall be governed by the provisions of this Constitution and all policies, rulings, orders and decisions duly made.

Section 7. Any member who gives aid to the principles and policies of any hostile or dual organization shall be denied further membership in this Union to the full extent permitted by law. A majority vote of the membership shall decide which organizations are dual or hostile.

Section 8. Evidence of membership or other affiliation with the Union shall be in such form or forms as determined by the Executive Board and shall at all times remain the property of the Union. Members may be required to show their evidence of membership in order to be admitted to Union meetings, or into, or on Union property.

Article IV Reinstatement

Members dismissed from the Union may be reinstated in accordance with such rules and under such conditions as are adopted, from time to time, by a majority vote of the membership.

Article V Dues and Initiation Fee

Section 1. All members' dues shall consist of:

(a) Dues annually in the sum of four hundred dollars (\$400.00) which shall be paid in equal amounts on a calendar year basis, no later than the first business day of each calendar quarter, and;

(b) A sum equal to five percent (5%) of the gross amount received for vacation benefits for days worked for contracted employers. Dues payable under this Sub-section (b) shall be payable on the days that the member receives payment for the earned vacation benefits and shall become effective as to members in the manner designated and determined by a majority vote of the membership by secret ballot. When so determined by the membership, members in the employ of the Union, its subdivisions and its affiliated organizations, or in any employment at the Union's direction as provided for in Article XII, Section 1 (a) and (c), shall pay in addition to that provided for in paragraph (a) immediately above the sum of one hundred dollars (\$100.00) quarterly on a calendar year basis, no later than the first business day of each quarter while so employed.

Section 2. No candidate for full book membership shall be admitted into such membership without having paid an initiation fee of six hundred dollars (\$600.00), except as otherwise provided in this Constitution. In addition, the candidate shall pay a ten dollar (\$10.00) "service fee" for the issuance of his full book.

Each candidate for probationary membership and each probationary member shall, with the payment of each of his first quarterly dues, as required by Section 1, pay at each such time the sum of one hundred and fifty dollars (\$150.00) as partial initiation fee. The total of such initia-

tion monies so paid shall be credited to his above required initiation fee for a full book member upon completion of the required seatime as provided for in Article III, Section 1.

Section 3. Payment of dues and initiation fee may be waived for organizational purposes in accordance with such rules as are adopted by a majority vote of the Executive Board.

Section 4. All members shall be and remain in good standing.

Article VI Retirement from Membership

Section 1. Members may retire from membership by surrendering their Union books or other evidence of affiliation and paying all unpaid dues for the quarter in which they retire, assessments, fines and other monies due and owing the Union. When the member surrenders his book or other evidence of affiliation in connection with his application for retirement he shall be given a receipt therefore. An official retirement card shall be issued by Headquarters, upon request, dated as of the day that such member accomplishes these payments and shall be given to the member upon presenting the aforesaid receipt.

Section 2. All the rights, privileges, duties and obligations of membership shall be suspended during the period of retirement, except that a retired member shall not be disloyal to the Union nor join or remain in any dual or hostile organization, upon penalty or forfeiture of his right to reinstatement.

Section 3. Any person in retirement for a period of two (2) quarters or more shall be restored to membership, except as herein indicated, by paying dues for the current quarter, as well as all assessment accruing and newly levied during the period of retirement. If the period of retirement is less than two (2) quarters, the required payment shall consist of all dues accruing during the said period of retirement, including those levied during that period. Upon such payment, the person in retirement shall be restored to membership, and his membership book, appropriately stamped, shall be returned to him.

Section 4. A member in retirement may be restored to membership after a one (1) year period of retirement consisting of four (4) full quarters only by a majority vote of the membership.

Section 5. The period of retirement shall be computed from the first day of the quarter following the one in which the retirement card was issued.

Section 6. No member may retire his membership during the period of a strike or lockout.

Article VII Systems of Organization

Section 1. This Union and all officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, and members shall be governed in this order by:

- (a) The Constitution
- (b) The Executive Board
- (c) Majority vote of the membership

Section 2. The Headquarters of the Union shall be located in Camp Springs, Maryland and Piney Point, Maryland or at such places as the Executive Board may determine from time to time. The Headquarters officers shall consist of a President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters and

one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large.

Section 3. The staff of each Port shall consist of such personnel as is provided for herein and the Port shall bear the name of the city in which the Union's Port Offices are located.

Article VIII Officers, Assistant Vice-Presidents, Headquarters Representatives and Port Agents

Section 1. The officers of the Union shall be elected as otherwise provided in this Constitution. These officers shall be the President, an Executive Vice-President, one (1) Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one (1) Vice-President in Charge of the Atlantic Coast, one (1) Vice-President in Charge of the Gulf Coast, one (1) Vice-President in Charge of the West Coast, one (1) Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, and one (1) Vice-President in Charge of Government Services and Fishing Industries and two (2) Vice-Presidents at Large.

Section 2. Assistant Vice-Presidents, Headquarters Representatives and Port Agents shall be elected, except as otherwise provided in this Constitution.

Article IX Other Elective Jobs

Section 1. In addition to the elective jobs provided for in Article VII, the following jobs in the Union shall be voted upon in the manner prescribed by this Constitution:

- Committee members of:
- (1) Trial Committees
 - (2) Annual Financial Committees
 - (3) Appeals Committees
 - (4) Strike Committees
 - (5) Credentials Committees
 - (6) Union Tallying Committees
 - (7) Constitutional Committees

Section 2. Additional committees may be formed as provided by a majority vote of the membership. Committees may also be appointed as permitted by this Constitution.

Article X Duties of Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, Other Elected Jobholders and Miscellaneous Personnel

Section 1. (a) The President shall be the executive officer of the Union and shall represent, and act for and in behalf of the Union in all matters except as otherwise specifically provided for in the Constitution.

(b) He shall be a member ex-officio of all committees, except as otherwise herein expressly provided.

(c) The President shall be in charge of, and responsible for, all Union property, and shall be in charge of Headquarters and Port offices. Wherever there are time restrictions or other considerations affecting Union action, the President shall take appropriate action to insure observance thereof.

(d) In order that he may properly execute his responsibilities, he is hereby instructed and authorized to employ any help he deems necessary, be it legal, accounting or otherwise.

(e) Subject to approval by a majority vote of the membership and the Executive Board, the President shall designate the number and location of all Ports, the jurisdiction, status and activities thereof, and may reduce and/or relocate such Ports, and may reassign Vice-Presidents, Assistant Vice-Presidents and the Secretary-Treasurer without reduc-

tion in wages. He may also reassign Headquarters Representatives and Port Agents to other duties without reduction in wages.

Where Ports are opened between elections, the President shall designate the Union personnel thereof.

The President may designate, in the event of the incapacity of any Headquarters Representative or Port Agent, or any officer other than the President, a replacement to act as such during the period of incapacity, provided such replacement is qualified under Article XII of the Constitution to fill such job.

At the regular meeting in May of every election year, the President shall submit to the membership a pre-balloting report. In his report he shall recommend the number and location of Ports and the number of Headquarters Representatives and Port Agents who are to be elected. He shall also recommend a bank, a bonded warehouse, a regular office thereof, or any similar depository, to which the ballots are to be mailed, except that the President may, in his discretion, postpone the recommendations as to the depository until no later than the first regular meeting in October.

The report shall be subject to approval or modification by a majority vote of the membership.

(f) The President shall be chairman of the Executive Board and may cast one (1) vote in that body.

(g) He shall be responsible, within the limits of his powers, for the enforcement of this Constitution, the policies of the Union, and all rules and rulings adopted by the Executive Board, and those duly adopted by a majority vote of the membership. Within these limits, he shall strive to enhance the strength, position, and prestige of the Union.

(h) The foregoing duties shall be in addition to those other duties lawfully imposed upon him.

(i) The responsibility of the President may not be delegated, but the President may delegate to a person or persons the execution of such of his duties as he may in his discretion decide, subject to the limitations set forth in this Constitution.

(j) Any vacancy in any office or the job of Assistant Vice-President, Headquarters Representative or Port Agent shall be filled by the President by temporary appointment of a member qualified for the office or job under Article XII of this Constitution except in those cases where the filling of such vacancy is otherwise provided for by this Constitution.

(k) The President is directed to take any and all measures and employ such means which he deems necessary or advisable to protect the interests and further the welfare of the Union and its members in all matters involving national, state or local legislation issues and public affairs.

(l) The President shall have the authority to require any officer or Union representative to attend any regular or special meeting if, in his opinion, it is deemed necessary.

Section 2 Executive Vice-President.

The Executive Vice-President shall perform any and all duties assigned him or delegated to him by the President. The Executive Vice-President shall be a member of the Executive Board and may cast one (1) vote in that body.

Section 3. Vice-President in Charge of Contracts and Contract Enforcement.

The Vice-President in Charge of Contracts and Contract Enforcement shall perform any and all duties assigned him or delegated to him by the President. In addition, he shall be responsible for all contract negotiations, the formulation of bargaining demands, and the submission of proposed collective bargaining agreements to the membership for ratification. He shall also be responsible,

except as otherwise provided in Article X, Section 15(d) (1), for strike authorization, signing of new contracts and contract enforcement. He shall also act for Headquarters in executing the administrative functions assigned to Headquarters by this Constitution with respect to trials and appeals except if he is a witness or party thereto, in which event the Secretary-Treasurer shall act in his place. In order that he may properly execute these responsibilities he is hereby instructed and authorized to employ such help as he deems necessary, be it legal, or otherwise, subject to approval of the Executive Board.

The Vice-President in Charge of Contracts and Contract Enforcement shall be a member of the Executive Board and may cast one (1) vote in that body.

Section 4. Secretary-Treasurer.

The Secretary-Treasurer shall perform any and all duties assigned him or delegated to him by the President. He shall be responsible for the organization and maintenance of the correspondence, files, and records of the Union; setting up, and maintenance of, sound accounting and bookkeeping systems; the setting up, and maintenance of, proper office and other administrative Union procedures; the proper collection, safeguarding, and expenditure of all Union funds, Port or otherwise. He shall submit to the membership, for each annual period, a detailed report of the entire Union's financial operations and shall submit the Annual Financial Committee report for the same period. The Secretary-Treasurer's report shall be prepared by an independent certified public accountant. He shall also work with all duly elected finance committees. The Secretary-Treasurer shall be responsible for the timely filing of any and all reports on the operations of the Union, financial or otherwise, that may be required by any Federal or state laws. The Secretary-Treasurer with the approval of the President shall employ a person who by profession and/or employment shall qualify to perform the functions and duties of a Comptroller. Such person shall be responsible for the maintenance, safeguard and verification of the Union's financial affairs and records under the supervision and direction of the Secretary-Treasurer. The responsibility for such functions shall be that of the Secretary-Treasurer notwithstanding the delegation to such Comptroller. In order that he may properly execute his responsibilities, he is hereby instructed and authorized to employ any help he deems necessary, be it legal, accounting, or otherwise, subject to approval of the Executive Board.

The Secretary-Treasurer shall be a member of the Executive Board and may cast one (1) vote in that body.

The Secretary-Treasurer shall be a member ex-officio of the Credentials and Union Tallying Committees. In addition, he shall make himself and the records of his office available to the Annual Financial Committee.

Section 5. Vice-President in Charge of the Atlantic Coast.

The Vice-President in Charge of the Atlantic Coast shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof on the Atlantic Coast including their organizing activities. The Atlantic Coast area is deemed to mean that area from and including Georgia through Maine and shall also include the Islands in the Caribbean. In order that he may properly execute his responsibilities he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the

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Executive Board.

Section 6. Vice-President in Charge of the Gulf Coast.

The Vice-President in Charge of the Gulf Coast shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof on the Gulf Coast including their organizing activities. The Gulf Coast area is deemed to mean the State of Florida, all through the Gulf, including Texas.

In order that he may properly execute his responsibilities he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 7. Vice-President in Charge of the West Coast.

The Vice-President in Charge of the West Coast shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof on the West Coast including their organizing activities. The West Coast area is deemed to mean the States of California, Oregon, Washington, Alaska, and Hawaii.

In order that he may properly execute his responsibilities, he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to the approval of the Executive Board.

Section 8. Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters.

The Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of all the Ports and the personnel thereof in the Southern Region, Great Lakes and Inland Waters including their organizing activities.

In order that he may properly execute his responsibilities, he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 9. Vice-President in Charge of Government Services and Fishing Industries.

The Vice-President in Charge of Government Services and Fishing Industries shall be a member of the Executive Board and shall be entitled to cast one (1) vote in that body.

He shall supervise and be responsible for the activities of the Union in the representation of individuals employed in fishing industries and civilian seamen employed by the federal government including but not limited to the negotiation of the collective bargaining agreements, processing grievances and the administration of collective bargaining agreements and shall direct the activities of the Union personnel assigned to him by the President and carry out such other functions as the President may assign to him from time to time.

Section 10. Vice-Presidents at Large. There shall be two (2) Vice-Presidents at Large whose duties shall be as directed by the President with concurrence of the Executive Board. Such duties and responsibilities may be changed from time to time in like manner, as dictated by the needs of the Union.

Section 11. Assistant Vice-Presidents.

There shall be six (6) Assistant Vice-Presidents as follows: Assistant Vice-President in Charge of Contracts and Contract Enforcement; Assistant Vice-President in Charge of the Atlantic Coast; Assistant Vice-

President in Charge of the Gulf Coast; Assistant Vice-President in Charge of the West Coast; Assistant Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters; and Assistant Vice-President in Charge of Government Services and Fishing Industries. Each Assistant Vice-President shall work with and under the direction of the appropriate Vice-President. He shall assist, as directed, in all activities of the appropriate Vice-President and shall be responsible to such Vice-President.

Section 12. Headquarters Representatives.

The Headquarters Representatives shall perform any and all duties assigned them or delegated to them by the President or the Executive Board.

Section 13. Port Agents.

(a) The Port Agent shall be in direct charge of the administration of Union affairs in the Port of his jurisdiction subject to the direction of the Area Vice-President.

(b) He shall, within the jurisdiction of his Port, be responsible for the enforcement and execution of the Constitution, the policies of the Union, and the rules adopted by the Executive Board, and by a majority vote of the membership. Wherever there are time restrictions or other considerations affecting Port action, the Port Agent shall take appropriate action to insure observance thereof.

(c) He shall be prepared to account, financially or otherwise for the activities of his Port, whenever demanded by the President, the Vice-President of the area in which his Port is located, or by the Secretary-Treasurer.

(d) In any event, he shall prepare and forward to the Secretary-Treasurer a weekly financial report showing, in detail, weekly income and expenses and complying with all other accounting directions issued by the Secretary-Treasurer.

(e) The Port Agent shall designate which members at the Port may serve as representatives to other organizations, affiliation with which has been properly authorized.

Section 14. Executive Board.

The Executive Board shall consist of the President, the Executive Vice-President, the Vice-President in Charge of Contracts and Contract Enforcement, the Secretary-Treasurer, the Vice-President in Charge of the Atlantic Coast Area, the Vice-President in Charge of the Gulf Coast Area, the Vice-President in Charge of the West Coast Area, the Vice-President in Charge of the Southern Region, Great Lakes and Inland Waters, the Vice-President in Charge of Government Services and Fishing Industries, the Vice-Presidents at Large and the National Director (or chief executive officer) of each subordinate body or division created or chartered by the Union whenever such subordinate body or division has attained a membership of 3,200 members and has maintained that membership for not less than three (3) months. Such National Director (or chief executive officer) shall be a member of the respective subordinate body or division and must be qualified to hold office under the terms of the Constitution of such division or subordinate body.

The Executive Board shall meet no less than twice each year and at such times as the President and/or a majority of the Executive Board may direct. The President shall be chairman of all Executive Board meetings unless absent, in which case the Executive Board shall designate the chairman. Each member of the Executive Board shall be entitled to cast one (1) vote in that body. Its decision shall be determined by majority vote of those voting, providing a quorum of three (3) is present. It shall be the duty of the Executive Board to develop policies, strategies

and rules which will advance and protect the interests and welfare of the Union and the members. It shall be the duty of the Secretary-Treasurer or in his absence, an appointee of the Executive Board, to keep accurate minutes of all Executive Board meetings. The Executive Board shall determine per capita tax to be levied and other terms and conditions of affiliation for any group of workers desiring affiliation. The Executive Board may direct the administration of all Union affairs, properties, policies and personnel in any and all areas not otherwise specifically provided for in this Constitution. Notwithstanding the foregoing, the Executive Board may act without holding a formal meeting provided all members are sent notice of the proposed action or actions and the decision thereon is reduced to writing and signed by a majority of the Executive Board.

In the event that death, resignation or removal from office for any reason should occur to the President, the Executive Board by majority vote shall name a successor from its own membership who shall fill that vacancy until the next general election.

In the event the President is incapacitated for a period of more than thirty (30) days, and the Executive Board by majority vote thereafter determines that such incapacity prevent the President from carrying out his duties, the Executive Board by majority vote may appoint from among its own membership the officer to fill the office of President. This appointment shall terminate upon the President's recovery from such incapacity or upon the expiration of the President's term of office, whichever occurs first.

The Executive Board by majority vote may grant requests for leaves of absence with or without pay to officers. In the event that a leave is granted to the President, the Executive Board by a majority vote shall designate from among its own membership who shall exercise the duties of the President during such period of leave.

Notwithstanding the provision of Section 1(j) of this Article X, the Executive Board, by majority vote, may determine not to fill any vacancy in any office or job for any part of an unexpired term.

Section 15. Delegates.

(a) The term "delegates" shall mean those members of the Union and its subordinate bodies or divisions who are elected in accordance with the provisions of this Constitution to attend the Convention of the Seafarers International Union of North America. The following officers and jobholders, upon their election to office or job shall, during the term of their office or job be delegates to all Conventions of the Seafarers International Union of North America in the following order of priority: President, Executive Vice-President; Vice-President in Charge of Contracts and Contract Enforcement; Secretary-Treasurer; Vice-President in Charge of the Atlantic Coast; Vice-President in Charge of the Gulf Coast; Vice-President in Charge of the West Coast; Vice President in Charge of the Southern Region, Great Lakes and Inland Waters; Vice-President in Charge of Government Services and Fishing Industries; Vice-Presidents at Large; Assistant Vice-Presidents; Headquarters Representatives, with priority to those most senior in full book Union membership; and Port Agents, with priority to those most senior in full book Union membership.

(b) Each delegate shall, by his vote and otherwise, support those policies agreed upon by the majority of the delegates to the Convention.

(c) The President shall assign to each subordinate body or division that number of delegates to which

this Union would have been entitled, if its membership had been increased by the number of members of the subordinate body or division, in accordance with the formula set forth in the Constitution of the Seafarers International Union of North America, except that this provision shall not be applied so as to reduce the number of delegates to which this Union would otherwise had been entitled.

Section 16. Committees.

(a) **Trial Committee.**
The Trial Committee shall conduct the trials of a person charged and shall submit findings and recommendations as prescribed in this Constitution. It shall be the special obligation of the Trial Committee to observe all the requirements of this Constitution with regard to charges and trials and their findings and recommendations must specifically state whether or not, in the opinion of the Trial Committee, the rights of any accused, under this Constitution, were properly safeguarded.

(b) **Appeals Committee.**
1. The Appeals Committee shall hear all appeals from trial judgments, in accordance with such procedures as are set forth in this Constitution and such rules as may be adopted by a majority vote of the membership not inconsistent therewith.

2. The Appeals Committee shall, within not later than one (1) week after the close of the said hearing, make and submit findings and recommendations in accordance with the provisions of this Constitution and such rules as may be adopted by a majority vote of the membership not inconsistent therewith.

(c) **Annual Financial Committee.**
1. The Annual Financial Committee shall make an examination for each annual period of the finances of the Union and shall report fully on their findings and recommendations. Members of this Committee may make dissenting reports, separate recommendations and separate findings.

2. The findings and recommendations of this Committee shall be completed within a reasonable time and after the election of the members thereof, and shall be submitted to the Secretary-Treasurer who shall cause the same to be read in all Ports, as set forth herein.

3. All officers, Union personnel and members are responsible for complying with all demands made for records, bills, vouchers, receipts, etc., by the said Annual Financial Committee. The Committee shall also have available to it the services of the independent certified public accountants retained by the Union.

4. Any action on the said report shall be as determined by a majority vote of the membership.

5. The Annual Financial Committee shall consist of seven (7) full book members in good standing to be elected at Headquarters. No Officer, Headquarters Representative or Port Agent shall be eligible for election to this Committee. Committee members shall be elected at the regular Headquarters' meeting designated by the Secretary-Treasurer. In the event such regular meeting cannot be held for lack of a quorum, Headquarters' Port Agent shall call a special meeting as early as possible for the election of Committee members to serve on the Annual Financial Committee. On the day following these elections and continuing until the Committee has completed its report, each Committee member shall be paid for hours worked at the existing AB Seaman standby rate of pay, but in no event shall they be paid less than eight (8) hours per day. They shall be furnished room and board during the period they are performing their duties.

