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SIU Welcomes New Tonnage



Several vessels recently entered the Seafarers-crewed fleet, including the heavy-lift ship *SLNC Star* (top photo), operated by Chesapeake Crewing, and the *Cape Sable* (left, directly above), a roll-on/roll-off ship operated by Crowley. Some of the first *SLNC Star* crew members are pictured directly above at right. They are (from left): vessel master Capt. John Rodriguez, CE Aaron Simard, CM Jean Marien, CE Jeffrey Stanley, Bosun Jeromy Furnas, 3AE Daniel Govig, QMED Dillon Nelson, 2M Abigail Solomos, QMED Norman Middleton, AB Betty Sirait, and 3M Joseph Cerrato. Also aboard at that time (but not pictured): AB Josean Villarrubia, Steward/Baker Leone Buggage and GVA John Cabrerros. Details about these two ships and a few others are reported on **Page 3**. (*Cape Sable* photo by Savannah Weston)

Delivering the Goods

As this edition went to press, SIU members stepped up to deliver vital cargo for the war in Israel. This type of voyage is never taken lightly, and while there's no way to know how many additional trips may occur, I want to publicly thank those Seafarers who have already answered the call. As I mentioned in correspondence sent directly to the ship, you are a credit to the union and to your profession. You have maintained the high standard of the Brotherhood of the Sea.



David Heindel

I'm sure we'll be at liberty to mention more details down the line, but for now, please know that your fellow Seafarers appreciate your dedication and your professionalism.

As has been reported by our military, SIU-crewed ships also continue transporting materiel for the war in Ukraine. Here again, our members exemplify what it means to serve as part of America's fourth arm of defense, in peace and war.

Keep up the great work and please know that your union fully stands with you at all times.

Making Progress

If you follow our social media accounts, you undoubtedly have seen plenty of photos of our folks on the recruiting trail. We also are publishing several of those images on the back page this month, along with a short recap of some recent outreach.

The bottom line is that we are making progress, and we're committed for the long haul. It's a lot of work and it is vital to the future of both our union and our industry. We are building new partnerships along the way, which stand to benefit all concerned, as well as the nation at large. America needs a strong U.S. Merchant Marine, for reasons you all know. We don't need any further incentives to keep us energized for recruiting, but the importance of our industry does help stoke the fire.

We're also making some headway in our efforts to ease the regulatory burdens on individual mariners. As you can imagine, there isn't a quick fix when tackling this sort of task, but I think we're getting on the same page with allies from the Coast Guard (among others), and, as with recruiting, we're not letting up.

Finding a Home

Be sure to read this month's article about the newest class of recertified bosuns. Those members are among the ones who know our union the best, and their personal comments really say a lot about the life-changing opportunities available in the SIU.

I particularly appreciated how many of the bosuns described how they found a home with the SIU, and how their careers enable them to provide for their families. That is really what we're all about.

As someone who has spent my entire life with the SIU, I understand that, like any organization, we have some imperfections. But I am genuinely proud of our many strengths, starting with our rank-and-file members, continuing with our dedicated officials, and extending to everyone who works at our affiliated school in Piney Point. I truly believe we are a winning team, and our best days are ahead.

ITF Recovers Nearly \$120M in Unpaid Wages

Inspectors from the International Transport Workers' Federation (ITF) continue making a big difference in the lives of mariners around the world.

That point seems clear in the immediate aftermath of a new report showing that the inspectors recovered more than \$118.5 million in wages owed to mariners between the years 2020 and 2022. The federation published those figures on World Maritime Day, Sept. 28.

The SIU is affiliated with the ITF; SIU President David Heindel chairs the federation's Seafarers' Section.

ITF inspectors are officials who board vessels to educate seafarers on their rights; identify any violations of crew contracts, national laws or international conventions; and who then work with authorities to ensure that rights are enforced. The ITF has inspectors operating from 111 ports in 56 countries.

According to the federation, 2,199 breach-of-contract cases were reported by mariners to the ITF in 2022 alone, with non-payment of wages the most common reason.

"While we are proud that our inspectors have been successful in recovering almost \$120 million for seafarers in the last three years, it's unfortunate that we need to address wage underpayments at all," Heindel stated. "We would prefer to see all seafarers paid in full, and paid on time in the first place. For some seafarers, a shipowner might miss a pay date here or there, but

others can go months without receiving their salaries. ITF inspectors, supported by our seafarer and docker union affiliates, are here to help crews stand up for their rights wherever they find themselves in need of support."

In 2022, ITF inspectors conducted 8,667 ship inspections worldwide. Nearly 1,900 of those operations were in response to mariners' calls, emails or other messages seeking for help from the ITF.

An additional 3,771 were conducted as part of inspectors' ongoing system of routine and responsive inspections, which ensure ships flagged to so-called flags-of-convenience (FOC) registries adhere to the same international standards expected of nationally flagged vessels.

ITF President and Dockers' Section Chair Paddy Crumlin said, "Pandemic-related restrictions had blocked most of our inspectors from boarding vessels in the way they had done pre-pandemic. We are now seeing a strong return to active and regular inspections of flag-of-convenience vessels – and still the same level of exploitation. It's another stark reminder of the underbelly of our industry, and also that more ITF inspections taking place is good news for seafarers and their rights."