In the event a Committee member ceases to act, no replacement need to

be elected unless there are less than three (3) Committee members, in which event they shall suspend their work until a special election for Committee members shall be held as provided above for such number of Committee members as shall be necessary to constitute a Committee of not less than three (3) members in good standing.

(d) **Strike Committee.**
1. In no event shall a general strike take place unless approved by a majority vote of the membership or segment of the Union, whichever applies.

2. In the event a general strike has been approved by the membership the Port Agents in all affected Ports shall call a timely special meeting for the purpose of electing a Strike Committee. This Committee shall be composed of three (3) full book members and their duties shall consist of assisting the Port Agent to effectuate all strike policies and strategies.

Article XI Wages and Terms of Office of Officers and Other Elective Jobholders, Union Employees, and Others

Section 1. The following elected officers and jobs shall be held for a term of four (4) years; except the term of officers and jobs elected in balloting conducted in 1975 shall be for five (5) years:

President
Executive Vice-President
Secretary-Treasurer
Vice-Presidents
Assistant Vice-Presidents
Headquarters Representatives
Port Agents

The term of years set forth here is expressly subject to the provisions for assumption of office as contained in Article XIII, Section 6(b) of this Constitution.

Section 2. The term of any elective jobs other than those indicated in Section 1 of this Article shall continue for so long as is necessary to complete the functions thereof, unless sooner terminated by a majority vote of the membership or segment of the Union, whichever applies, whose vote was originally necessary to elect the one or ones serving.

Section 3. The compensation to be paid the holder of any office or other elective job shall be determined from time to time by the Executive Board subject to approval of the membership.

Section 4. The foregoing provisions of this Article do not apply to any corporation, business, or other venture in which this Union participates, or which it organizes or creates. In such situations, instructions conveyed by the Executive Board shall be followed.

Article XII Qualifications for Officers, Assistant Vice-Presidents, Headquarters Representatives, Port Agents, and Other Elective Jobs

Section 1. Any member of the Union is eligible to be a candidate for, and hold, any office or the job of Assistant Vice-President, Headquarters Representative, or Port Agent provided:

(a) He has at least three (3) years of seetime in an unlicensed capacity aboard an American-flag merchant vessel or vessels. In computing time, time spent in the employ of the Union, its subsidiaries and its affiliates, or in any employment at the

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Union's direction, shall count the same as seetime. Union records, Welfare Plan records and/or company records can be used to determine eligibility; and

(b) He has been a full book member in continuous good standing in the Union for at least three (3) years immediately prior to his nomination; and

(c) He has at least one hundred (100) days of seetime, in an unlicensed capacity, aboard an American-flag vessel or vessels covered by contract with this Union or one hundred (100) days of employment with, or in any office or job of, the Union, its subsidiaries and its affiliates, or in any employment at the Union's direction or a combination of these, between January 1 and the time of nomination in the election year, except if such seetime is wholly aboard such merchant vessels operating solely upon the Great Lakes or, if such seetime is wholly aboard tugboats, towboats or dredges and contractual employment thereon is for fixed days with equal amount of days off, he shall have at least sixty five (65) days of such seetime instead of the foregoing one hundred (100) days; and

(d) He is a citizen of the United States of America; and

(e) He is not disqualified by law. He is not receiving a pension from this Union's Pension Fund, if any, or from a Union-Management Fund to which Fund this Union is a party or from a company under contract with this Union.

(f) He has not sailed in a licensed capacity aboard an American flag merchant vessel or vessels within twenty four (24) consecutive months immediately prior to the opening of nominations.

Section 2. All candidates for, and holders of, other elective jobs not specified in the preceding sections shall be full book members of the Union.

Section 3. All candidates for, and holders of elective offices and jobs, whether elected or appointed in accordance with this Constitution, shall maintain full book memberships in good standing.

Article XIII Elections for Officers, Assistant Vice-Presidents, Headquarters Representatives, and Port Agents

Section 1. Nominations.

Except as provided in Section 2(b) of this Article, any full book member may submit his name for nomination for any office, or the job of Assistant Vice-President, Headquarters Representative, or Port Agent, by delivering or causing to be delivered in person, to the office of the Secretary-Treasurer at Headquarters, or sending a letter addressed to the Credentials Committee, in care of the Secretary-Treasurer at the address of Headquarters. This letter shall be dated and shall contain the following:

- The name of the candidate.
- His home address and mailing address.
- His book number.
- The title of the office or other job for which he is a candidate, including the name of the Port in the event the position sought is that of Port Agent.
- Proof of citizenship.
- Proof of seetime and/or employment as required for candidates.
- In the event the member is on a vessel, he shall notify the Credentials Committee what vessel he is on. This shall be done also if he ships subsequent

to forwarding his credentials.

(h) Annexing a certificate in the following form, signed and dated by the proposed nominee:

"I hereby certify that I am not now, nor, for the five (5) years last past, have I been either a member of the Communist Party or convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Landrum Griffin Act, or conspiracy to commit any such crimes."

Dated

Signature of Member

Book No.

Printed forms of the certificate shall be made available to nominees. Where a nominee cannot truthfully execute such a certificate, but is, in fact, legally eligible for an office or job by reason of the restoration of civil rights originally revoked by such conviction or a favorable determination by the Board of Parole of the United States Department of Justice, he shall, in lieu of the foregoing certificate, furnish a complete signed statement of the facts of his case together with true copies of the documents supporting his statement.

Any full book member may nominate any other full book member in which event such full book member so nominated shall comply with the provisions of this Article as they are set forth herein relating to the submission of credentials. By reason of the above self nomination provision the responsibility, if any, for notifying a nominee of his nomination to office shall be that of the nominator.

All documents required herein must reach Headquarters no earlier than July 15 and no later than August 15 of the election year.

The Secretary-Treasurer is charged with safekeeping of these letters and shall turn them over to the Credentials Committee upon the latter's request.

Section 2. Credentials Committee

(a) A Credentials Committee shall be elected at the regular meeting in August of the election year at the Port where Headquarters is located. It shall consist of six (6) full book members in attendance at the meeting with two (2) members to be elected from each of the Deck, Engine and Steward Departments. No officer, Assistant Vice-President, Headquarters Representative, or Port Agent, shall be eligible for election to this Committee except as provided for in Article X, Section 4. In the event any Committee member is unable to serve, the Committee shall suspend until the President or Executive Vice-President or the Secretary-Treasurer, in that order, calls a special meeting at the Port where Headquarters is located in order to elect a replacement. The Committee's results shall be by majority vote with any tie vote being resolved by a majority of the membership at a special meeting called for that purpose at that Port.

(b) After its election, the Committee shall immediately go into session. It shall determine whether the person has submitted his application correctly and possesses the necessary qualifications. The Committee shall prepare a report listing each applicant and his book number under the office or job he is seeking. Each applicant shall be marked "qualified" or "disqualified" according to the findings of the Committee. Where an applicant has been marked "disquali-

fied," the reason therefore must be stated in the report. Where a tie vote has been resolved by a special meeting of the membership, that fact shall also be noted with sufficient detail. The report shall be signed by all of the Committee members and be completed and submitted to the Ports in time for the next regular meeting after their election. At this meeting, it shall be read and incorporated in the minutes and then posted on the bulletin board in each Port.

On the last day of nominations, one (1) member of the Committee shall stand by in Headquarters to accept delivery of credentials. All credentials must be in Headquarters by midnight of closing day.

(c) When an applicant has been disqualified by the Committee, he shall be notified immediately by telegram at the address listed by him pursuant to Section 1 of this Article. He shall also be sent a letter containing their reasons for such disqualification by airmail, special delivery, registered or certified, to the mailing address designated pursuant to Section 1(b) of this Article. A disqualified applicant shall have the right to take an appeal to the membership from the decision of the Committee. He shall forward copies of such appeal to each Port where the appeal shall be presented and voted upon at a regular meeting no later than the second meeting after the Committee's election. It is the responsibility of the applicant to insure timely delivery of his appeal. In any event, without prejudice to his written appeal, the applicant may appear in person before the Committee within two (2) days after the day on which the telegram is sent to correct his application or argue for his qualification.

The Committee's report shall be prepared early enough to allow the applicant to appear before it within the time set forth in this Constitution and still reach the Ports in time for the first regular meeting after its election.

(d) A majority vote of the membership shall, in the case of such appeals, be sufficient to overrule any disqualification by the Credentials Committee in which event the one so previously classified shall then be deemed qualified.

(e) The Credentials Committee, in passing upon the qualifications of candidates, shall have the right to conclusively presume that anyone nominated and qualified in previous elections for candidacy for any office, or the job of Assistant Vice-President, Headquarters Representative or Port Agent has met all the requirements of Section 1(a) of Article XII.

Section 3. Balloting Procedures.

(a) Balloting in the manner hereafter provided shall commence on November 1st of the election year and shall continue through December 31st, exclusive of Sundays and (for each individual Port) holidays legally recognized in the City of which the Port affected is located. If November 1st and December 31st falls on a holiday legally recognized in a Port in the City in which that Port is located, the balloting period in such Port shall commence or terminate, as the case may be, on the next succeeding business day. Subject to the foregoing, for the purpose of full book members securing their ballots, the Ports shall be open from 9:00 A.M. to 12 Noon, Monday through Saturday, excluding holidays.

(b) Balloting shall be by mail. The Secretary-Treasurer shall insure the proper and timely preparation of ballots without partiality as to candidates or Ports. The ballots may contain general information and instructive comments not inconsistent with the provisions of this Constitution. All qualified candidates shall be listed thereon alphabetically within each

category with book number and job seniority classification status.

The listing of the Ports shall first set forth Headquarters and then shall follow a geographical pattern commencing with the most northerly Port of the Atlantic Coast, following the Atlantic Coast down to the most southerly Port on that coast, then westerly along the Gulf of Mexico and so on, until the list of Ports is exhausted. Any Port outside the Continental United States shall then be added. There shall be no write-in voting and no provisions for the same shall appear on the ballot. Each ballot shall be so prepared as to have the number thereon placed at the top thereof and shall be so perforated as to enable that portion containing the said number to be easily removed to insure secrecy of the ballot. On this removable portion shall also be placed a short statement indicating the nature of the ballot and the voting date thereof.

(c) The ballots so prepared at the direction of the Secretary-Treasurer shall be the only official ballots. No others may be used. Each ballot shall be numbered as indicated in the preceding paragraphs and shall be numbered consecutively, commencing with number 1. A sufficient amount shall be printed and distributed to each Port. A record of the ballots, both by serial numbers and amount, sent thereto, shall be maintained by the Secretary-Treasurer who shall also send each Port Agent a verification list indicating the amount and serial numbers of the ballots sent. The Secretary-Treasurer shall also send to each Port Agent a sufficient amount of blank opaque envelopes containing the word, "Ballot" on the face of the envelope, as well as a sufficient amount of opaque mailing envelopes, first class postage prepaid and printed on the face thereon as the addressee shall be the name and address of the depository for the receipt of such ballots as designated by the President in the manner provided by Article X, Section 1, of this Constitution. In the upper left-hand corner of such mailing envelope, there shall be printed thereon, as a top line, provision for the voter's signature and on another line immediately thereunder, provision for the printing of the voter's name and book number.

In addition, the Secretary-Treasurer shall also send a sufficient amount of mailing envelopes identical with the mailing envelopes mentioned above, except that they shall be of different color, and shall contain on the face of such envelope, in bold letters, the word, "Challenge." The Secretary-Treasurer shall further furnish a sufficient amount of "Roster Sheets" which shall have printed thereon, at the top thereof, the year of the election, and immediately thereunder, five (5) vertical columns designated date, ballot number, signature full book member's name, book number and comments, and such roster sheets shall contain horizontal lines immediately under the captions of each of the above five (5) columns. The Secretary-Treasurer shall also send a sufficient amount of envelopes with the printed name and address of the depository on the face thereof, and in the upper left-hand corner, the name of the Port and address, and on the face of such envelope, should be printed the words, "Roster Sheets and Ballot Stubs". Each Port Agent shall maintain separate records of the ballots sent him and shall inspect and count the ballots when received to insure that the amount sent, as well as the number thereon, conform to the amount and numbers listed by the Secretary-Treasurer as having been sent to that Port. The Port Agent shall immediately execute and return to the Secretary-Treasurer a receipt acknowledging the correctness of the amount and the numbers of the ballots sent, or shall notify the

Secretary-Treasurer of any discrepancy. Discrepancies shall be corrected as soon as possible prior to the voting period. In any event, receipts shall be forwarded for all the aforementioned election material actually received. The Secretary-Treasurer shall prepare a file in which shall be kept memoranda and correspondence dealing with the election. This file shall at all times be available to any member asking for inspection of the same at the office of the Secretary-Treasurer and shall be turned over to the Union Tallying Committee.

(d) Balloting shall be secret. Only full book members in good standing may vote. Each full book member may secure his ballot at Port offices from the Port Agent or his duly designated representative at such Port. Each Port Agent shall designate an area at the Port office over which should be posted the legend "Voting Ballots Secured Here." When a full book member appears to vote he shall present his book to the Port Agent or his aforementioned duly designated representative. The Port Agent or his duly designated representative shall insert on the roster sheet under the appropriate column the date, the number of the ballot given to such member and his full book number, and the member shall then sign his name on such roster sheet under the appropriate column. Such member shall have his book stamped with the word, "Voted" and the date, and shall be given a ballot, and simultaneously the perforation on the top of the ballot shall be removed. At the same time the member shall be given the envelope marked "Ballot" together with the prepaid postage-mailing envelope addressed to the depository. The member shall take such ballot and envelopes and in secret thereafter, mark his ballot, fold the same, insert it in the blank envelope marked "Ballot", seal the same, then insert such "Ballot" envelope into the mailing envelope, seal such mailing envelope, sign his name on the upper left-hand corner on the first line of such mailing envelope and on the second line in the upper left-hand corner print his name and book number, after which he shall mail or cause the same to be mailed. In the event a full book member appears to vote and is not in good standing or does not have his membership book with him or it appears for other valid reasons he is not eligible to vote, the same procedure as provided above shall apply to him, except that on the roster sheet under the column "Comments", notation should be made that the member voted a challenged ballot and the reason for his challenge. Such member's membership book shall be stamped "Voted Challenge", and the date, and such member instead of the above-mentioned mailing envelope, shall be given the mailing envelope of a different color marked on the face thereof with the word, "Challenge". At the end of each day, the Port Agent or his duly designated representative shall enclose in the envelope addressed to the depository and marked "Roster Sheets and Ballot Stubs", the roster sheet or sheets executed by the members that day together with the numbered perforated slips removed from the ballots which had been given to the members, and then mail the same to such depository. To insure that an adequate supply of all balloting material is maintained in all Ports at all times, the Port Agent or his duly designated representative, simultaneously with mailing of the roster sheets and ballot stubs to the depository at the end of each day, shall also make a copy of the roster sheet for that day and mail the same to the Secretary-Treasurer at Headquarters. The Port Agent shall be responsible for the proper safeguarding of all election

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material and shall not release any of it until duly called for and shall insure that no one tampers with the material placed in his custody.

(e) Full book members may request and vote an absentee ballot under the following circumstances: while such member is employed on a Union contracted vessel and which vessel's schedule does not provide for it to be at a Port in which a ballot can be secured during the time and period provided for in Section 3(a) of this Article or is in an accredited hospital any time during the first ten (10) days of the month of November of the election year. The member shall make a request for an absentee ballot by registered or certified mail or the equivalent mailing device at the location from which such request is made, if such be the case. Such request shall contain a designation as to the address to which such member wishes his absentee ballot returned. The request shall be postmarked no later than 12:00 P.M. on the 15th day of November of the election year, shall be directed to the Secretary-Treasurer at Headquarters and must be delivered no later than the 25th of such November. The Secretary-Treasurer shall determine whether such member is eligible to vote such absentee ballot. The Secretary-Treasurer, if he determines that such member is so eligible, shall by the 30th of such November, send by registered mail, return receipt requested, to the address so designated by such member, a "Ballot", after removing the perforated numbered stub, together with the hereinbefore mentioned "Ballot" envelope, and mailing envelope addressed to the depository, except that printed on the face of such mailing envelope shall be the words "Absentee Ballot" and appropriate voting instructions shall accompany such mailing to the member. If the Secretary-Treasurer determines that such member is ineligible to receive such absentee ballot, he shall nevertheless send such member the aforementioned ballot with accompanying material except that the mailing envelope addressed to the depository shall have printed on the face thereof the words "Challenged Absentee Ballot." The Secretary-Treasurer shall keep records of all of the foregoing, including the reasons for determining such member's ineligibility, which records shall be open for inspection by full book members and upon the convening of the Union Tallying Committee, presented to them. The Secretary-Treasurer shall send to all Ports the names and book numbers of the members to whom absentee ballots were sent.

(f) All ballots to be counted must be received by the depository no later than the January 5th immediately subsequent to the election year and must be postmarked no later than 12 midnight December 31st of the election year.

Section 4. (a) At the close of the last day of the period for securing ballots, the Port Agent in each Port, in addition to his duties set forth above, shall deliver or mail to Headquarters by registered or certified mail, attention Union Tallying Committee, all unused ballots and shall specifically set forth by serial number and amount the unused ballots so forwarded.

(b) The Union Tallying Committee shall consist of twenty (20) full book members. Two (2) shall be elected from each of the ten (10) Ports of New York, Philadelphia, Baltimore, Mobile, New Orleans, Houston, Detroit-Algonac, San Francisco, St. Louis and Piney Point. The election shall be held at the regular meeting in December of the election year or, if the Executive Board otherwise determines prior thereto, at a special meeting held in the aforesaid Ports, on the first business day of

the last week of said month. No officer, Assistant Vice-President, Headquarters Representative, Port Agent, or candidate for office, or the job of Assistant Vice-President, Headquarters Representative, or Port Agent shall be eligible for election to this Committee except as provided for in Article X, Section 4. In addition to the duties herein set forth, the Union Tallying Committee shall be charged with the tallying of all the ballots and the preparation of a closing report setting forth, in complete detail, the results of the election, including a complete accounting of all ballots and stubs, and reconciliation of the same with the rosters and receipts of the Port Agents, all with detailed reference to serial numbers and amount and with each total broken down into Port totals. The Union Tallying Committee shall have access to all election records and files for their inspection, examination and verification. The report shall clearly detail all discrepancies discovered and shall contain recommendations for the treatment of these discrepancies. All members of the Committee shall sign the report, without prejudice, however, to the right of any member thereof to submit a dissenting report as to the accuracy of the count and the validity of the ballots, with pertinent details.

In connection with the tally of ballots there shall be no counting of ballots until all mailing envelopes containing valid ballots have first been opened, the ballot envelopes removed intact and then all of such ballot envelopes mixed together, after which such ballot envelopes shall be opened and counted in such multiples as the Committee may deem expedient and manageable. The Committee shall resolve all issues on challenged ballots and then tally those found valid utilizing the same procedure as provided in the preceding sentence either jointly or separately.

(c) The members of the Union Tallying Committee shall, after their election, proceed to the Port in which Headquarters is located, to arrive at that Port no later than January 5th of the year immediately after the election year. Each member of the Committee not elected from the Port in which Headquarters is located shall be reimbursed for transportation, meals, and lodging expenses occasioned by their traveling to and returning from that Port. Committee members elected from the Port in which Headquarters is located shall be similarly reimbursed, except for transportation. All members of the Committee shall also be paid at the prevailing standby rate of pay from the day subsequent to their election to the day they return, in normal course, to the Port from which they were elected.

The Union Tallying Committee shall elect a chairman from among themselves and, subject to the express terms of this Constitution, adopt its own procedures. All decisions of such Committee and the contents of their report shall be valid if made by a majority vote, provided there be a quorum in attendance, which quorum is hereby fixed at ten (10). The Committee, but not less than a quorum thereof, shall have the sole right and duty to obtain all mailed ballots and the other mailed election material from the depository and to insure their safe custody during the course of the Committee's proceedings. The proceedings of the Committee, except for their organizational meeting and their actual preparation of the closing report and dissent therefrom, if any, shall be open to any member provided he observes decorum. Any candidate may act as an observer and/or designate another member to act as his observer at the counting of the ballots. In no event shall issuance of the above referred to closing report of the Committee be delayed beyond January 31st imme-

diately subsequent to the close of the election year. In the discharge of its duties, the Committee may call upon and utilize the services of clerical employees of the Union. The Committee shall be discharged upon the completion of the issuance and dispatch of its report as required in this Article. In the event a recheck and recount is ordered pursuant to this Article, the Committee shall be reconstituted, except that if any member thereof is not available, a substitute therefore shall be elected from the appropriate Port at a special meeting held for that purpose as soon as possible.

(d) The report of the committee shall be made up in sufficient copies to comply with the following requirements: two (2) copies shall be mailed by the Committee to each Port Agent and the Secretary-Treasurer no later than January 31st immediately subsequent to the close of the election year. As soon as these copies are received, each Port Agent shall post one (1) copy of the report on the bulletin board in a conspicuous manner and notify the Secretary-Treasurer, in writing, as to the date of such posting. This copy shall be kept posted until after the Election Report Meeting which shall be the March regular membership meeting immediately following the close of the election year. At the Election Report Meeting, the other copy of the report shall be read verbatim.

(e) Any full book member claiming a violation of the election and balloting procedure or the conduct of the same, shall within seventy two (72) hours of the occurrence of the claimed violation notify the Secretary-Treasurer at Headquarters, in writing by certified mail, of the same, setting forth his name, book number and the details so that appropriate corrective action, if warranted, may be taken. The Secretary-Treasurer shall expeditiously investigate the facts concerning the claimed violation, take such action as may be necessary, if any, and make a report and recommendation, if necessary, a copy of which shall be sent to the member and the original shall be filed for the Union Tallying Committee for their appropriate action, report and recommendation, if any. The foregoing shall not be applicable to matters involving the Credentials Committee's action or report, the provisions of Article XIII, Sections 1 and 2 being the pertinent provisions applicable to such matters.

All protests as to any and all aspects of the election and balloting procedures or the conduct of the same not passed upon by the Union Tallying Committee in its report, excluding therefrom matters involving the Credentials Committee's action or report as provided in the last sentence of the immediately preceding paragraph, but including the procedure and report of the Union Tallying Committee, shall be filed in writing by certified mail with the Secretary-Treasurer at Headquarters to be received no later than the February 25th immediately subsequent to the close of the election year. It shall be the responsibility of the member to insure that his written protest is received by the Secretary-Treasurer no later than such February 25th. The Secretary-Treasurer shall forward copies of such written protest to all Ports in sufficient time to be read at the Election Report Meeting. The written protest shall contain the full book member's name, book number, and all details constituting the protest.

(f) At the Election Report Meeting the report and recommendation of the Union Tallying Committee, including but not limited to discrepancies, protests passed upon by them, as well as protests filed with the Secretary-Treasurer as provided for in Section (e) immediately above shall be acted upon by

the meeting. A majority vote of the membership shall decide what action, if any, in accordance with the Constitution shall be taken thereon, which action, however, shall not include the ordering of a special vote, unless reported discrepancies or protested procedure or conduct found to have occurred and to be violative of the Constitution affected the results of the vote for any office or job, in which event the special vote shall be restricted to such office, offices and/or job or jobs, as the case may be. A majority of the membership at the Election Report Meetings may order a recheck and recount when a dissent to the closing report has been issued by three (3) or more members of the Union Tallying Committee. Except for the contingencies provided for in this Section 4(f), the closing report shall be accepted as final. There shall be no further protest or appeal from the action of the majority of the membership at the Election Report Meetings.

(g) Any special vote ordered pursuant to Section 4(f) shall be commenced within ninety (90) days after the first day of the month immediately subsequent to the Election Report Meetings mentioned above. The depository shall be the same as designated for the election from which the special vote is ordered. And the procedures shall be the same as provided for in Section 3, except where specific dates are provided for, the days shall be the dates applicable which provide for the identical time and days originally provided for in Section 3. The Election Report Meeting for the aforesaid special vote shall be that meeting immediately subsequent to the report of the Union Tallying Committee separated by one (1) calendar month.

Section 5. Elected Officers and Jobholders.

A candidate unopposed for any office or job shall be deemed elected to such office or job notwithstanding that his name may appear on the ballot. The Union Tallying Committee shall not be required to tally completely the results of the voting for such unopposed candidate but shall certify in their report that such unopposed candidate has been elected to such office or job. The Election Report Meeting shall accept the above certification of the Union Tallying Committee without change.

Section 6. Installation into Office and the Job of Assistant Vice-President, Headquarters Representative or Port Agent.

(a) The person elected shall be that person having the largest number of votes cast for the particular office or job involved. Where more than one (1) person is to be elected for a particular office or job, the proper number of candidates receiving the successively highest number of votes shall be declared elected. These determinations shall be made only from the results deemed final and accepted as provided in this Article. It shall be the duty of the President to notify each individual elected.

(b) The duly elected officers and other job holders shall take over their respective offices and jobs and assume the duties thereof at midnight of the night of the Election Report Meeting, or the next regular meeting, depending upon which meeting the results as to each of the foregoing are deemed final and accepted, as provided in this Article. The term of their predecessors shall continue up to, and expire at that time, notwithstanding anything to the contrary contained in Article XI, Section 1. This shall not apply where the successful candidate cannot assume his office because he is at sea.

In such event, a majority vote of the membership may grant additional time for the assumption of the office or job. In the event of the failure of the newly-elected President to assume office the provisions of

Article X, Section 12 shall apply until the expiration of the term. All other cases of failure to assume office shall be dealt with as decided by a majority vote of the membership.

Section 7. The Secretary-Treasurer is specifically charged with the preservation and retention of all election records, including the ballots, as required by law, and is directed and authorized to issue such other and further directives as to the election procedures as are required by law, which directives shall be part of the election procedures of this Union.

Article XIV Other Elections

Section 1. Trial Committee

A Trial Committee shall be elected at a special meeting, held at 10:00 A.M. the next business day following the regular meeting of the Port where the trial is to take place. It shall consist of five (5) full book members, three (3) of which shall constitute a quorum. No officer, Assistant Vice-President, Headquarters Representative, Port Agent or other Union personnel may be elected to serve on a Trial Committee. No member who intends to be a witness in the pending trial may serve, nor may any member who cannot for any reason, render an honest decision. It shall be the duty of every member to decline nomination if he knows, or has reason to believe, any of the foregoing disqualifications apply to him. The members of this Committee shall be elected under such generally applicable rules as are adopted by a majority vote of the membership.

Section 2. Appeals Committee.

The Appeals Committee shall consist of seven (7) full book members, five (5) of whom shall constitute a quorum, elected at the Port where Headquarters is located. The same disqualifications and duties of members shall apply with regard to this Committee as apply to the Trial Committee. In addition, no member may serve on an Appeals Committee in the hearing of an appeal from a Trial Committee decision if the said member was a member of the Trial Committee.

Article XV Trials and Appeals

Section 1. Any member may bring charges against any other member for the commission of an offense as set forth in this Constitution. These charges shall be in writing and signed by the accuser who shall also include his book number. The accuser shall deliver these charges to the Port Agent of the Port nearest the place of the offense, or the Port of pay-off, if the offense took place aboard ship. He shall also request the Port Agent to present these charges at the next regular meeting. The accuser may withdraw his charges before the meeting takes place.

Section 2. After presentation of the charges and the request to the Port Agent, the Port Agent shall cause those charges to be read at the said meeting.

If the charges are rejected by a majority vote of the Port, no further action may be taken thereon, unless ruled otherwise by a majority vote of the membership of the Union within ninety (90) days thereafter. If the charges are accepted, and the accused is present, he shall be automatically on notice that he will be tried the following morning. At his request, the trial shall be postponed until the morning following the next regular meeting at which time the Trial Committee will then be elected. He shall also be handed a written copy of the charges made against him.

If the accused is not present, the Port Agent shall immediately cause to be sent to him, by registered mail

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addressed to his last known mailing address on file with the Union, a copy of the charges, the names and book numbers of the accusers, and a notification that he must appear with his witnesses ready for trial the morning after the next regular meeting, at which meeting the Trial Committee will be elected.

In the event a majority of the membership of the Union shall vote to accept charges after their rejection by a Port, the trial shall take place in the Port where Headquarters is located. Due notice thereof shall be given to the accused who shall be informed of the name of his accusers and who shall receive a written statement of the charges. At the request of the accused, transportation and subsistence shall be provided the accused and his witnesses.

Section 3. The Trial Committee shall hear all pertinent evidence and shall not be bound by the rules of evidence required by courts of law but may receive all relevant testimony. The Trial Committee may grant adjournments, at the request of the accused, to enable him to make a proper defense. In the event the Trial Committee falls beneath the quorum, it shall adjourn until a quorum does exist.

Section 4. No trial shall be conducted unless all the accusers are present. The Trial Committee shall conduct the trial except that the accused shall have the right to cross-examine the accuser, or accusers and the witnesses, as well as to conduct his own defense. The accused may select any member to assist him in his defense at the trial, provided (a) the said member is available at the time of the trial, and (b) the said member agrees to render such assistance. If the accused challenges the qualifications of the members of the Trial Committee, or states that the charges do not adequately inform him of what wrong he allegedly committed, or the time and place of such commission, such matters shall be ruled upon and disposed of prior to proceeding on the merits of their defense. The guilt of an accused shall be found only if proven by the weight of the evidence, and the burden of such proof shall be upon the accuser. Every finding shall be based on the quality of the evidence and not solely on the number of witnesses produced.

Section 5. The Trial Committee shall make findings as to guilt or innocence, and recommendations as to punishment and/or other Union action deemed desirable in the light of the proceedings. These findings and recommendations shall be those of a majority of the Committee, and shall be in writing, as shall be any dissent. The Committee shall forward its findings and recommendations, along with any dissent to the Port Agent of the Port where the trial took place, while a copy thereof shall be forwarded to the accused and the accuser, either in person or by mail addressed to their last known addresses. The findings shall include a statement that the rights of the accused under this Constitution were properly safeguarded. The findings also must contain the charges made, the date of the trial, the name and address of the accused, the accuser, and each witness; shall describe each document used at the trial; shall contain a fair summary of the proceedings; and shall state the findings as to guilt or innocence. If possible, all documents used at the trial shall be kept. All findings and recommendations shall be made a part of the regular files.

Section 6. The Port Agent of the Port of Trial shall, upon receipt of the findings and recommendations of the Trial Committee, cause the findings and recommendations to be presented and entered into the minutes at the

next regular meeting.

Section 7. The Port Agent shall send the record of the entire proceedings to Headquarters, which shall cause sufficient copies thereof to be made and sent to each port in time for the next regularly scheduled meeting.

Section 8. At the latter meeting, the proceedings shall be discussed. The meeting shall then vote. A majority vote of the membership of the Union shall:

(a) Accept the findings and recommendations, or

(b) Reject the findings and recommendations, or

(c) Accept the findings but modify the recommendations, or

(d) Order a new trial after finding that substantial justice has not been done with regard to the charges. In this event, a new trial shall take place at the Port where Headquarters is located and upon application, the accused, the accusers, and their witnesses shall be furnished transportation and subsistence.

Section 9. After the vote set forth in Section 8, any punishment so decided upon shall become effective. Headquarters shall cause notice of the results thereof to be sent to each accused and accuser.

Section 10. An accused who has been found guilty or who is under effective punishment may appeal in the following manner:

He may send or deliver a notice of appeal to Headquarters within thirty (30) days after receipt of the notice of the decision of the membership.

Section 11. At the next regular meeting of the Port where Headquarters is located, after receipt of the notice of appeal, the notice shall be presented and shall then become part of the minutes. An Appeals Committee shall then be elected. The Vice-President in Charge of Contracts and Contract Enforcement is charged with the duty of presenting the before-mentioned proceedings and all available documents used as evidence at the trial to the Appeals Committee, as well as any written statement or argument submitted by the accused. The accused may argue his appeal in person, if he so desires. The appeal shall be heard at Union Headquarters on the night the committee is elected. It shall be the responsibility of the accused to insure that his written statement or argument arrives at Headquarters in time for such presentation.

Section 12. The Appeals Committee shall decide the appeal as soon as possible, consistent with fair consideration of the evidence and arguments before it. It may grant adjournments and may request the accused or accusers to present arguments whenever necessary for such fair consideration.

Section 13. The decision of the Appeals Committee shall be by majority vote and shall be in the form of findings and recommendations. Dissents will be allowed. Decisions and dissents shall be in writing and signed by those participating in such decision or dissent. In making its findings and recommendations, the Committee shall be governed by the following:

(a) No finding of guilt shall be reversed if there is substantial evidence to support such a finding and, in such case, the Appeals Committee shall not make its own findings as to the weight of evidence.

(b) In no event shall increased punishment be recommended.

(c) A new trial shall be recommended if the Appeals Committee finds: (a) that any member of the Trial Committee should have been disqualified, or (b) that the accused was not adequately informed of the details of the charged offense, which resulted in his not having been given a fair trial, or (c) that for any other reason, the accused was not given a fair trial.

(d) If there is not substantial evi-

dence to support a finding of guilt, the Appeals Committee shall recommend that the charge on which the finding was based be dismissed.

(e) The Appeals Committee may recommend lesser punishment.

Section 14. The Appeals Committee shall deliver its decision and dissent, if any, to Headquarters, which shall cause sufficient copies to be published and shall have them sent to each Port in time to reach there before the next regular scheduled meeting. Headquarters shall also send a copy to each accused and accuser at their last known address, or notify them in person.

Section 15. At the meeting indicated in Section 14 of this Article, the membership, by a majority vote, shall accept, the decision of the Appeals Committee, or the dissent therein. If there is no dissent, the decision of the Appeals Committee shall stand.

If a new trial is ordered, that trial shall be held in the Port where Headquarters is located in the manner provided for in Section 2 of this Article. Any decision so providing for a new trial shall contain such directions as will insure a fair hearing to the accused.

Section 16. Headquarters shall notify the accused and each accuser, either in person or in writing addressed to their last known address, of the results of the appeal. A further appeal shall be allowed as set forth in Section 17 of this Article.

Section 17. Each member is charged with knowledge of the provisions of the Constitution of the Seafarers International Union of North America, and the rights of, and procedure as to, further appeal as provided therein. Decisions reached thereunder shall be binding on all members of the Union.

Section 18. It shall be the duty of all members of the Union to take all steps within their constitutional power to carry out the terms of any effective decisions.

Section 19. Every accused shall receive a written copy of the charges preferred against him and shall be given a reasonable time to prepare his defense, but he may thereafter plead guilty and waive any or all of the other rights and privileges granted to him by this Article. If an accused has been properly notified of his trial and fails to attend without properly requesting a postponement, the Trial Committee may hold its trial without his presence.

Article XVI

Offenses and Penalties

Section 1. Upon proof of the commission of the following offenses, the member shall be expelled from membership:

(a) Proof of membership in any organization advocating the overthrow of the Government of the United States by force;

(b) Acting as an informer against the interest of the Union or the membership in any organizational campaign;

(c) Acting as an informer for, or agent of, the company against the interest of the membership or the Union;

(d) The commission of any act as part of a conspiracy to destroy the Union.

Section 2. Upon proof of the commission of any of the following offenses, the member shall be penalized up to and including a penalty of expulsion from the Union. In the event the penalty of expulsion is not invoked or recommended, the penalty shall not exceed suspension from the rights and privileges of membership for more than two (2) years, or a fine of fifty dollars (\$50.00) or both:

(a) Willfully misappropriating or misusing Union property of the value in excess of fifty dollars (\$50.00).

(b) Unauthorized use of Union

property, records, stamps, seals, etc., for the purpose of personal gain;

(c) Willful misuse of any office or job, elective or not, within the Union for the purpose of personal gain, financial or otherwise, or the willful refusal or failure to execute the duties or functions of the said office or job, or gross neglect or abuse in executing such duties or functions or other serious misconduct or breach of trust. The President may, during the pendency of disciplinary proceedings under this subsection, suspend the officer or jobholder from exercising the functions of the office or job, with or without pay, and designate his temporary replacement;

(d) Unauthorized voting, or unauthorized handling of ballots, stubs, rosters, verification lists, ballot boxes, or election files, or election material of any sort;

(e) Preferring charges with knowledge that such charges are false;

(f) Making or transmitting, with intent to deceive, false reports or communications which fall within the scope of Union business;

(g) Deliberate failure or refusal to join one's ship or misconduct or neglect of duty aboard ship, to the detriment of the Union or its agreements;

(h) Deliberate and unauthorized interference, or deliberate and malicious vilification, with regard to the execution of the duties of any office or job;

(i) Paying for, or receiving money for, employment aboard a vessel, exclusive of proper earnings and Union payments;

(j) Willful refusal to submit evidence of affiliation for the purpose of avoiding or delaying money payments to the Union, or unauthorized transferring or receiving evidence of Union affiliation, with intent to deceive;

(k) Willful failure or refusal to carry out the order of those duly authorized to make such orders during time of strike;

(l) Failure or refusal to pay a fine or assessment within the time limit set therefore either by the Constitution or by action taken in accordance with the Constitution.

Section 3. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including a suspension from the rights and privileges of membership for two (2) years, or a fine of fifty dollars (\$50.00) or both:

(a) Willfully misappropriating or misusing Union property of the value under fifty dollars (\$50.00);

(b) Assuming any office or job, whether elective or not with knowledge of the lack of possession of the qualifications required therefore;

(c) Misconduct during any meeting or other official Union proceeding, or bringing the Union into disrepute by conduct not provided for elsewhere in this Article;

(d) Refusal or negligent failure to carry out orders of those duly authorized to make such orders at any time.

Section 4. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including suspension from the rights and privileges of membership for one (1) year or a fine of three hundred dollars (\$300.00) or both:

(a) Crossing a picket line sanctioned by the Union;

(b) Failure to perform picket duty in strikes.

Section 5. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including a fine of fifty dollars (\$50.00):

(a) Refusal or willful failure to be present at sign-ons or payoffs;

(b) Willful failure to submit his Union book to Union representatives at pay-off;

(c) Disorderly conduct at pay-off or sign-on;

(d) Refusal to cooperate with Union representatives in discharging their duties;

(e) Disorderly conduct in the Union hall;

(f) Gambling in the Union hall;

(g) Negligent failure to join ship.

Section 6. Any member who has committed an offense penalized by no more than a fine of three hundred dollars (\$300.00) may elect to waive his rights under this Constitution subject to the provision of Article XV, Section 19 and to pay the maximum fine of three hundred dollars (\$300.00) to the duly authorized representative of the Union.

Section 7. This Union, and its members, shall not be deemed to waive any claim of personal or property rights to which it or its members are entitled by bringing the member to trial or enforcing a penalty as provided in this Constitution.

Section 8. Any member under suspension for an offense under this Article shall continue to pay all dues and assessments and must observe his duties to the Union, members, officials, and jobholders.

Article XVII

Publications

This Union may publish such pamphlets, journals, newspapers, magazines, periodicals and general literature, in such manner as may be determined, from time to time, by the Executive Board.

Article XVIII

Bonds

Officers and jobholders, whether elected or appointed as well as all other employees handling monies of the Union shall be bonded as required by law.

Article XIX

Expenditures

Section 1. In the event no contrary policies or instructions are in existence, the President may authorize, make, or incur such expenditures and expenses as are normally encompassed within the authority conferred upon him by Article X of this Constitution.

Section 2. The provisions of Section 1 shall similarly apply to the routine accounting and administrative procedures of the Union except those primarily concerned with trials, appeals, negotiations, strikes, and elections.

Section 3. The provisions of this Article shall supersede to the extent applicable; the provisions of Article X of this Constitution.

Article XX

Income

Section 1. The income of this Union shall include dues, initiation fees, fines, assessments, contributions, loans, interest, dividends as well as income derived from any other legitimate business operation or other legitimate source.

Section 2. An official Union receipt, properly filled out, shall be given to anyone paying money to the Union or to any person authorized by the Union to receive money. It shall be the duty of every person affiliated with the Union who makes such payments to demand such receipt.

Section 3. No assessments shall be levied except after a ballot conducted under such general rules as may be decided upon by a majority vote of the membership, provided that:

(a) The ballot must be secret.

(b) The assessment must be approved by a majority of the valid ballots cast.

Section 4. Except as otherwise

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Proposed Constitution - SIUNA - AGLIWD-NMU

Continued from page 31

provided by law, all payments by members or other affiliates of this Union shall be applied successively to the monetary obligations owed the Union commencing with the oldest in point of time, as measured from the date of accrual of such obligation. The period of arrears shall be calculated accordingly.

Section 5. To the extent deemed appropriate by the majority of the Executive Board, funds and assets of the Union may be kept in an account or accounts without separation as to purpose and expended for all Union purposes and objects.

Article XXI Other Types of Union Affiliation

To the extent permitted by law, this Union, by majority vote of the membership, may provide for affiliation with it by individuals in a lesser capacity than membership, or in a capacity other than membership. By majority vote of the membership the Union may provide for the rights and obligations incident to such capacities or affiliations. These rights and obligations may include, but are not limited to (a) the applicability or non-applicability of all or any part of the Constitution; (b) the terms of such affiliation; (c) the right of the Union to peremptory termination of such affiliation and, (d) the fees required for such affiliation. In no event may anyone not a member receive evidence of affiliation equivalent to that of members, receive priority or rights over members, or be termed a member.

Article XXII Quorums

Section 1. Unless elsewhere herein otherwise specifically provided, the quorum for a special meeting of a Port shall be six (6) full book members.

Section 2. The quorum for a regular meeting of a Port shall be twenty-five (25) members.

Section 3. Unless otherwise specifically set forth herein, the decisions, reports, recommendations, or other functions of any segment of the Union requiring a quorum to act officially, shall be a majority of those voting, and shall not be official or effective unless the quorum requirements are met.

Section 4. Unless otherwise indicated herein, where the requirements for a quorum are not specifically set forth, a quorum shall be deemed to be a majority of those composing the applicable segment of the Union.

Article XXIII Meetings

Section 1. Regular membership meetings shall be held monthly only in the following constitutional Ports at the following times:

During the week following the first Sunday of every month a meeting shall be held on Monday—at Piney Point; on Tuesday—at New York; on Wednesday—at Philadelphia; on Thursday—at Baltimore; and on Friday—at Detroit-Algonac. During the next week, meetings shall be held on Monday—at Houston; on Tuesday—at New Orleans; on Wednesday—at Mobile; on Thursday—at San Francisco; and on Friday—at St. Louis. All regular membership meetings shall commence at 10:30 A.M. local time. Where a meeting day falls on a Holiday officially designated as such by the authorities of the state or municipality in which a Port is located, the Port meeting shall take place on the following business day. Saturday and Sunday shall not be deemed business days.

The Area Vice-Presidents shall be the chairmen of all regular meetings

in Ports in their respective areas. In the event the Area Vice-Presidents are unable to attend a regular meeting of a Port, they shall instruct the Port Agents, or other elected jobholders, to act as chairmen of the meetings.

In the event a quorum is not present at 10:30 A.M. the chairman of the meeting at the pertinent Port shall postpone the opening of the meeting but in no event later than 11:00 A.M.

Section 2. A special meeting at a Port may be called only at the direction of the Area Vice-President, Area Assistant Vice-President or Port Agent. No special meeting may be held, except between the hours of 9:00 A.M. and 5:00 P.M. Notice of such meeting shall be posted at least two (2) hours in advance on the Port bulletin board.

The Area Vice-Presidents shall be the chairmen of all special meetings in Ports in their respective areas. In the event the Area Vice-Presidents are unable to attend a special meeting of a Port, they shall instruct the Area Assistant Vice-Presidents, Port Agents, or other elected jobholders, to act as chairmen of the meetings.

Section 3. Notwithstanding anything to the contrary, all regular meetings shall be governed by the following:

1. The Union Constitution.
2. Majority vote of the members assembled.

Article XXIV Definitions and Miscellaneous Provisions Relating Thereto

Section 1. Incapacity. Unless otherwise set forth or dealt with herein, the term "incapacity," shall mean any illness or situation preventing the affected person from carrying out his duties for more than thirty (30) days, provided that this does not result in a vacancy. However, nothing contained in this Article shall be deemed to prohibit the execution of the functions of more than one (1) job and/or office in which event no incapacity shall be deemed to exist with regard to the regular job or office of the one taking over the duties and functions of the one incapacitated. The period of incapacity shall be the time during which the circumstances exist.

Section 2. Unless otherwise set forth or dealt with herein the term "vacancy" shall include failure to perform the functions of any office or job by reason of death, or resignation, or suspension from membership or expulsion from the Union with no further right to appeal in accordance with the provisions of Article XV of this Constitution.

Section 3. When applicable to the Union as a whole, the term "majority vote of the membership" shall mean the majority of all the valid votes cast by full book members at an official meeting of those Ports holding meetings. This definition shall prevail notwithstanding that one (1) or more Ports cannot hold meetings because of no quorum. For the purpose of this Section, the term "meeting" shall refer to those meetings to be held during the time period within which a vote must be taken in accordance with the Constitution and the custom and usage of the Union in the indicated priority.

Section 4. When applicable solely to Port action and not concerned with or related to the Union as a whole, and not forming part of a Union-wide vote, the term "majority vote of the membership" shall refer to the majority of the valid votes cast by the full book members at any meeting of the Port, regular or special.

Section 5. The term "membership action," or reference thereto, shall mean the same as the term "majority vote of the membership."

Section 6. Where the title of any officer or job, or the holder thereof, is set forth in this Constitution, all references thereto and the provisions

concerned therewith shall be deemed to be equally applicable to whomever is duly acting in such office or job.

Section 7. The term "election year" shall be deemed to mean that calendar year prior to the calendar year in which elected officials and other elected jobholders are required to assume office.

Section 8. The terms "this Constitution" and "this amended Constitution" shall be deemed to have the same meaning and shall refer to the Constitution as amended which takes the place of the one adopted by the Union in 1939, as amended up through March 16, 2001.

Section 9. The term "member in good standing" shall mean a member whose monetary obligations to the Union are not in arrears for thirty (30) days or more, or who is not under suspension or expulsion effective in accordance with this Constitution. Unless otherwise expressly indicated, the term "member" shall mean a member in good standing.

Section 10. Unless plainly otherwise required by the context of their use, the terms "Union book," "membership book" and "book," shall mean official evidence of Union membership.

Section 11. The term "full book" or "full Union book" shall mean only an official certificate issued as evidence of Union membership which carries with it complete rights and privileges of membership except as may be specifically constitutionally otherwise provided.

Section 12. The term "full book member" shall mean a member to whom a full book has been duly issued and who is entitled to retain it in accordance with the provisions of this Constitution.

Section 13. The term "seaside" shall include employment upon any navigable waters or days of employment in a contracted employer unit represented by the Union.

Section 14. The term "in an unlicensed capacity aboard an American-flag merchant vessel or vessels" shall include persons employed in an unlicensed or licensed capacity aboard dredges, tugboats, towboats and similar vessels used to tow, propel, or push barges or other conveyances or assist merchant vessels in docking or undocking, or persons otherwise employed in a contracted employer unit represented by the Union.

Article XXV Amendments

This Constitution shall be amended in the following manner:

Section 1. Any full book member may submit at any regular meeting of any Port proposed amendments to this Constitution in resolution form. If a majority vote of the membership of the Port approves it, the proposed amendment shall be forwarded to all Ports for further action.

Section 2. When a proposed amendment is accepted by a majority vote of the membership, it shall be referred to a Constitutional Committee in the Port where Headquarters is located. This Committee shall be composed of six (6) full book members, two (2) from each department and shall be elected in accordance with such rules as are established by a majority vote of that Port. The Committee will act on all proposed amendments referred to it. The Committee may receive whatever advice and assistance, legal or otherwise, it deems necessary. It shall prepare a report on the amendment together with any proposed changes or substitutions or recommendations and the reasons for such recommendations. The latter shall then be submitted to the membership. If a majority vote of the membership approves the amendment as recommended, it shall then be voted upon in a yes or no vote by the membership of the

Union by secret ballot in accordance with the procedure directed by the majority vote of the membership at the time it gives the approval necessary to put the referendum to a vote. The Union Tallying Committee shall consist of six (6) full book members two (2) from each of the three (3) departments of the Union, elected from Headquarters Port. The amendment shall either be printed on the ballot, or if too lengthy, shall be referred to on the ballot. Copies of the amendment shall be posted on the bulletin boards of all Ports and made available at the voting site in all Ports.

Section 3. If approved by a majority of the valid ballots cast, the amendment shall become effective immediately upon notification by the aforesaid Union Tallying Committee to the Secretary-Treasurer that the amendment has been so approved, unless otherwise specified in the amendment. The Secretary-Treasurer shall immediately notify all Ports of the results of the vote on the amendment.

EXHIBIT A

Minimal requirements to be contained in Constitution of subordinate bodies and divisions chartered by or affiliated with the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU.

I

All members shall have equal rights and privileges, subject to reasonable rules and regulations, contained in this Constitution, including secret election, freedom of speech, the right to hold office and the right of secret votes on assessment and dues increases, all in accordance with the law.

II

No member may be automatically suspended from membership except for non-payment of dues, and all members shall be afforded a fair hearing upon written charges, with a reasonable time to prepare defense, when accused of an offense under the Constitution.

III

This Union is chartered by (and/or affiliated with), the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU, and this Constitution and any amendments thereto, shall not take effect unless and until approved as set forth in the Constitution of that Union.

IV

An object of this Union is, within its reasonable capacity, to promote the welfare of, and assist, the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU.

V

The charter (and/or affiliation) relationship between this Union and the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU shall not be dissolved so long as at least ten (10) members of this Union, and the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU acting through its Executive Board wish to continue such relationship.

VI

No amendment to this Constitution shall be effective unless and until approved by at least two-thirds vote of the membership in a secret referendum conducted for that purpose. In any event, the adoption of this Constitution and any amendments thereto, will not be effective unless and until compliance with

Article II of the Constitution of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU is first made.

VII

The Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District - NMU shall have the right to check, inspect and make copies of all the books and records of this Union upon demand.

VIII

This Union shall not take any action which will have the effect of reducing its net assets, calculated through recognized accounting procedures, below the amount of its indebtedness to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU, unless approved by that Union through its Executive Board.

IX

So long as there exists any indebtedness by this Union to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU, that Union shall have the right to appoint a representative or representatives to this Union who shall have the power to attend all meetings of this Union or its sub-divisions, or governing boards, if any, and who shall have access to all books and records of this Union on demand. This representative, or these representatives, shall be charged with the duty of assisting this Union and its membership, and acting as a liaison between the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU and this Union.

X

So long as any unpaid per capita tax, or any other indebtedness of any sort is owed by this Union to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU, such indebtedness shall constitute a first lien on the assets of this Union, which lien shall not be impaired without the written approval of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU acting through its Executive Board.

XI

The per capita tax payable by this Union to the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU shall be that which is fixed in accordance with the terms of the Constitution of that Union.

XII

This Constitution and actions by this Union pursuant thereto are subject to those provisions of the Constitution of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU pertaining to affiliation, disaffiliation, trusteeships, and the granting and removal of charters.

XIII

This Union shall be affiliated with the Seafarers International Union of North America through the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU. It shall share in, and participate as part of the delegation of that District to the Convention of the Seafarers International Union of North America in accordance with the provisions of the Constitution of the Seafarers International Union of North America-Atlantic, Gulf, Lakes and Inland Waters District-NMU.

Dispatchers' Report for Deep Sea

AUGUST 16 — SEPTEMBER 15, 2000

Port	*TOTAL REGISTERED All Groups			TOTAL SHIPPED All Groups			Trip Reliefs	**REGISTERED ON BEACH All Groups		
	Class A	Class B	Class C	Class A	Class B	Class C		Class A	Class B	Class C
DECK DEPARTMENT										
Algonac	1	2	0	1	0	0	0	0	2	0
Baltimore	8	2	2	5	3	2	1	10	5	2
Guam	0	0	1	0	0	0	0	1	0	2
Honolulu	7	5	1	8	2	2	1	13	9	5
Houston	23	15	5	18	11	3	8	44	20	6
Jacksonville	38	20	8	25	15	5	12	62	26	15
Mobile	16	6	3	7	1	2	4	27	12	8
New Orleans	20	19	11	14	6	10	8	33	21	12
New York	26	8	8	16	9	0	4	56	15	15
Norfolk	12	19	7	11	13	5	6	26	19	7
Philadelphia	10	4	1	6	4	1	2	8	3	4
Piney Point	2	8	3	0	5	2	0	2	4	1
Puerto Rico	6	3	5	6	1	5	9	13	4	3
San Francisco	31	10	3	22	6	2	5	37	11	2
Seattle	27	15	10	23	9	4	10	47	12	16
St. Louis	2	0	4	0	0	2	1	2	1	3
Wilmington	20	11	8	22	10	1	8	39	12	10
Totals	249	147	80	184	95	46	79	420	176	111
ENGINE DEPARTMENT										
Algonac	1	1	0	0	0	0	1	1	1	0
Baltimore	6	2	1	6	2	1	2	3	4	3
Guam	0	0	0	0	0	0	0	0	0	1
Honolulu	4	7	3	3	2	0	0	9	9	7
Houston	24	9	3	13	6	0	5	27	9	6
Jacksonville	18	17	7	21	9	2	9	29	23	11
Mobile	10	2	1	7	2	0	2	12	7	3
New Orleans	12	10	2	4	5	1	1	24	15	7
New York	13	10	3	12	5	3	1	20	13	3
Norfolk	7	8	6	5	7	5	1	7	16	9
Philadelphia	0	2	0	1	2	0	0	5	6	0
Piney Point	2	5	1	4	1	0	0	3	7	1
Puerto Rico	3	3	2	3	4	2	2	6	3	1
San Francisco	7	6	1	5	4	1	3	11	13	1
Seattle	15	10	3	13	4	5	9	20	14	6
St. Louis	2	3	1	1	0	0	1	4	4	1
Wilmington	10	7	0	3	7	1	5	15	11	2
Totals	134	102	34	101	60	21	42	196	155	62
STEWARD DEPARTMENT										
Algonac	0	1	0	0	1	0	0	0	3	1
Baltimore	3	2	1	3	2	1	0	3	1	0
Guam	0	0	0	0	0	0	0	0	0	0
Honolulu	9	3	9	6	2	6	3	20	8	16
Houston	13	3	0	9	1	0	6	23	5	1
Jacksonville	20	5	4	12	5	3	11	35	8	6
Mobile	5	3	0	5	1	0	1	8	4	1
New Orleans	9	6	1	6	3	0	2	16	10	4
New York	18	3	2	17	3	1	5	21	11	1
Norfolk	10	5	4	12	4	4	1	13	11	4
Philadelphia	4	1	0	5	0	0	0	1	1	0
Piney Point	2	4	0	2	0	0	0	6	9	1
Puerto Rico	5	1	1	3	0	0	4	5	1	1
San Francisco	18	5	2	19	0	1	7	34	8	1
Seattle	20	2	2	15	1	0	14	42	1	4
St. Louis	2	1	1	1	1	1	0	3	2	1
Wilmington	17	5	3	12	0	0	7	27	9	4
Totals	155	50	30	127	24	17	61	257	92	46
ENTRY DEPARTMENT										
Algonac	1	0	0	0	0	0	0	1	0	1
Baltimore	1	3	2	0	2	1	0	1	3	3
Guam	0	0	1	0	0	0	0	0	0	2
Honolulu	10	28	75	4	15	40	0	14	40	122
Houston	1	14	2	1	6	3	0	4	20	10
Jacksonville	5	12	13	1	5	8	0	7	28	22
Mobile	2	5	2	1	5	1	0	2	9	4
New Orleans	3	12	9	0	6	6	0	5	22	14
New York	3	22	20	4	10	9	0	12	40	42
Norfolk	1	11	9	1	6	6	0	1	15	21
Philadelphia	1	1	0	1	0	0	0	1	2	0
Piney Point	1	22	3	0	8	8	0	1	31	11
Puerto Rico	3	2	4	0	1	5	0	6	2	7
San Francisco	6	10	7	8	5	4	0	11	20	10
Seattle	5	16	15	3	7	3	0	11	24	40
St. Louis	0	1	1	0	0	0	0	0	4	4
Wilmington	7	16	16	5	5	4	0	6	20	26
Totals	50	175	179	29	81	98	0	83	280	339
Totals All Departments	588	474	323	441	260	182	182	956	703	558

*"Total Registered" means the number of Seafarers who actually registered for shipping at the port.

**"Registered on Beach" means the total number of Seafarers registered at the port.

November & December 2000 Membership Meetings Deep Sea, Lakes, Inland Waters

Piney Point	Monday, November 6, December 4
Algonac	Monday: November 13*
	Friday: December 8
	<i>*change created by Veterans Day holiday</i>
Baltimore	Thursday: November 9, December 7
Duluth	Wednesday: November 15, Dec. 13
Honolulu	Friday: November 17, December 15
Houston	Monday: November 13, December 11
Jacksonville	Thursday: November 9, December 7
Jersey City	Wednesday: November 22, Dec. 20
Mobile	Wednesday: November 15, Dec. 13
New Bedford	Tuesday: November 21, December 19
New Orleans	Tuesday: November 14, December 12
New York	Tuesday: November 7, December 5
Norfolk	Thursday: November 9, December 7
Philadelphia	Wednesday: November 8, December 6
San Francisco	Thursday: November 16, December 14
San Juan	Thursday: November 9, December 7
St. Louis	Friday: November 17, December 15
Tacoma	Friday: November 24, December 22
Wilmington	Monday: November 20, December 18

Each port's meeting starts at 10:30 a.m.

LOG-A-RHYTHMS

Veterans

by Harry T. Scholer

*Thoughts of young men dying
Ships swallowed up by the sea
Too few huddled close in lifeboats
Memories still painful to me*

*Across the slate gray Atlantic
Countless dramas would nightly
unfold
Merchantmen unprotected and helpless
German U-boats increasingly bold*

*The prey was slow allied convoys
Tanker, freighter, none left unscathed
Toll on the crewmen was frightening
Thousands went to the grave*

*Survivors who came home stayed briefly
Then back to battle they'd go
The tide when it turned did so swiftly
War was brought home to the foe*

*Brave sailors now long since retired
Their sacrifice earned our respect
Whose spirits still live on the ocean
An example we try to reflect.*

(Harry T. Scholer of Orlando, Fla., sails as a second mate aboard the *M.T. Independence/Ocean 211* (Maritrans Inc.). He dedicates this poem to all the brothers and sisters of the WWII generation for their sacrifices and notes that "we who sail today owe them all a debt of gratitude.")

**Seafarers International Union
Directory**

Michael Sacco
President

John Fay
Executive Vice President

David Heindel
Secretary-Treasurer

Augustin Tellez
Vice President Contracts

Jack Caffey
Vice President Atlantic Coast

Tom Orzechowski
Vice President Lakes and Inland Waters

Dean Corgey
Vice President Gulf Coast

Nicholas J. Marrone
Vice President West Coast

Kermett Mangram
Vice President Government Services

← →

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Camp Springs, MD 20746
(301) 899-0675

ALGONAC
520 St. Clair River Dr., Algonac, MI 48001
(810) 794-4988

ANCHORAGE
721 Sesame St., #1C, Anchorage, AK 99503
(907) 561-4988

BALTIMORE
2315 Essex St., Baltimore, MD 21224
(410) 327-4900

DULUTH
705 Medical Arts Building, Duluth, MN 55802
(218) 722-4110

GUAM
125 Sunny Plaza, Suite 301-E
Tun Jesus Crisostomo St.
Tamuning, Guam 96911
(671) 647-1350

HONOLULU
606 Kalia St., Honolulu, HI 96819
(808) 845-5222

HOUSTON
1221 Pierce St., Houston, TX 77002
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JACKSONVILLE
3315 Liberty St., Jacksonville, FL 32206
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JERSEY CITY
99 Montgomery St., Jersey City, NJ 07302
(201) 435-9424

MOBILE
1640 Dauphin Island Pkwy, Mobile, AL 36605
(334) 478-0916

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48 Union St., New Bedford, MA 02740
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3911 Lapalco Blvd., Harvey, LA 70058
(504) 328-7545

NEW YORK
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NORFOLK
115 Third St., Norfolk, VA 23510
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PHILADELPHIA
2604 S. 4 St., Philadelphia, PA 19148
(215) 336-3818

PINEY POINT
P.O. Box 75, Piney Point, MD 20674
(301) 994-0010

PORT EVERGLADES
1221 S. Andrews Ave., Ft. Lauderdale, FL 33316
(954) 522-7984

SAN FRANCISCO
350 Fremont St.
San Francisco, CA 94105
(415) 543-5855
Government Services Division
(415) 861-3400

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(787) 721-4033

ST. LOUIS
4581 Gravois Ave., St. Louis, MO 63116
(314) 752-6500

TACOMA
3411 South Union Ave., Tacoma, WA 98409
(253) 272-7774

WILMINGTON
510 N. Broad Ave., Wilmington, CA 90744
(310) 549-4000

Dispatchers' Report for Great Lakes

AUGUST 16 — SEPTEMBER 15, 2000

CL — Company/Lakes L — Lakes NP — Non Priority

Port	*TOTAL REGISTERED			TOTAL SHIPPED			**REGISTERED ON BEACH		
	All Groups			All Groups			All Groups		
	Class CL	Class L	Class NP	Class CL	Class L	Class NP	Class CL	Class L	Class NP
DECK DEPARTMENT									
Algonac	0	16	13	0	11	13	0	5	0
ENGINE DEPARTMENT									
Algonac	0	12	6	0	8	3	0	4	3
STEWARD DEPARTMENT									
Algonac	0	5	13	0	3	10	0	2	3
ENTRY DEPARTMENT									
Algonac	0	14	26	0	8	14	0	6	12

Totals All Depts 0 47 58 0 30 40 0 17 18

*"Total Registered" means the number of Seafarers who actually registered for shipping at the port.

**"Registered on Beach" means the total number of Seafarers registered at the port.

Dispatchers' Report for Inland Waters

AUGUST 16 — SEPTEMBER 15, 2000

Region	*TOTAL REGISTERED			TOTAL SHIPPED			**REGISTERED ON BEACH		
	All Groups			All Groups			All Groups		
	Class A	Class B	Class C	Class A	Class B	Class C	Class A	Class B	Class C
DECK DEPARTMENT									
Atlantic Coast	0	0	0	0	0	0	0	0	0
Gulf Coast	1	2	1	1	2	0	0	0	10
Lakes, Inland Waters	0	0	0	0	0	0	0	0	0
West Coast	0	0	8	3	1	1	3	1	15
Totals	1	2	9	4	3	1	3	1	25

Region	*TOTAL REGISTERED			TOTAL SHIPPED			**REGISTERED ON BEACH		
	All Groups			All Groups			All Groups		
	Class A	Class B	Class C	Class A	Class B	Class C	Class A	Class B	Class C
ENGINE DEPARTMENT									
Atlantic Coast	0	0	0	0	0	0	0	0	0
Gulf Coast	1	0	0	0	0	0	0	0	0
Lakes, Inland Waters	0	0	0	0	0	0	0	0	0
West Coast	0	0	0	0	0	0	0	0	0
Totals	1	0	0	0	0	0	0	0	0

Region	*TOTAL REGISTERED			TOTAL SHIPPED			**REGISTERED ON BEACH		
	All Groups			All Groups			All Groups		
	Class A	Class B	Class C	Class A	Class B	Class C	Class A	Class B	Class C
STEWARD DEPARTMENT									
Atlantic Coast	0	0	0	0	0	0	0	0	0
Gulf Coast	0	0	0	0	0	0	0	0	0
Lakes, Inland Waters	0	0	0	0	0	0	0	0	0
West Coast	0	0	1	0	0	1	0	0	1
Totals	0	0	1	0	0	1	0	0	1

Totals All Depts 2 2 10 4 3 2 3 1 26

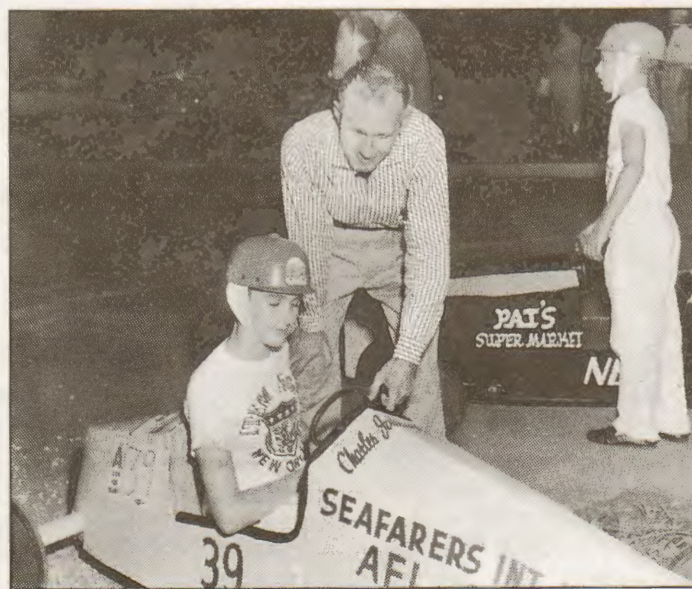
*"Total Registered" means the number of Seafarers who actually registered for shipping at the port.

**"Registered on Beach" means the total number of Seafarers registered at the port.

PIC-FROM-THE-PAST

In earlier years, the SIU apparently was involved in various sporting events, among them a horse race and soap box derby.

The horse race photo (right) is from the LOG archives. All that is known about it is what is printed on the picture. "Andrea Gomez, International Vice President of SIUNA, accompanied by Ann Olmen, awards the Paul Hall Trophy to the owners, and driver, John Quinn of Con Brio, winner of the Seafarers



International Union Purse at Rosecroft (Md.) Raceway - Friday, May 10, 1963."

The soap box derby photograph (left) was sent to the LOG by Antoinette Warren, the wife of Pensioner and charter member **Paul A. Warren**, 87, of Mandeville, La. Warren, pictured with the young driver, was an official in the union for 32 years. He worked as a patrolman in the port of New Orleans, where this race took place.



Welcome Ashore

Each month, the Seafarers LOG pays tribute to the SIU members who have devoted their working lives to sailing aboard U.S.-flag vessels on the deep seas, inland waterways or Great Lakes. Listed below are brief biographical sketches of those members who recently retired from the union. The brothers and sisters of the SIU thank those members for a job well done and wish them happiness and good health in the days ahead.

A recertified steward is among the 16 Seafarers announcing their retirements this month.

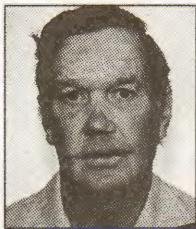
Thomas J. Maley graduated from the highest level of training available to members of the steward department at the Paul Hall Center in Piney Point, Md.

Including Maley, five of the retirees sailed in the deep sea division. Five others navigated the inland waterways, five plied the Great Lakes and one worked in the railroad marine division.

Nine of the retirees were members of the deck department, four shipped in the engine department and three sailed in the steward department.

On this page, the Seafarers LOG presents brief biographical accounts of the retiring Seafarers.

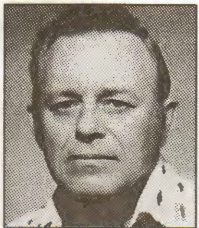
DEEP SEA



ROBERT L. BIRMINGHAM, 65, began his career with the SIU in 1965, joining in the port of New York. Born in

Asheville, N.C., he served in the U.S. Air Force from 1953 to 1957. Brother Birmingham first sailed aboard the *Cabins*, operated by Texas City Refining, Inc. A member of the deck department, he upgraded his skills at the Seafarers Harry Lundeberg School of Seamanship in Piney Point, Md. Prior to retiring, he sailed aboard the *Northern Lights*, an Interocean Ugland Management Corp. vessel. He resides in New Orleans.

DONALD J. GIFFORD, 64, hails from New York. He joined the SIU in his native state in 1971 and first sailed aboard the



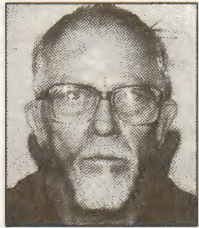
Transchamplain, operated by Hudson Waterways Corp. Brother Gifford served in the U.S. Marine Corps from 1953 to 1957. A member of the deck department, he upgraded his skills at the Seafarers Harry Lundeberg School of Seamanship in 1979. Prior to retiring, he sailed aboard the *LNG Libra*. Brother Gifford lives in Chaumont, N.Y.



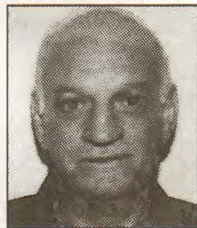
THOMAS J. MALEY, 64, began his career with the SIU in 1959 in the port of New York. A member of the steward

department, Brother Maley first sailed aboard Boston Towing Company vessels. He upgraded his skills and completed the steward recertification course at the Seafarers Harry Lundeberg School of Seamanship in 1983. Brother Maley last sailed in 1993. Prior to retiring, he worked aboard the *Franklin J. Phillips*, operated by Maersk Line Ltd. Brother Maley calls Pine City, N.Y. home.

GARY C. MITCHELL, 62, joined the SIU in 1970 in the port of Seattle after having served in the U.S. Navy from



1956 to 1960. A native of Ohio, Brother Mitchell first sailed aboard the *Brooklyn*, operated by Bay Tankers. He upgraded his skills at the Seafarers Harry Lundeberg School of Seamanship in 1975, 1995, 1997 and again earlier this year. Brother Mitchell worked in the engine department. He last sailed aboard the *1st Lt. Baldomero Lopez*, operated by American Overseas Marine. He resides in Alliance, Ohio.



JOHN E. THOMAS, 62, was born in Baltimore. He began his career with the SIU in 1974 in the port of Norfolk, Va. A

member of the steward department, Brother Thomas first shipped aboard Waterman Steamship Corp.'s *Hurricane*. He upgraded his skills at the Paul Hall Center for Maritime Training and Education in 1997. Prior to retiring, he sailed aboard Waterman's *Stonewall Jackson*. Brother Thomas calls Portsmouth, Va. home.

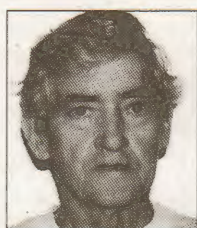
INLAND

EDWIN J. BLACK, 61, hails from Pennsylvania. A member of the U.S. Army from 1958 to 1964,



Boatman Black joined the SIU in 1972 in the port of Baltimore. He first sailed aboard Berg Towing Company vessels. He shipped as a member of the deck department. Prior to retiring, he sailed aboard Interstate Oil Transport Company vessels. Boatman Black lives in Rock Hall, Md.

LEANDER BOURGEOIS, 63, joined the SIU in 1967 in Port Arthur, Texas. The Louisiana native had two tours of duty in the U.S. Army, serving from 1955 to 1958 and from 1960 to 1963. He first sailed with the SIU aboard Southern Towing, Inc. vessels. A member of the deck department, Boatman Bourgeois sailed aboard Hvide Marine vessels prior to his retirement. He calls Lafayette, La. home.



JOHNNIE RAY BROWN, 63, is a native of Tennessee. He began his career with the SIU in 1988 in the port of

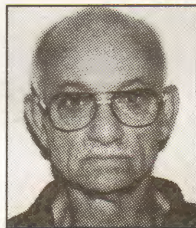
New Orleans. Boatman Brown served in the U.S. Army from 1956 to 1960. A member of the steward department, he worked primarily aboard Red Circle Transport Co. vessels. He last

sailed in 1999. Brother Brown calls Hollister, Fla. home.

JOHN A. FURMAN SR., 61, began his SIU career in 1966, joining in the port of Norfolk, Va. A native of



Currituck, N.C., Boatman Furman served in the U.S. Army. He first sailed for the SIU aboard Southern Carriers Corp. vessels. A member of the deck department, Boatman Furman was last employed on SIU-contracted boats in 1984. Prior to his retirement, he sailed aboard Allied Towing's *Mohawk*. Brother Furman resides in Portsmouth, Va.

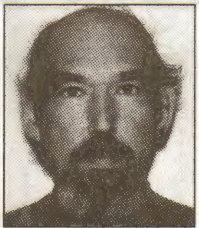


JOHN RUSSEFF, 71, joined the SIU in 1993 in the port of Wilmington, Calif. The North Dakota native is a veter-

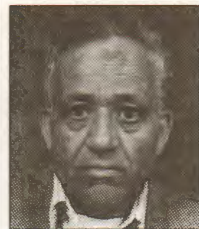
eran of the U.S. Army, serving from 1944 to 1945. A member of the engine department, Boatman Russeff sailed primarily aboard Brusco Tug & Barge Co. vessels. He resides in Oxnard, Calif.

GREAT LAKES

RAUL BARRERA, 44, joined the SIU in 1977 in the port of Detroit. A member of the deck department, Brother



Barrera first sailed aboard Erie Sand Steamship's *Schoellkopf*. He was born in Wayne County, Mich. and served in the U.S. Army from 1973 to 1975. Brother Barrera upgraded his skills several times at the Seafarers Harry Lundeberg School of Seamanship. Prior to retiring, he worked aboard American Steamship Co.'s *M/V Buffalo*. Brother Barrera calls Port Huron, Mich. home.



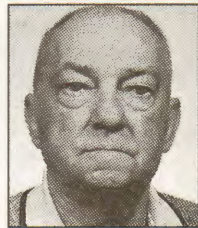
MOHNSEN AHMED ELMATHIL, 63, began his career with the SIU in 1966 in the port of Detroit. Born in Yemen,

Brother Elmathil first sailed aboard American Steamship Co.'s *American Sea Ocean*. A member of the engine department, Brother Elmathil last sailed earlier this year aboard American Steamship's *John Boland*. He calls Detroit home.

CHARLES A. HOLTREY, 55, was born in Michigan. He joined the SIU in 1966 in Frankfort, Mich. A member of the



deck department, Brother Holtrey first sailed aboard the *American Sea Ocean*, operated by American Steamship Co. He upgraded his skills at the Seafarers Harry Lundeberg School of Seamanship in 1979. Prior to his retirement, he sailed aboard American Steamship's *Indiana Harbor*. He still resides in his native Michigan.



JOHN T. OSTWALD, 65, joined the SIU in 1977 in Duluth, Minn. The Oakland, Mich. native first sailed

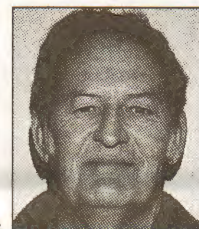
aboard the *S.T. Crapo*, operated by Inland Lakes Management, Inc. A member of the engine department, Brother Ostwald was last employed in 1999. Prior to retiring, he sailed aboard the *Richard J. Reiss*, operated by Erie Sand Steamship. Brother Ostwald lives in Cheboygan, Mich.

KAID A. TAIRI, 65, began his career with the SIU in 1967, joining in the port of Detroit.

Originally from Yemen, the deck department member first sailed aboard the *Reiss Brothers*, operated by American Steamship Co. Prior to retiring, Brother Tairi shipped aboard Bob-Lo Island's *Columbia*. He lives in New York.

RAILROAD MARINE

WILLIARD V. BYRNS JR., 62, hails from Matthews, Va. He joined the Seafarers in 1970 and first sailed the same



year as a member of the deck department. Brother Byrns served in the U.S. Army from 1957 to 1960. He was last employed in 1985 with the Chesapeake & Ohio Railway. Brother Byrns currently resides in Hudgins, Va.

Reprinted from past issues of the Seafarers LOG

1945

As a first step toward a National Labor Relations Board election covering the Isthmian fleet, the SIU this week notified Isthmian that the SIU represented a majority of Isthmian seamen and demanded full recognition as the sole collective bargaining agent. In the event

Isthmian refuses the recognition, the SIU will then petition the Labor Board for an election covering all the unlicensed seamen aboard Isthmian ships. In the meantime the organizational drive continued in full swing.

1959

During the two-and-a-half years in which the SIU clinic program has been operating, a sharp decline in the incidence of tuberculosis among Seafarers has been noted. The clinics, which stress preventive medicine, offer physical examinations to all members. The major requirements for controlling tuberculosis are early detection and effective treatment. The SIU's clinics supply the first and the U.S. Public Health Service Hospitals

implement the treatment and recovery of the Seafarer. Because of early detection at a clinic, the average treatment and recovery period for patients has also been drastically reduced and the need for surgery has declined. The trend is proving the union's contention that regular diagnostic examinations will improve the health of seamen by early diagnosis and treatment.

THIS MONTH IN SIU HISTORY

1970

On October 21, 1970, President Nixon signed the Merchant Marine Act of 1970. This Act, which incorporated

many provisions backed by the Seafarers International Union, had passed both houses of Congress by substantial majorities before it was sent to President Nixon for his signature. President Nixon said the bill marked the beginning of a new era for the troubled maritime industry and opened the prospect of revitalization of the U.S.-flag maritime fleet.

The bill will benefit SIU men more than others by means of its provision to construct 300 new ships for the foreign trade in the next 10 years. The bulk of those 300 ships will go to SIU-contracted companies.

Final Departures

DEEP SEA

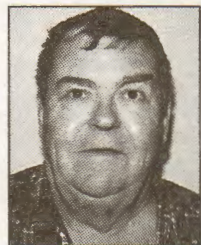
HENRY ARMSTRONG



Pensioner Henry Armstrong, 79, died July 15. Brother Armstrong began his career with the SIU in 1953. The steward department member first

sailed aboard Ore Navigation Corp.'s *Export Leader*. A native of North Carolina, Brother Armstrong began receiving his pension in 1979. Prior to retiring, he sailed aboard the *Sea-Land Venture*. Brother Armstrong lived in Charlotte, N.C.

HANS M. BANG



Pensioner Hans M. Bang, 62, passed away Aug. 11. Brother Bang started his career with the SIU in 1965. A member of the engine department,

the Denmark native first sailed aboard the *Transhudson*, operated by Hudson Waterways Corp. He upgraded his skills at the Seafarers Harry Lundeberg School of Seamanship in Piney Point, Md. several times and began receiving his pension in 1999. Before retiring, he sailed aboard CSX Lines' *Voyager*. Brother Bang called Monte Rio, Calif. home.

WILLIAM BARNES



Pensioner William Barnes, 79 died July 10. He joined the Seafarers in 1953 in the port of New York. Born in the Philippines,

Brother Barnes first sailed with New York Dock Railway Co. A member of the engine department, he began receiving his pension in 1987. Prior to retiring, he sailed aboard the *Sea-Land Marketer*. Brother Barnes resided in his native country.

FRANK BARTLETT



Pensioner Frank Bartlett, 80, passed away July 14. Born in Alabama, Brother Bartlett started his career with the Seafarers in

1948, joining in the port of New York. He first sailed aboard an Alcoa Steamship Co. vessel. Brother Bartlett served in the U.S. Army from 1942 to 1943. The steward department member began receiving his pension in 1985. Prior to retiring, he sailed aboard the *Falcon Princess*, operated by Seahawk Management. Brother Bartlett lived in Mobile, Ala.

FELIX BATARA

Pensioner Felix Batara, 87, died May 23. Born in the Philippines, he graduated from the Marine Cooks & Stewards (MC&S) training school and joined that union in 1944 in the port of San Francisco. Brother Batara was a member of the steward department. He first sailed aboard the *Robert G. Cousins*, operated by Hammond Shipping. Brother Batara began receiving his pension in 1972. Prior to retiring, he sailed aboard the *President Taylor*, operated by American President Lines. Brother Batara called Hercules, Calif. home.

ROBERTO BOSCO



Pensioner Roberto Bosco, 73, passed away July 26. He began his career with the SIU in 1951, joining in the port of New York. Born in Puerto Rico, Brother Bosco first sailed aboard Waterman Steamship Corp.'s *Wild Ranger*. The steward department member started receiving his pension in 1989. Prior to retiring, Brother Bosco sailed aboard the *American Heritage*, operated by Westchester Marine Corp. He called Carolina, P.R. home.

EDWARD BOGGUESS



Pensioner Edward Bogguess, 74, passed away June 13. Born in Iowa, Brother Bogguess joined the MC&S in 1966

in the port of San Francisco, before that union merged with the SIU. The steward department member started receiving his pension in 1983. Prior to his retirement, he sailed aboard the *President Pierce*, operated by American President Lines. Brother Bogguess resided in Seattle.

DOMINICK BRANCOCCIO



Pensioner Dominick Brancoccio, 69, died June 8. A native of New York, he served in the U.S. Navy from 1948 to 1952. Brother

Brancoccio began his career with the SIU in 1953, joining in the port of New York. A member of the steward department, he first sailed aboard an AH Bull Steamship Co. vessel. Brother Brancoccio started receiving his pension in 1988. Before retiring, he sailed aboard a Sea-Land Service vessel. Brother Brancoccio was a resident of Brooklyn, N.Y.

PAT BUCCI



Pensioner Pat Bucci, 81, died July 27. Brother Bucci started his career with the SIU in 1966, joining in the port of Wilmington, Calif. Born in

Utah, he served with the U.S. Navy from 1942 to 1945. He sailed in the deck department. Brother Bucci began receiving his pension in 1984. Before retiring, he worked aboard the *Santa Magdalena*, operated by Delta Steamship Lines. Brother Bucci lived in San Diego.

ALVIN BURROUGHS



Brother Alvin Burroughs, 51, passed away July 19. Born in Alabama, he graduated from the Seafarers Harry Lundeberg School's entry

level training program in 1969 and joined the SIU in Piney Point, Md. Brother Burroughs was a member of the engine department. He last shipped aboard InterOcean Uglan Management Corp.'s *Diamond Shoals*. Brother Burroughs lived in Mobile, Ala.

HERBERT CLARITY

Pensioner Herbert Clarity, 80, died July 1. The La Cygne, Kan. native started his career with the MC&S in 1945. He first sailed aboard the *Hibbing Victory*. A member of the steward department, Brother Clarity last sailed aboard American President Lines' *President Lincoln*. He resided in Ft. Scott, Kan.

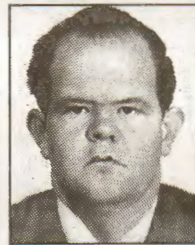
OREN DOWD



Pensioner Oren Dowd, 78, passed away July 22. Brother Dowd began his career with the Seafarers in 1958, joining in the port of Mobile. The

Alabama native served in the U.S. Navy from 1944 to 1946. He sailed in both the deep sea and inland divisions. The deck department member first shipped aboard Waterman Steamship Corp.'s *Morning Light*. Brother Dowd began receiving his pension in 1986. Prior to his retirement, he sailed aboard Crescent Towing & Salvage Co. vessels. He lived in Chickasaw, Ala.

JOHN DUNN



Pensioner John Dunn, 75 passed away June 10. He served in the U.S. Army from 1941 to 1945. Brother Dunn started his Seafarers career

in 1947, joining in the port of Baltimore. The Maryland native was a member of the steward department. He began receiving his pension in 1983. Prior to retiring, Brother Dunn sailed aboard the *Santa Lucia*, operated by Delta Steamship Lines. He called Silver Spring, Md. home.

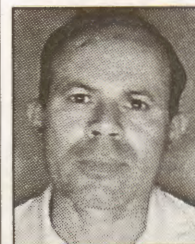
HARUNOBU ENOMOTO



Pensioner Harunobu Enomoto, 81 died June 12. Born in Hawaii, Brother Enomoto joined the MC&S in 1968 in the port of San

Francisco. The steward department member began receiving his pension in 1986. Prior to retiring, he sailed aboard the *President Fillmore*. Brother Enomoto resided in Kanohe, Hawaii.

LUIS FRANCO



Pensioner Luis Franco, 90, passed away June 14. A charter member of the SIU, Brother Franco started his career with the union in 1939

in the port of Baltimore. The Ponce, P.R. native first sailed aboard the *Cape Corwin* in the steward department. Brother Franco began receiving his pension in 1965. Prior to retiring, he sailed aboard the *Del Aires*. Brother Franco lived in Miami.

RICHARD GUILLORY

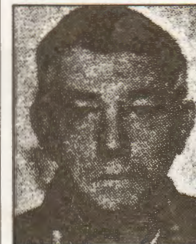
Brother Richard Guillory, 45, died June 8. Born in Texas, he began his career with the SIU in 1973, joining in the port of Houston. Brother Guillory first sailed aboard the *Overseas Arctic*, operated by Overseas Bulk Tank Corporation. His last voyage was aboard the

USNS Potomac, operated by Bay Ship Management, Inc. Brother Guillory lived in Fulshear, Texas.

FOOK HAU

Pensioner Fook Hau, 93, passed away May 22. A native of China, Brother Hau started his career with the MC&S in 1957. He first sailed aboard the *Golden Mariner*. A member of the steward department, he began receiving his pension in 1973. Prior to retiring, Brother Hau sailed aboard the *President Cleveland*. He resided in San Francisco.

NOLAN HURTT



Pensioner Nolan Hurtt, 67, died Aug. 14. Brother Hurtt started his career with the SIU in 1951, joining in the port of Baltimore. He

first sailed aboard the *Oremar*, operated by Ore Navigation Corp. A member of the deck department, he began receiving his pension in 1990. Prior to retiring, Brother Hurtt sailed aboard the cable ship *Global Link*. He resided in Parkville, Md.

ARTHUR JACOBS



Pensioner Arthur Jacobs, 77, passed away July 26. He began his career with the SIU in 1952, joining in the port of Boston. A native of

Waterville, Maine, Brother Jacobs first sailed aboard Isbrandtsen Company NSA-operated vessels. A member of the engine department, he started receiving his pension in 1988. Prior to retiring, he sailed aboard NPR Inc.'s *Bayamon*. Brother Jacobs called West Palm Beach, Fla. home.

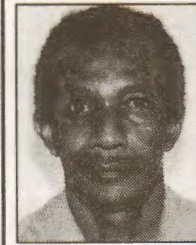
JOE LEWIS JOHNSON



Pensioner Joe Lewis Johnson, 63, died Aug. 4. A native of Alabama, he joined the SIU in 1960. He first sailed aboard the *Twin Falls*, operated

by Swanee Steamship Co. A member of the steward department, Brother Johnson began receiving his pension in 1996. Before retiring, he sailed aboard the *Sea-Land Enterprise*. Brother Johnson lived in Vallejo, Calif.

SAMUEL JOHNSON



Pensioner Samuel Johnson, 78, passed away Aug. 8. He started his career with the Seafarers in 1951, joining in the port of New

Orleans. The Florida native first shipped aboard a Sprogue Steamship Co. vessel. A member of the engine department, he began receiving his pension in 1991. Prior to his retirement, Brother Johnson sailed aboard the cable ship *Global Link*. He lived in Baltimore.

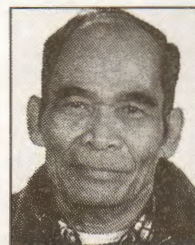
CHARLES LESTER

Pensioner Charles Lester, 62, died July 11. The Louisiana native began his career with the Seafarers in 1958, joining in the port of New Orleans. He first sailed aboard



InterOcean Uglan Management Corp.'s *Chiwawa*. A member of the deck department, Brother Lester began receiving his pension in 1988. Prior to retiring, he shipped aboard the *Sea-Land Venture*. Brother Lester resided in Reeves, La.

JULIUS M. MAGNO



Pensioner Julius M. Magno, 80, passed away July 29. Born in the Philippines, Brother Magno began his career with the Seafarers in 1962. A member

of the deck department, he first shipped aboard a Merchantile Steamship Corp. vessel. Brother Magno began receiving his pension in 1985. Prior to his retirement, he sailed aboard the *Sea-Land Explorer*. Brother Magno lived in National City, Calif.

WING MAH

Pensioner Wing Mah, 91, died March 11. Brother Mah joined the MC&S in 1945 and sailed in the steward department. Born in China, his first vessel was the *William H. Prescott*, operated by American President Lines. Brother Mah began receiving his pension in 1970. Before retiring, he sailed aboard the *Lurline*, a Matson Navigation Co. vessel. Brother Mah called San Francisco home.

WILLIAM MARTINI

Pensioner William Martini, 84, died April 29. A native of New York, he joined the MC&S in 1939. Brother Martini first sailed aboard the *President Taft*. The steward department member began receiving his pension in 1975. Prior to his retirement, he sailed aboard the *Oregon Mail*. Brother Martini lived in Seattle.

THEODORE R. MARTINEZ



Pensioner Theodore R. Martinez, 74, passed away June 22. He served in the U.S. Army from 1943 to 1947. Brother Martinez began

his career with the Seafarers in 1951. A member of the engine department, he first sailed aboard Southhail Company of Florida vessels. Brother Martinez started receiving his pension in 1981. Before retiring, he sailed aboard the *Inger*, operated by Reynolds Metal Company. Galveston, Texas was his home.

HILARIO MIRANDA

Brother Hilario Miranda, 66, died May 17. The Galveston, Texas native began his career with the SIU in 1961. A member of the engine department, he first shipped aboard Cape Waterways, Inc. vessels. He last sailed aboard the *Overseas Washington*. Brother Miranda called Houston home.

RODOLFO MOREIRA

Brother Rodolfo Moreira, 71, passed away July 31. A native of Honduras, he joined the SIU in 1991 in the port of Honolulu. A member of the steward department, he first shipped

Continued on page 37

Final Departures

Continued from page 36



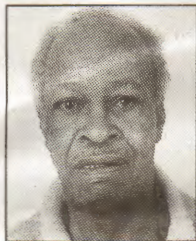
aboard American Hawaii Cruises vessels. Brother Moreira upgraded his skills at the union's school in Piney Point, Md. and last sailed aboard the *USNS Yano*, operated by Bay Ship Management, Inc. He lived in the Bronx, N.Y.

BLAISE PANICHO



Pensioner Blaise Panicho, 84, died Aug. 16. Born in Maryland, Brother Panicho started his career with the Seafarers in 1951, joining in the port of New York. He served in the U.S. Army from 1943 to 1946. Brother Panico first sailed aboard the *Robin Trent*, operated by Sinclair Oil Corporation. A member of the steward department, Brother Panicho started receiving his pension in 1981. Prior to retiring, he shipped aboard the cable ship *Long Lines*. Brother Panicho resided in Baltimore.

NORRIS PERKINS



Pensioner Norris Perkins, 78, passed away June 4. Brother Perkins began his career with the MC&S in 1958, joining in the port of Seattle. A native of Missouri and a member of the steward department, he first sailed aboard American President Lines' *President Adams*. Brother Perkins started receiving his pension in 1992. Before retiring, he sailed aboard the *Sea-Land Tacoma*. Brother Perkins lived in Seattle.

CHARLES RICE



Pensioner Charles Rice, 77, died July 11. He began his career with the SIU in 1945, joining in the port of Gloucester, Mass. A member of the steward department, Brother Rice graduated from the bosun recertification course at the Seafarers Harry Lundeberg School in 1979. He began receiving his pension in 1986. Prior to his retirement, Brother Rice shipped aboard the *Osprey*, operated by NPR, Inc. He called Ormond Beach, Fla. home.

ROBERTO RODRIGUEZ

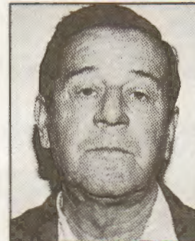
Brother Roberto Rodriguez, 51, passed away June 16. Born in New York, he served in the U.S. Air Force from 1968 to 1970. Brother Rodriguez joined the SIU in 1971 in the port of New York. He first sailed aboard the *Council Grove*, operated by Interocean Uglan Management, Corporation. A member of the engine department, Brother Rodriguez upgraded his skills at the Seafarers Harry Lundeberg School in 1974. He last sailed aboard the *USNS Gilliland*. He resided in Brooklyn, N.Y.

COURTNEY ROOKS

Pensioner Courtney Rooks, 75, died Aug. 14. Brother Rooks started his career with the SIU in 1951, joining

in the port of New York. Born in Trinidad, he sailed in the steward department. Brother Rooks began receiving his pension in 1994. Before retiring, he sailed aboard the *Sam Houston*, a Waterman Steamship Corp. vessel. Brother Rooks lived in Kenner, La.

EDWARD STANKIEWICZ



Pensioner Edward Stankiewicz, 74, passed away June 24. He served in the U.S. Navy from 1943 to 1946. The Pennsylvania native began his career with the SIU in 1951, joining in the port of Philadelphia. A member of the deck department, Brother Stankiewicz first sailed aboard the *Transatlantic*. He began receiving his pension in 1991. Prior to his retirement, he sailed aboard the *Tam Guilden*, operated by Transport Commercial. Brother Stankiewicz resided in Philadelphia.

RAMON THOMAS

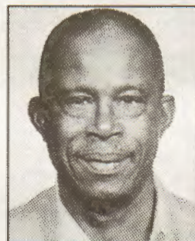
Brother Ramon Thomas, 21, died July 27. Born in Mobile, Ala. Brother Thomas began his SIU career in 1999, joining in the port of Piney Point. He last sailed aboard the *USNS Bob Hope*, operated by Maersk Lines, Ltd. Brother Thomas resided in his native Mobile.

THEODORE WEEMS



Pensioner Theodore Weems, 75, passed away July 20. Born in Ohio, Brother Weems began his career with the Seafarers in 1949, joining in the port of New York. He served with the U.S. Navy from 1942 to 1946. Brother Weems was a member of the deck department. He began receiving his pension in 1986. Prior to retiring, he sailed aboard the *Samuel L. Cobb*. Jacksonville, Fla. was his home.

GEORGE WHITE JR.



Pensioner George White, Jr., 80 died July 29. He began his career with the MC&S in 1954, joining in the port of San Francisco. Brother White was a veteran of the U.S. Army. The steward department member began receiving his pension in 1991. Prior to retiring, Brother White worked aboard the *Sea-Land Consumer*. He resided in Los Angeles.

INLAND

RAYMOND DIXON



Pensioner Raymond Dixon, 81, passed away June 11. A native of Louisiana, Captain Dixon began his career with the SIU in 1957, joining in the port of New Orleans. He navigated the inland waterways throughout his career, sailing primarily aboard Dixie Carrier vessels. He last sailed

in 1981. Brother Dixon began receiving his pension in 1982. He resided in Marrero, La.

ROBERT FREEMAN

Boatman Robert Freeman, 58 died April 17. He began his SIU career in 1988 joining in the port of Philadelphia. A member of the deck department, Boatman Freeman first shipped aboard a Moran Towing of Philadelphia vessel and last sailed aboard a McAllister Towing of Philadelphia vessel. He served in the U.S. Air Force from 1961 to 1963. He called Boynton Beach, Fla. home.

JOSEPH LANDRY

Pensioner Joseph Landry, 69 passed away July 28. Boatman Landry began his SIU career in 1963, joining in Port Arthur, Texas. He served in the U.S. Army from 1948 to 1955. A member of the deck department, Boatman Landry sailed primarily aboard Hvide Marine Towing Co. vessels. He began receiving his pension in 1988. Brother Landry called Groves, Texas home.

BRUNO LEWANDOWSKI



Pensioner Bruno Lewandowski, 65, died June 29. He served in the U.S. Marine Corps from 1953 to 1956. Boatman Lewandowski began his career with the SIU in 1976, joining in the port of Philadelphia. Born in Pennsylvania, he worked primarily aboard McAllister Towing Co. vessels, last sailing in 1986. A member of the steward department, Boatman Lewandowski began receiving his pension in 1996. He resided in Philadelphia.

FRANCIS LUKOWSKI



Boatman Francis Lukowski, 55, died June 13. Captain Lukowski served in the U.S. Navy from 1966 to 1969. Born in Massachusetts, he began his career with the Seafarers in 1969, joining in the port of Baltimore. Boatman Lukowski sailed primarily aboard McAllister Towing of Baltimore vessels. He lived in Huntington Beach, Calif.

EUGENE R. LUTTRELL

Pensioner Eugene R. Luttrell, 79, passed away July 15. Boatman Luttrell began his career with the



SIU in 1961, joining in the port of Norfolk, Va. He served in the U.S. Navy from 1945 to 1946. The Virginia native sailed primarily aboard Moran Towing of Virginia vessels. Boatman Luttrell began receiving his pension in 1985. He called Reedville, Va. home.

JOHN LYNCH



Pensioner John Lynch, 73, died June 12. A native of Pennsylvania, he served in the U.S. Army from 1945 to 1946. Captain Lynch started his career with the SIU in 1957, joining in the port of Philadelphia. Boatman Lynch first navigated the inland waterways aboard Taylor Marine Towing Company vessels. He began receiving his pension in 1996. Prior to retiring, Captain Lynch piloted Turecamo Maritime vessels. Philadelphia was his home.

ARTHUR E. MAIER SR.



Pensioner Arthur E. Maier Sr., 78, passed away June 8. Boatman Maier served in the U.S. Navy from 1942 to 1945. A deck department member, he started his career with the SIU in 1957, joining in the port of Houston. The Ocean Springs, Miss. native began receiving his pension in 1985. Boatman Maier worked aboard Dixie Carriers vessels throughout his career, last sailing in 1983. Brother Maier resided in Biloxi, Miss.

CHARLES NORTON

Boatman Charles Norton, 56, died June 27. He started his career with the SIU in 1977, joining in the port of Norfolk, Va. A native of Virginia, Boatman Norton sailed in the deck department. He worked primarily aboard McAllister Towing of Virginia vessels until he came ashore in 1990. Chesapeake, Va. was his home.

DAVID STILES

Pensioner David Stiles, 70, passed away May 27. He served in the U.S. Navy from 1947 to 1948. Captain Stiles began his career with the SIU in 1973, joining in the port of Norfolk. A native of Virginia, he first sailed aboard Norfolk & Baltimore vessels. Brother Stiles began receiving his pension in 1992.

Prior to retiring, he sailed aboard Northeast Towing vessels. Brother Stiles resided in Cape Charles, Va.

GREAT LAKES

GEORGE HARRISON



Brother George Harrison, 57, died July 28. He started his career with the Seafarers in 1966. The West Virginia native served in the U.S. Army from 1967 to 1969. He first sailed for the SIU aboard the *American Sea Ocean*, operated by the American Steamship Co. A member of the steward department, he last sailed aboard the *John Boland*, another American Steamship Co. vessel. Brother Harrison lived in Ivydale, W. Va.

GORDON LUCKETT

Pensioner Gordon Luckett, 77, passed away Aug. 12. Brother Luckett began his career with the SIU in 1967, joining in the port of Detroit. A member of the deck department, he first shipped aboard a Great Lakes Dredge & Dock Co. vessel. Brother Luckett began receiving his pension in 1988. Prior to retiring, he sailed aboard a Falcon Marine Company vessel. He resided in Clearwater, Fla.

JOSEPH W. MCKENNA



Pensioner Joseph W. McKenna, 67 died July 1. He began his seafaring career in 1963, joining in the port of New York. He sailed primarily aboard Great Lakes Towing Co. vessels. Brother McKenna began receiving his pension in 1995. Brother McKenna served with the U.S. Army from 1952 to 1954. He resided in Cleveland.

FRANK W. RYDELL



Pensioner Frank W. Rydell, 93, passed away July 3. Brother Rydell began his career with the SIU in 1963, joining in the port of Chicago. The Wisconsin native sailed primarily aboard Great Lakes Towing Company vessels. He began receiving his pension in 1976. Mokena, Ill. was his home.

Tuesday, Nov. 7 is Election Day 2000.

This year, the American people will select those legislators who will serve them in Congress. In addition to choosing a new president and vice president, one-third of the 100 senatorial seats are up for grabs as are all 435 positions in the House of Representatives. Remember, you can't vote unless you are registered.

Participate . . . Register . . . VOTE!

The SS Cleveland: Still Going Strong

The following article and accompanying photos were sent to the LOG by Bosun David J. Garoutte.

The SS Cleveland was launched in October 1969 as the SS American Mail. After nearly 31 years, but under a different name and company, this Sealift, Inc. break-bulk, 'tween deck freighter is still delivering cargo worldwide under the U.S. flag. She is truly unique as there are less than a handful in the American fleet.

Our two most recent trips took us to Puerto Cortes, Honduras, with containerized foodstuffs; then to Matarani, Peru, via the Panama Canal, with bagged cargo. Needless to say, it was a pretty fine trip but not without its fair share of hard work.

Changing the rigging from lifting 20-ton containers to the 5-ton yard and stay rig for the bags and then back again is no cakewalk. Just the basic maintenance on the ship is considerable. Anyone who has sailed on an old freighter knows exactly what I mean. There are 25 booms on the ship, counting the heavy lift jumbo.

After loading more bagged cargo in Houston, we went to Wilmington, N.C. for assorted general cargo, including nine heavy lifts as well as a fair amount of ordnance. Being June, it was a pleasant trip across the Atlantic, through the Mediterranean and Aegean seas to Thessaloniki, Greece, then down to Piraeus for the discharge of the remaining cargo.

With a wistful farewell to Greece, we steamed north to Durres, Albania. None of us having been there before, we didn't know what to expect, but were pleasantly surprised at the amenities and friendliness offered us. As an emerging third-world nation, there were some things to be desired by some Americans, but from a sailor's point of view, our week-long stay was a pleasant one. It is a beautiful mountainous country with sprawling valleys of farmland and a proud and ancient history.

From top to bottom, we all worked hard.

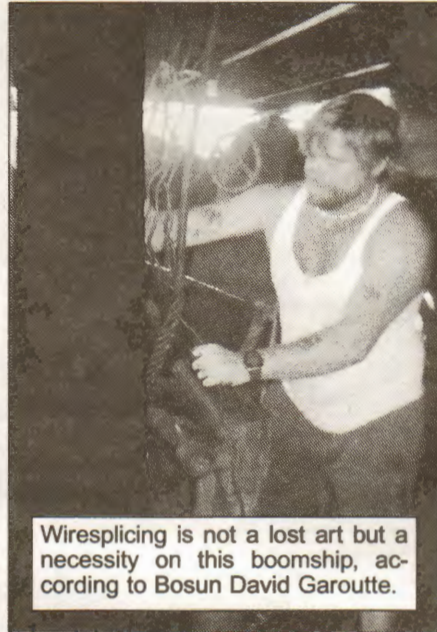
I've personally been on this ship eight years and hope to be here when she drops her anchors on the beach after her final voyage...providing she is retired before I am.



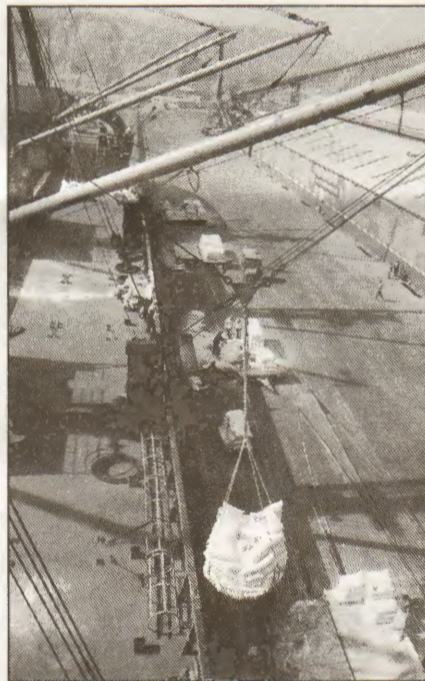
The Cleveland, a unique U.S.-flag vessel, continues to deliver cargo around the world.



GSU Alice Poree (left) and Chief Steward Mike Vinca provide good cheer as well as good food.



Wiresplicing is not a lost art but a necessity on this boomship, according to Bosun David Garoutte.



From left to right: Bosun David Garoutte works on a swivel atop one of the 25 booms aboard the Cleveland; cargo operations in Matarani, Peru; crew members work the hoses during a fire and boat drill.

Sailing from Holland to Florida

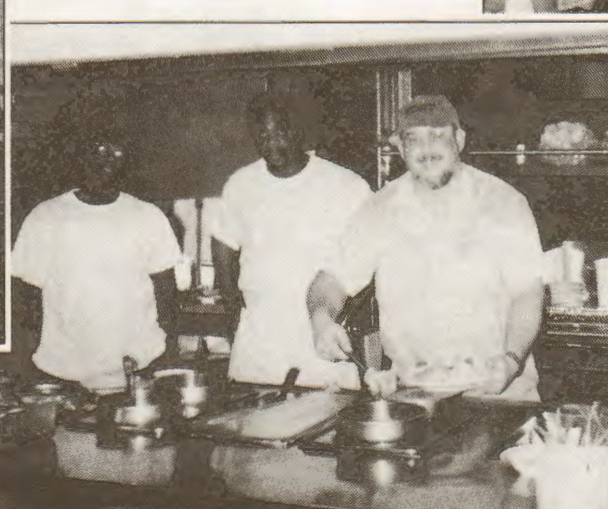
From U.S. Ship Management, Inc. comes word that as of Aug. 10, 2000, the Nedlloyd Holland has been renamed the SeaLand Florida. The photos snapped aboard the newly renamed ship were sent to the LOG by AB Linnell B. Coleman.



Bosun William Card adjusts a valve on the deck of the SeaLand Florida.



Above: After a hard day's work and with the tool room neatly organized, QMED Charles Kirksey (left) and DEU Roosevelt Clark are ready to clean up for dinner.



Left: Serving lunch aboard the SeaLand Florida are (from left) SA Richard Jones, Steward Ernest Doods and Chief Cook Robert Wilcox.



Right: ABs Linnell Coleman (left) and Rodney Jimenez mix some paint before tackling the job ahead of them.

Digest of Shipboard Union Meetings

The Seafarers LOG attempts to print as many digests of union shipboard minutes as possible. On occasion, because of space limitations, some will be omitted.

Ships minutes first are reviewed by the union's contract department. Those issues requiring attention or resolution are addressed by the union upon receipt of the ships' minutes. The minutes are then forwarded to the Seafarers LOG for publication.

CLEVELAND (Sealift Inc.), July 16—Chairman **David Garoutte**, Secretary **Miguel E. Vinca**, Educational Director **Edward Shamburger**, Deck Delegate **Peter A. Poree**, Steward Delegate **Othello Dansley**. Captain and chief mate thanked all departments for good trip. Chairman announced three days at berth in New Orleans and then on to Ethiopia. He also noted 3 percent COLA effective July 1, 2000. Secretary thanked everyone for keeping mess hall clean. Educational director reminded crew members of opportunities available at Paul Hall Center in Piney Point, Md. for upgrading skills. No beefs or disputed OT. Discussion held about safety issues aboard ship. Vote of thanks given to steward department for good food, especially great barbecue, and for cleanliness of house. Next port: New Orleans.

DIAMOND SHOALS (IUM), July 25—Chairman **Richard E. Barnes**, Secretary **Laura L. Cates**, Educational Director **Ronald Celious**, Deck Delegate **Albert E. Mensah Jr.**, Engine Delegate **Leportre L. Jasper**, Steward Delegate **Subagio Wibisono**. Chairman stated coveralls will be provided by company. He also noted copies of new contract and merger information, provided by boarding patrolman, now in crew lounge and smoking room. Crew members expressed concern about cold temperatures in staterooms. Suggestion made for company to purchase heaters. Educational director said many jobs now available, so members should sign up for courses at Piney Point to be better prepared. Treasurer announced \$2,000 in ship's fund. No beefs or disputed OT reported. Request made for written clarifications from union to ship's officers. Steward department praised for job well done. Special thanks to chief mate for delicious baked goods.

ENDURANCE (U.S. Ship Mgmt.), July 10—Chairman **Daniel M. Ticer Jr.**, Secretary **Russell B. Beyschau**, Educational Director **George Evosevich**, Steward Delegate **Wiley C. Owens**. Chairman noted changes coming in 2002, particularly with new STCW agreement. He reminded crew members to get necessary endorsements. He also stated wages are up on Ready Reserve ships. Bosun announced captain pleased with condition of crew staterooms during sanitary inspection. He wished everyone smooth voyage and pleasant and safe vacation. Secretary urged members contribute to SPAD. He thanked all hands for cooperation and patience during cleaning and waxing of decks. Educational director stressed importance of upgrading skills at Paul Hall Center. Treasurer announced \$100 in ship's movie fund. No beefs or disputed OT reported. Request made for chair for ABs standing wheel watch. Crew gave vote of thanks to steward department for excellent job. Next port: Long Beach, Calif.

INTEGRITY (U.S. Ship Mgmt.), July 2—Chairman **Domingo Leon Jr.**, Secretary **Michael F. Hammock**, Educational Director **Robert J. Hamil**, Deck Delegate **Paul D. Lewis**, Steward Delegate

Ali S. Hydera. Chairman announced good trip with payoff July 6 in Elizabeth, N.J. Vessel will then start new, longer run. Secretary thanked crew members for keeping messhall clean. Educational director suggested attending upgrading classes in Piney Point and making sure all seamen's papers and necessary endorsements are up to date. No beefs or disputed OT reported. Clarification requested on working rules for three-man steward department and on riding gang supervision. Suggestion made for contracts department to look into increasing pension and for health plan to include additional companies. Also suggested that more benefits be extended to dependents. Steward department thanked for job well done. Next port: Boston, Mass.

KODIAK (CSX Lines), July 1—Chairman **Roger Reinke**, Secretary **Melvin E. Morgan**, Educational Director **Alfonso D. Bombita Jr.**, Deck Delegate **John Habib**, Engine Delegate **Phillip Greenwell**, Steward Delegate **Michael Linus**. Chairman announced ship scheduled for payoff July 4 in Tacoma, Wash. Blanket relief for all crew July 5. Educational director reminded members to check expiration dates on z-cards and STCW endorsement to avoid hassles when shipping out. *Seafarers LOG* lists upcoming upgrading courses; everyone urged to attend. Some disputed OT reported in steward department. Numerous suggestions and recommendations made, including: (1) members be able to collect vacation pay every 60 days, (2) Piney Point implement basic woodworking course and refresher wire-splicing course to take while attending upgrading classes, (3) SIU print up guideline of members' rights concerning Family Medical Leave Act. Thanks given to chief electrician for running wire for extra dryer and to steward department for keeping ship clean and for excellent food preparation. Next ports: Tacoma; Anchorage and Kodiak, Alaska.

LNG ARIES (Pronav), July 24—Chairman **Jack J. Cooper**, Secretary **Doyle E. Cornelius**, Educational Director **Jeffrey Yarmola**, Deck Delegate **Richard L. Lewis**, Engine Delegate **Michael J. Brennan**, Steward Delegate **Donna D. Moore**. Bosun thanked everyone for job well done during uncertainty of vessel reflagging. Crew did professional job, "as would be expected for SIU brothers and sisters." Secretary thanked members for help keeping lounge clean. Educational director noted importance of attending upgrading courses at Paul Hall Center and advised crew to check *LOG* for schedule of classes. Disputed penalty time in all departments; no beefs reported. Vote of thanks given to steward department for job well done.

LNG GEMINI (Pronav), July 20—Chairman **John Thompson**, Secretary **Georg G. Kenny**, Educational Director **Donald Lumpkins**, Engine Delegate **Dasril Panko**, Steward Delegate **Sukirman Suraredjo**. Chairman stated union adequately responded to issues addressed at previous meeting. He stressed need for safety at all times and not take anything for granted. Scuttlebutt has vessel being reflagged and recrewed by AMO

officers on or about Sept. 5. Educational director stressed need to upgrade skills at Piney Point. New simulator building soon ready for classroom instruction. Treasurer announced \$2,800 in general ship's fund. Refrigerators and television purchased for all unlicensed crew staterooms as well as microwave oven for galley. Additional funds to be spent on improving satellite TV system. Crew members reminded that refrigerators and TV sets to be stenciled and secured to bulkheads and not to be transferred when changing watches. Chairman read and discussed president's report from May issue of *LOG*, stressing vital role played by Seafarers as part of America's defense system. Suggestion made for contracts department to consider making Maritime Day, May 22, paid holiday in future contract negotiations, in memory of all Seafarers who gave their lives for this country. Discussion held on difficulties with travel agency used by Pronav. Steward thanked crew for cooperation in maintaining clean ship and for returning movies to library. Video library is outdated; bosun informed crew members that anyone purchasing new videos or books can be reimbursed from ship's fund. Next port: Nagoya, Japan.

MAERSK CALIFORNIA (Maersk Lines), July 23—Chairman **Andrew B. Barrows**, Educational Director **Robert J. Flesey Jr.**, Secretary **David Joseph**. Chairman complimented crew members on their professionalism. He announced payoff Aug. 2. Educational director reminded members that fire fighting certification needs renewal every five years. Everyone should check to see theirs are updated. Treasurer announced \$600 in ship's fund. No beefs or disputed OT reported. Suggestion made that spouses and dependents be issued medical cards and receive coverage for prescriptions. Also that new weight machine be added to gym.

OOCL INSPIRATION (U.S. Ship Mgmt.), July 30—Chairman **Leon T. Jekot**, Secretary **Jerome Jordan**, Educational Director **Eric D. Bain**, Deck Delegate **Hans Gottschlick**. Chairman announced payoff on arrival in Houston. This is last voyage for ship with name *OOCL Inspiration*. Name being changed to *Commitment*, its original name. Colors currently being painted on house, decks and hatches. Educational director suggested crew members upgrade skills at Paul Hall Center. No beefs or disputed OT reported. Clarification requested about days off in steward department. Suggestion made to have contracts department look into increasing pension in next contract. Old dryer needs repair or replacement. Next ports: Bahamas; Charleston, S.C.; Norfolk, Va.; Newark, N.J.

OVERSEAS HARRIETTE (OSG Management), July 2—Chairman **Clyde C. Smith**, Secretary **Mark A. Flores**, Deck Delegate **Hernando M. Bansuelo**, Engine Delegate **William E. Cassel III**, Steward Delegate **Santiago Amaya**. Vessel to pay off in Lake Charles, La. after traversing Panama Canal July 8. Educational director noted delay in repair of certain galley items. No beefs or disputed OT reported. Suggestions made for contracts department to look into dependent prescription coverage and increased dental benefits. More communication requested with ship's captain and licensed officers. Crew members also would like company to donate computer to unlicensed crew. Additional request made for more fresh fruit and vegetables for long voyages. Steward department thanked for job well done.

OVERSEAS NEW YORK (ATC), July 25—Chairman **Jack Walker**, Secretary **Jeffrey L. Smith**, Edu-

cational Director **Edward H. Self**, Deck Delegate **Donald Rezendos**, Engine Delegate **Sean Walker**, Steward Delegate **Norm Cox**. Chairman announced payoff July 27. He noted coveralls available from chief mate and reminded crew that no more than two movies should be taken at a time. Educational director stressed importance of utilizing Paul Hall Center facilities for upgrading skills and noted ATC safety course not yet in effect. He also advised members to fill out

garbage, dry garbage and tin cans. Aluminum cans also separated for collection by shoregang bosun in Oakland. He reminded everyone about renewal of STCW, passports and z-cards. Educational director urged everyone to upgrade at Paul Hall Center for better paying jobs. Treasurer announced \$800 in ship's fund. Money to be used to fix satellite system. Some disputed OT reported in engine department; no beefs noted by all three department delegates. Communications read by

On-Call on the Red Cloud



No sooner does Bosun Gary White sit down for a quick break aboard the *USNS Red Cloud* (Maersk Lines) when he is paged on his walkie-talkie.

forms for extra day's vacation pay. No beefs or disputed OT reported. Communications from headquarters read and posted regarding vacation pay during current contract and signing off on TRBs. Requests made for new movies, new crew lounge furniture and exercise room for crew. Thanks given to steward department for good job.

PERSEVERANCE (Maritrans), July 21—Chairman **Thomas W. Lasater**, Secretary **Catherine M. Hays**, Educational Director **Kenneth W. Pinchin**, Deck Delegate **Diego Hatch**, Engine Delegate **Milton Israel**, Steward Delegate **Marvin James**. Chairman announced payoff in Puerto Rico July 31. He advised everyone to read article in recent *LOG* about renewing STCW by Feb. 1, 2002. He also noted this is big election year and that Seafarers should stay involved, vote for those who are on maritime's side, and vote in union elections—don't let others decide for you. Dedication and hard work of SIU members and officials have paid off; several companies have agreed to increase wages and benefits aboard ship. Secretary stated contract extended another year. Educational director urged crew members to upgrade skills at Piney Point and make sure seamen's papers are up to date. Treasurer announced \$1,100 in entertainment fund. No beefs or disputed OT reported. Request made for parts to fix crew bikes or purchase new ones. Suggestion made that Seafarers get paid from day they start traveling to ship and that vacation benefits be payable after 60 days. Also requested better prescription plan for dependents, including coverage for periodontal work and more optical benefits. Request made for tank and oil spill lockers to be kept more orderly. Thanks given to steward department for good food and to all crew members for keeping house clean and helping with soogie job in meat and chill boxes. Next ports: Puerto Rico; Nederland, Texas; Tampa, Fla.; Marcus Hook, Penn.

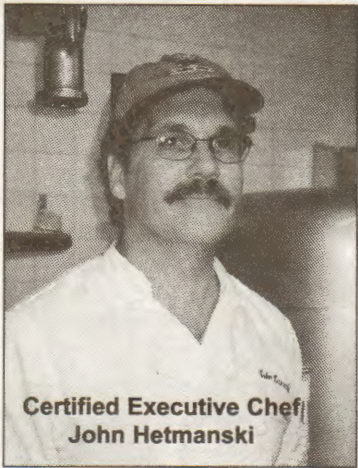
PRODUCER (CSX Lines), July 2—Chairman **Robert S. Wilson**, Secretary **David A. Cunningham**, Educational Director **Alan A. Rogers II**, Deck Delegate **Joseph A. Osorio**, Engine Delegate **Owen J. Duffy Jr.**, Steward Delegate **Pedro J. Laboy**. Chairman announced payoff July 4 in Oakland, Calif. He commended crew for good job separating plastic, wet

bosun regarding increased wages aboard MarAd vessels. Suggestion made regarding company-paid transportation when vessel changes run to completely new area. Steward department welcomed aboard **Eddy Ramirez** as new utility/pantryman, a seasoned pro from San Francisco. Steward also thanked Chief Cook **Laboy** for delicious meals and keeping galley very clean. "Everyone is real happy about the food on this vessel." Next ports: Honolulu; Oakland and Long Beach, Calif.

QUALITY (U.S. Ship Mgmt.), July 9—Chairman **Jim Hassan**, Secretary **Franklyn J. Cordero**, Educational Director **Brian Sengelaub**, Deck Delegate **Bennie Spencer**, Engine Delegate **Carlos Bonfont**, Steward Delegate **Evans Verveniotis**. Chairman noted receipt of new microwave oven. He thanked all departments for safe trip. Secretary thanked everyone for helping keep house, messhalls and lounges clean and reminded all members to have STCW updated before 2002 deadline. Educational director stressed importance of upgrading skills at Piney Point and requested crew to follow rules for separating plastic items from rest of garbage and trash. He also cautioned that safety is everyone's business. No beefs or disputed OT reported. New *LOGs* received on board. Crew advised that reading *LOG* is best way to keep abreast of changes in industry. Steward department given vote of thanks for good job.

ROBERT E. LEE (Waterman Steamship Corp.), July 23—Chairman **Cesar A. Gutierrez**, Secretary **James A. Jackson Jr.**, Educational Director **Isadore J. Greenberg**, Deck Delegate **Bernard I. Blunt**, Steward Delegate **Nadine Butler**. Chairman noted that after being at anchor 13 days for boiler repair, ship once again en route to Suez Canal and then to U.S., with next port Morehead City, N.C. and payoff in New Orleans. Educational director advised everyone to take advantage of union facility in Piney Point for upgrading skills. No beefs or disputed OT reported. Recommendation made for contracts department to look into raising maintenance and cure. Repairs needed to VCR and ice machine. Crew thanked steward department for job well done.

THE GALLEY CORNER



Certified Executive Chef
John Hetmanski

Baked Turkey Croquettes

Serves: 25

... a good way to use up leftover turkey, chicken or ham. If using ham, put through a meat grinder and use 1-1/2 cups ground ham...

- 1/2 cups butter
- 3/4 cup flour
- 1-1/2 pints milk
- 8-1/3 cups turkey, chopped
- 4-1/8 teaspoons salt
- 1-1/8 teaspoons celery salt
- 5 eggs
- 2-3/4 tablespoons water
- 2-1/8 cups bread crumbs
- 1-1/8 teaspoons ground sage
- 1/2 cup butter, melted

Melt 2 tablespoons butter over low heat. Add the flour and stir until well blended. Cook one minute. Slowly add milk and cook, stirring constantly, until boiling.

Let sauce cool; add chopped turkey, egg yolk, salt and celery salt.

Form into 25 small cones. Mix bread crumbs with ground sage. Beat egg in water. Roll cones in crumbs. Dip each cone in egg and roll again in crumbs. Place on greased baking pan and drizzle with melted butter.

Bake at 350 degrees for 40 minutes.

If anyone is looking for a particular recipe or has one of their own that they would like to share, drop Chef Hetmanski a line at the Paul Hall Center, P.O. Box 75, Piney Point, MD 20674 or e-mail to: shlssvoc@us.hsnet.net.

Letters to the Editor

(Editor's note: the Seafarers LOG reserves the right to edit letters for grammar as well as space provisions without changing the writer's intent. The LOG welcomes letters from members, pensioners, their families and shipmates and will publish them on a timely basis.)

Captain Praises Steward Department

I just wanted to drop a note to let you know of the incredible job done by Chief Steward **Brandon Maeda** and our SIU steward gang here aboard the Cable Ship *Global Link*.

Alongside the dock, as the ship is now, provides crew members the opportunity to eat at a variety of restaurants. However, a majority of the crew as well as the office staff remain aboard for the meals so as not to miss the great chow.

The variety of meals prepared by Chief Cook **James Tran** ranges from the standard ChiliMac to Beef Wellington and lobster. The menu changes so often, one looks forward to seeing what there is to offer each day. The baker, **Ed Tully**, continues to amaze us with his preparations of sweets, some topped with chocolate sculptures that he prepares at night on his own time.

Brandon and his gang always manage to keep the morale of the crew and officers up while at sea and also strive to maintain the same good feeling while alongside the dock. The monthly birthday parties with cakes and special meals have become the norm which everyone looks forward to as much as Brandon's holiday specials.

This ship has months of waiting for a cable break or a project but must maintain a 24-hour call-out mode of readiness. This means all 118 bunks must be kept ready, stores loaded for at least 45 days for 90 men, and above all, the ship must be kept in a constant state of cleanliness.

The vessel hosts all manner of company personnel as well as the weekly functions by our PR people. In all, 1,500 linear feet of passageway are kept clean and waxed, ready to receive the unknown visitor as well as provide a sense of pride to those who sail aboard her.

Suffice it to say, the steward department has a lot to do with the professionalism witnessed by our customers every day. Our morale, comfort and needed rest are taken care of for us by these guys. As for myself, Brandon takes one more worry off my mind as I know the stewards are always ready to go to sea and that we won't even notice the difference.

Captain **William H. Dowd**
Master, *CS Global Link*

Reading Good News; Remembering the Past

I look forward to getting my copy of the LOG. It's mostly always good news, not like our daily newspapers. I especially enjoy reading the stories like "Voyage to India" [April, July, August 2000]. That brought back memories of being a fireman/watertender on a Liberty tanker when I was 16.

The ship's job was to refuel the convoy escort ships to the Mediterranean and back. In those

days (1945), the old Liberties were not really equipped for ship-to-ship refueling at sea while underway. The bosun and deck crew did the best they could using the standard cargo booms to keep oil hoses out of the water. The hoses were in sections of 20 or 40 feet with quick couplings at each end. The ships had to be very close alongside.

The skippers tried to take advantage of good weather. The mariners on the ship's wheel had to be on their toes, and we in the engine room had to hold that old triple expansion engine at constant revs and the boiler pressure constant all the while a ship was fueling alongside.

I guess we did a good job—no collisions or scrapes.

Joseph R. Legere
West Palm Beach, Fla.

Getting the Facts Straight on Islam

I read the article "Voyage to India." The article was good and informative. But Mr. Smith misinformed your readers about the Islam religion when he wrote that "the muezzins, or priests, have the 'good fortune' to be blinded while still young babies 'so that they may see no evil.'"

The statement is completely false. In Islam, there is no priest system. Islam just has religious teachers, scholars and professors. They are paid for teaching, not for performing religious activities, or they are paid for the upkeep of mosques or schools.

The actual practice to which Smith referred was that whenever a baby boy was born blind naturally, the parents would send him to religious school to memorize the holy book, the Koran, and get some religious knowledge so he could earn his living by teaching.

Zarif A. Qazi
Ontario, Canada

Know Your Rights

FINANCIAL REPORTS. The Constitution of the SIU Atlantic, Gulf, Lakes and Inland Waters District makes specific provision for safeguarding the membership's money and union finances. The constitution requires a detailed audit by certified public accountants every year, which is to be submitted to the membership by the secretary-treasurer. A yearly finance committee of rank-and-file members, elected by the membership, each year examines the finances of the union and reports fully their findings and recommendations. Members of this committee may make dissenting reports, specific recommendations and separate findings.

TRUST FUNDS. All trust funds of the SIU Atlantic, Gulf, Lakes and Inland Waters District are administered in accordance with the provisions of various trust fund agreements. All these agreements specify that the trustees in charge of these funds shall equally consist of union and management representatives and their alternates. All expenditures and disbursements of trust funds are made only upon approval by a majority of the trustees. All trust fund financial records are available at the headquarters of the various trust funds.

SHIPPING RIGHTS. A member's shipping rights and seniority are protected exclusively by contracts between the union and the employers. Members should get to know their shipping rights. Copies of these contracts are posted and available in all union halls. If members believe there have been violations of their shipping or seniority rights as contained in the contracts between the union and the employers, they should notify the Seafarers Appeals Board by certified mail, return receipt requested. The proper address for this is:

Augustin Tellez, Chairman
Seafarers Appeals Board
5201 Auth Way
Camp Springs, MD 20746

Full copies of contracts as referred to are available to members at all times, either by writing directly to the union or to the Seafarers Appeals Board.

CONTRACTS. Copies of all SIU contracts are available in all SIU halls. These contracts specify the wages and conditions under which an SIU member works and lives aboard a ship or boat. Members should know their contract rights, as well as their obligations, such as filing for overtime (OT) on the proper sheets and in the proper manner. If, at any time, a member believes that an SIU patrolman or other union official fails to protect their contractual rights properly, he or she should contact the nearest SIU port agent.

EDITORIAL POLICY — THE SEAFARERS LOG. The *Seafarers LOG* traditionally has refrained from publishing any article serving the political purposes of any individual in the union, officer or member. It also has refrained from publishing articles deemed harmful to the union or its collective membership. This established policy has been reaffirmed by membership action at the September 1960 meetings in all constitutional ports. The responsibility for *Seafarers LOG* policy is vested in an editorial board which consists of the executive board of the union. The executive board may delegate, from among its ranks, one individual to carry out this responsibility.

PAYMENT OF MONIES. No monies are to be paid to anyone in any official capacity in the SIU unless an official union receipt is given for same. Under no circumstances should any member pay any money for any reason unless he is given such receipt. In the event anyone attempts to require any such payment be made without supplying a receipt, or if a member is required to make a payment and is given an official receipt, but feels that he or she should not have been required to make such payment, this should immediately be reported to union headquarters.

CONSTITUTIONAL RIGHTS AND OBLIGATIONS. Copies of the SIU Constitution are available in all union halls. All members should obtain copies of this constitution so as to familiarize themselves with its contents. Any time a member feels any other member or officer is attempting to deprive him or her of any constitutional right or obligation by any methods, such as dealing with charges, trials, etc., as well as all other details, the member so affected should immediately notify headquarters.

EQUAL RIGHTS. All members are guaranteed equal rights in employment and as members of the SIU. These rights are clearly set forth in the SIU Constitution and in the contracts which the union has negotiated with the employers. Consequently, no member may be discriminated against because of race, creed, color, sex, national or geographic origin.

If any member feels that he or she is denied the equal rights to which he or she is entitled, the member should notify union headquarters.

SEAFARERS POLITICAL ACTIVITY DONATION — SPAD. SPAD is a separate segregated fund. Its proceeds are used to further its objects and purposes including, but not limited to, furthering the political, social and economic interests of maritime workers, the preservation and furthering of the American merchant marine with improved employment opportunities for seamen and boatmen and the advancement of trade union concepts. In connection with such objects, SPAD supports and contributes to political candidates for elective office. All contributions are voluntary. No contribution may be solicited or received because of force, job discrimination, financial reprisal, or threat of such conduct, or as a condition of membership in the union or of employment. If a contribution is made by reason of the above improper conduct, the member should notify the Seafarers International Union or SPAD by certified mail within 30 days of the contribution for investigation and appropriate action and refund, if involuntary. A member should support SPAD to protect and further his or her economic, political and social interests, and American trade union concepts.

NOTIFYING THE UNION—If at any time a member feels that any of the above rights have been violated, or that he or she has been denied the constitutional right of access to union records or information, the member should immediately notify SIU President Michael Sacco at headquarters by certified mail, return receipt requested. The address is:

Michael Sacco, President
Seafarers International Union
5201 Auth Way
Camp Springs, MD 20746.

SEAFARERS PAUL HALL CENTER 2000 UPGRADING COURSE SCHEDULE

The following is the schedule for classes beginning between October through the end of the year at the Paul Hall Center for Maritime Training and Education in Piney Point, Md. All programs are geared to improve the job skills of Seafarers and to promote the American maritime industry.

Please note that this schedule may change to reflect the needs of the membership, the maritime industry and—in times of conflict—the nation's security.

Students attending any of these classes should check in the *Saturday before* their course's start date. The courses listed here will begin promptly on the morning of the start dates. *For classes ending on a Friday, departure reservations should be made for Saturday.*

Seafarers who have any questions regarding the upgrading courses offered at the Paul Hall Center may call the admissions office at (301) 994-0010.

Deck Upgrading Courses

Course	Start Date	Date of Completion
Able Seaman	October 2	October 27
Radar Unlimited	October 2	October 13
Automatic Radar Plotting Aids* (ARPA) (*must have radar unlimited)	October 16	October 20

Engine Upgrading Courses

Course	Start Date	Date of Completion
Welding	October 16	November 3

Recertification Programs

Course	Start Date	Date of Completion
Bosun Recertification	October 9	November 6

UPGRADING APPLICATION

Name _____

Address _____

Telephone _____ Date of Birth _____

Deep Sea Member Lakes Member Inland Waters Member

If the following information is not filled out completely, your application will not be processed.

Social Security # _____ Book # _____

Seniority _____ Department _____

U.S. Citizen: Yes No Home Port _____

Endorsement(s) or License(s) now held _____

Are you a graduate of the SHLSS/PHC trainee program? Yes No

If yes, class # _____

Have you attended any SHLSS/PHC upgrading courses? Yes No

If yes, course(s) taken _____

Do you hold the U.S. Coast Guard Lifeboatman Endorsement?

Yes No Firefighting: Yes No CPR: Yes No

Primary language spoken _____

Steward Upgrading Courses

Course	Start Date
Galley Operations/ Advanced Galley Operations (Every week)	Oct. 2, 9, 16, 23, 30; Nov. 6, 13, 20, 27; Dec. 4, 11, 18
Certified Chief Cook/Chief Steward (Every other week)	Oct. 9, 23, 30; Nov. 6, 20; Dec. 4, 18

Safety Specialty Courses

Course	Start Date	Date of Completion
Tanker Familiarization/ Assistant Cargo (DL)* (*must have basic fire fighting)	October 2 October 23	October 13 November 3
Basic Fire Fighting	October 16 November 6	October 20 November 10
Government Vessels	October 9 October 16 November 6	October 27 November 3 November 24
STCW Basic Safety (refresher)	October 2 October 9 October 30	October 6 October 13 November 3
Tankerman (PIC) Barge* (*must have basic fire fighting)	October 9	October 13

Academic Department Courses

General education and college courses are available as needed. In addition, basic vocational support program courses are offered throughout the year, one week prior to the AB, QMED, FOWT, Third Mate, Tanker Assistant and Water Survival courses. An introduction to computers course will be self-study.

With this application, COPIES of the following must be sent: One hundred and twenty (120) days seetime for the previous year, one day in the last six months prior to the date your class starts, USMMD (z-card) front and back, front page of your union book indicating your department and seniority, and qualifying seetime for the course if it is Coast Guard tested. All FOWT, AB and QMED applicants must submit a U.S. Coast Guard fee of \$280 with their application. The payment should be made with a money order only, payable to LMSS.

COURSE	BEGIN DATE	END DATE
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

LAST VESSEL: _____ Rating: _____

Date On: _____ Date Off: _____

SIGNATURE _____ DATE _____

NOTE: Transportation will be paid in accordance with the scheduling letter only if you present original receipts and successfully complete the course. If you have any questions, contact your port agent before departing for Piney Point.

RETURN COMPLETED APPLICATION TO: Paul Hall Center for Maritime Training and Education, Admissions Office, P.O. Box 75, Piney Point, MD 20674-0075; or fax to (301) 994-2189.

The Seafarers Harry Lundeberg School of Seamanship at the Paul Hall Center for Maritime Training and Education is a private, non-profit, equal opportunity institution and admits students, who are otherwise qualified, of any race, nationality or sex. The school complies with applicable laws with regard to admission, access or treatment of students in its programs or activities.



Upgrade your skills at the Paul Hall Center

Paul Hall Center Graduating Classes



ARPA — Standing outside the entrance to the Paul Hall Center's new simulator building are graduates of the ARPA class, held in July. They are (from left, first row) Bill Cliett, Douglas Jones, Susan Galka, Mike Smith (instructor), (second row) Jim Boyce, Carl Brachear and Jerry Martinsen.



Upgraders Water Survival — Completing the water survival course Aug. 4 are Seafarers (from left, kneeling) Mario Morante, Cheryle Mix, Bernabe Pelington (instructor), Edita Miguel, Franz Schnell, (second row) David MacCollister, Bryan Chase, Scott Wilson, Ede Sinette Jr., Faleh Saleh, (third row) Roger Noah, Mark Poor and Wayne Smiley.



Tankerman (PIC) Barge — Completing the tankerman (PIC) barge course July 28 are (from left, kneeling) Michael Bedney, Michael Knighton, (second row) Jason Foster, Barry Schuffels, Laurence Gilley, Ronnie Harrington, Marijan Masnov, Gerry Davis, Demetrius Simmons, Randy Diaz, Ben Cusic (instructor), Greg Scott, (third row) Norman Tourtellot, Maurice Martin, Todd Moreland and Samuel Porchea.



AB — Upgrading Seafarers earning their AB endorsements Sept. 1 are (from left, kneeling) Cheryle Mix, Bernabe Pelington (instructor), (second row) Michael Bowers, David MacCollister, Luis Martinez, Scott Wilson, Mario Morante, Ede Sinette Jr., Noel Balaguer, (third row) Emani Vili, Mark Poor, Wayne Smiley, Damon Parker, Roger Noah, (fourth row) Chad Warren and Patrick Maldonado.

STCW Basic Safety

— Successfully completing the STCW basic safety class July 28 are (from left, kneeling) Juan Green, Gary Torres, Niko Monsales, Antonio Libo-on, Armando Bermudez, Rudy Antonio, Inocenio Desaville, Edward Hopeau, (second row) Russ Levin (instructor), Milton Flynn, Pablo Bermudez, Darren Barrett, Bartow Bridges, John Phillips, Rossel Lino, Gerald Evans, Michael Cascio, Curtis Thornton, Abdul Munassar, (third row) William Watterson, Nicholas Joyce, Rick Metcalf, Dan McDonald, Mike Kifle, Louis Gracia, Ken Grose and John Turner III.



HAZWOPER

— Boatmen sailing aboard Crowley vessels recently completed an 8-hour HAZWOPER renewal class. They are (front row, kneeling) Richard Hollis, Richard Workman, Craige Terry, James Tank, Ede Sinette Jr., Willie Rose, Ben Guillot, Wade Wansley III, (second row) Chester Stephens Jr., Robert August Sr., John Jackson, Andrew Smith, Barry Lincourt, Ronnie Harrington, Larry Belcher, Peter Gottschalk, Steven Williams, Gilberto Chamorro, W.B. Callahan, Barry Schuffels, Lawrence Holbert, Jim Larkin, Elijah Seals and John O'Neal.



Paul Hall Center Graduating Classes



DEU — Unlicensed apprentices completing the DEU course Aug. 18 are (from left, kneeling) John Lightfoot, (second row) Maurice Chambers (instructor), Robert Gambill, Matthew Redlinger, Justin Baker, Jerome Luckett, Brian Spears, Edmund Livings, (third row) Ian Hembra and Robert O'Neal.

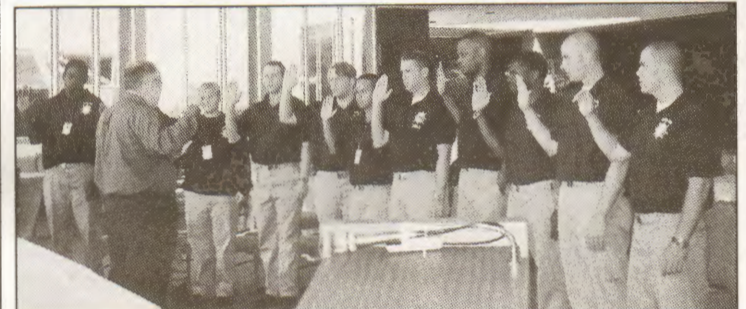
Unlicensed Apprentices



Phase III — Graduation is just a short time away for these unlicensed apprentices in their third phase of study. From left, kneeling are Roger Berger, Michael Bull, Timothy Manes, Earle Shakes, (second row) Jose Rivera, Donna Sylvia, Terry Blade, John Collins Jr., Jared Lee, (third row) Caleb Sachs, Lovell Hyman, Dominic Whitty, Elijah Huff and Ryan Humphrys.



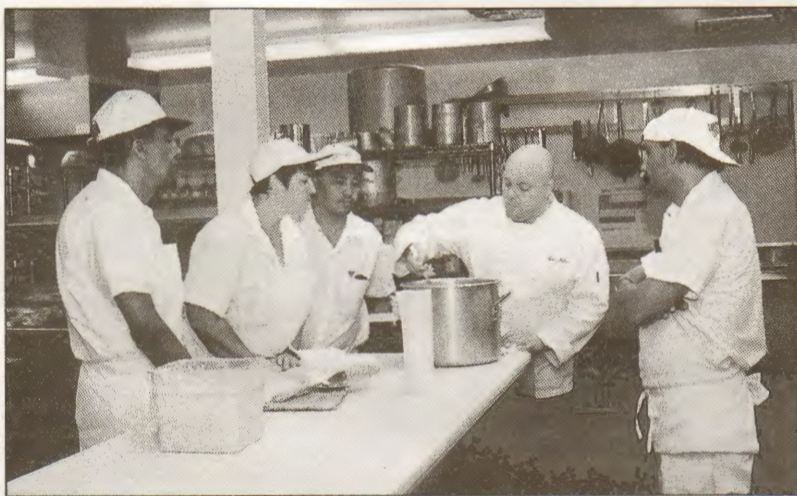
Water Survival — Members of the unlicensed apprentice program who completed the water survival portion of their training in August are (from left, first row) Ben Cusic (instructor), Anthony Rodriguez, Phillip Jones, Skyler South Sutika, Keni Smith, Lewis McCray, Reggie Arvelo, (second row) Darren Barrett, Khari Harris, James Summers, Thomas Hawks, Elliott Johnson and Jason Thompson.



Phase III Graduation — Charles Walker, Christopher Todd, Eli Smith, Marquel Sapp, Justin Rodgers, Ronel Guerzon, Ian Ferguson, Raymond Elsner, Janan Driggers, Randolph Cash and Robert Brown conclude the last stage of the unlicensed apprentice program.

Chief Steward

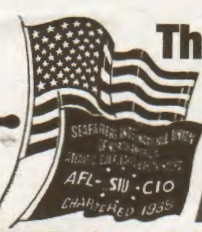
Under the supervision of Chef/Instructor John Dobson (stirring soup), Seafarers upgrade their steward department skills. Not all the class members are in the photograph at right. The class roster included (in alphabetical order) Jose Garcia, Patricia Geras, David Camacho, Lara Evans, Franz Schnell, John Stephen, Herman Stith and David Wakeman.



Vessel Operations — Working their way through the Unlicensed Apprentice Program, the following students completed the vessel operations class in August: (from left, first row) Matthew Nunez, Emilio Abreu, Damon Straughter, Justin Johnson, (second row) Maurice Chambers (instructor), Michael Praslicka, Paul Voisin, Darren Rollins and John Rochez.



QMED — This is the last QMED class until next year. Completing the course are (from left, kneeling) Lewis O'Neal, Jaime Hernandez, Antonio Libo-on, Robert McMurray, James Tyson, Richard Abbott, George Murphy Jr., (second row) Edward Fore, Courtney Price, Mike Price, Mike Kifle, Lamar Parker, Brandon Purcell, Gregory Brandani, Carlos Perez, Trinity Ippolito and David Ayou.



The

www.seafarers.org

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Seafarers Log

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Election Information

See special section on pages 13-32 regarding the upcoming SIUNA-AGLIWD election.

Sealift Training: A Vital Resource For America's 4th Arm of Defense



During flight operations aboard the *Sgt. William R. Button* en route from Guam to Saipan, AB Jamie Dalasio (above and inset) attaches cargo to a U.S. Navy helicopter's hoisting cables.



Thousands of Seafarers crew ships that collectively constitute America's fourth arm of defense. During times of war, those vessels carry 95 percent of all equipment and supplies needed to sustain the U.S. military, according to government data.

Manning vessels that are operated for the Department of Defense by SIU-contracted companies, Seafarers help provide vital ocean transportation of fuel, ammunition and other materiel to sustain U.S. forces worldwide during military operations. They do so for as long as requirements dictate, at any location around the globe and under all imaginable conditions.

As one might suspect, working aboard such vessels demands skills that are compatible with military operations. Thanks largely to the Paul Hall Center for Maritime Training and Education in Piney Point, Md., SIU crews are well prepared to meet the challenges posed by these unique requirements. Since 1984, the school has conducted a sealift preparedness course that has equipped Seafarers with the expertise needed to function aboard ships while in military operations modes.

The course has been updated on several occasions to keep pace with changing military needs. These skills currently include, but are not limited to: underway and vertical replenishment, crane operations, forklift training, refueling, damage control, CBRD (chemical, biological and radiological defense), search and rescue, MSC familiarization and helicopter operations.

SIU crews utilize their sealift training while working aboard prepositioning ships, tankers, oceanographic and surveillance vessels, aircraft maintenance ships and fast sealift ships. Seafarers also use sealift skills while manning vessels from the nation's Ready Reserve Force (RRF).

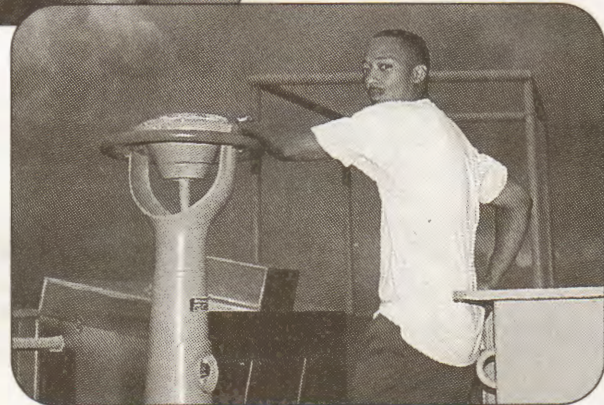
SIU members further hone their sealift skills by participating in military exercises at sea.



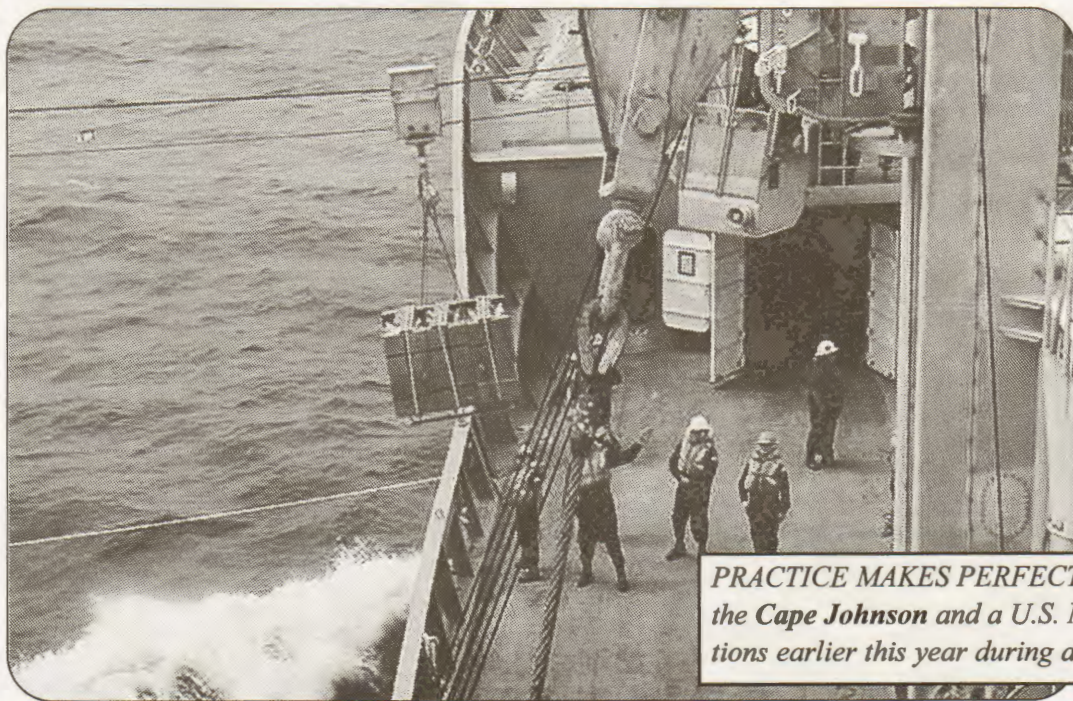
Above and at right: Forklift training and crane operations are but a few of the components in the sealift preparedness course offered at the Paul Hall Center.



Above: AB Richard Ferrero takes a break after standing watch on the bow of the *MV Cape Trinity*.



Right: AB Mike Riley pulls lookout duty on the *Cape Trinity's* starboard wing.



PRACTICE MAKES PERFECT: The photos at left and at right show the *Cape Johnson* and a U.S. Navy vessel engaging in unrep operations earlier this year during an exercise near North Carolina.