ITF President/Dockers' Section Chair Paddy Crumlin



SIU President/ITF Seafarers' Section Chair David Heindel

IBF Agreement Boosts Pay for Mariners

The International Bargaining Forum (IBF), the conference that negotiates the world's largest global collective bargaining agreement, recently finalized terms for the 2024-2027 IBF Framework Agreement in Berlin, Germany.

Mariners covered by the pact will receive a six percent total wage increase over the next two years; subsequent rates will be negotiated in 2025.

In addition, the agreement includes reference to International Labor Organization (ILO) Convention 190 on Violence and Harassment, reinforcing a joint commitment for providing safe workplaces free of violence, discrimination and harassment for all mariners. Participants also jointly recognized the importance of safe working practices in cargo lashing.

Moreover, a new working group was established that will focus on the future of seafaring and major challenges that the industry faces, including the impact of new technology, the introduction of alternative fuels, and ensuring a just transition as the industry responds to climate change. Concerns about mariners' hours of work, crewing levels, fatigue and duration of employment will also fall under the sphere of the working group.

Under the agreement, the Joint Negotiating Group (JNG, consisting of international maritime employers) also committed to remind their members of the importance of respecting national cabotage provisions, and committed to working together with the ITF on a strategy to build towards more mariners receiving a reasonable amount of internet access free of charge.

ITF Seafarers' Section Chair David Heindel (who is also president of the SIU) said, "This has been a particularly complicated set of negotiations coming

out of the Covid pandemic, which has taken a great deal of effort and compromise on both sides to get this right for the times. This is a fair deal. We have agreed on a working group that will look at future needs of a changing industry, with an eye on the needs of seafarers, with a focus on recruiting."

ITF President and Dockers' Section Chair Paddy Crumlin stated, "The pay deal locked into this agreement provides concrete financial recognition for the critical contribution that seafarers make to the global economy and also recognizes the sacrifice that seafarers have carried over the past few years and throughout the pandemic. The relationship between ITF and the JNG remains in good shape despite the challenges that these negotiations faced."

ITF General Secretary Stephen Cotton noted, "Over the four years of this agreement, we have a lot of important issues to discuss so that we can continue to enhance the living and working conditions of all seafarers on IBF-covered vessels. The biggest challenge we all face is the just transition and the move to alternative fuels. How the industry recruits and motivates our seafarers and ensures they have the skills for the future – this is firmly on our forward-looking agenda."

Spokesperson for the JNG and Chairman of the International Maritime Employers Council, Captain Belal Ahmed said, "Once again the resilient partnership between JNG and ITF produced an outstanding outcome in the latest IBF round which both sides and their constituents will be happy to bring to their respective members. Seafarers were rewarded for the sacrifices they made during the Covid pandemic, when they stood out as key workers."

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The Seafarers International Union engaged an environmentally friendly printer for the production of this newspaper.

New Ships Entering SIU-Crewed Fleet



Recently reflagged under the Stars and Stripes, the *SLNC Star* now carries an SIU crew.



The union-built *Alaskan Frontier* is scheduled to return to the SIU-crewed fleet in 2024.



The SIU represents steward-department mariners aboard the *Allied Pacific*, previously named the *Celsius Riga*. (Photo by scenicroutetrading)

A recent influx of new tonnage – and a plan to revitalize an older ship – signals ongoing job security for SIU members.

Among the recent developments are flag-ins of the *SLNC Star* (Chesapeake Crewing) and the *Allied Pacific* (Patriot), purchase of the *Alaskan Frontier* by Overseas Shipholding Group (OSG), and the impending additions of the *Cape Sable* and *Cape San Juan* (Crowley) into the Ready Reserve Force (RRF).

The *SLNC Star*, a heavy-lift ship, is the replacement for the *Corsica*. Built in 2010 in Poland, the vessel is 403 feet long and can sail at 15 knots. The *SLNC Star* is equipped with two cranes, and formerly was named *Breb Star*.

Meanwhile, the SIU represents steward-department personnel aboard the tanker *Allied Pacific*, also built in 2010 (in South Korea). Previously sailing as the *Celsius Riga*, the 600-foot-long ship supports Military Sealift Command operations in Hawaii under a five-year agreement (including options). It can sail at 16 knots.

In mid-October, OSG announced its purchase of the *Alaskan Frontier*, a sister vessel to three other Alaska-Class SIU-crewed tankers operated by OSG's wholly

owned subsidiary, Alaskan Tanker Company. Following the expected early November completion of the transaction, OSG intends to reactivate the 1.3-million-barrel-capacity tanker, which has been in cold layup in Malaysia since 2019. OSG plans to make significant investments in the vessel for it to begin commercial trade by the fourth quarter of 2024.

"The purchase of the *Alaskan Frontier* brings all four of the Alaska-Class crude oil tankers under OSG's ownership at a time when the prospect for expanded crude oil production in Alaska offers great promise for continued and increasing demand for ships of her type," said OSG President and CEO Sam Norton. "Upon completion of shipyard work, which will include lifecycle upgrades on the engines that will improve the performance and longevity of the vessel, we believe that the *Alaskan Frontier* will be primed to provide additional transportation capacity to suit the needs of our customers in a time of limited availability."

He added, "The full scope of reactivation work is expected to require a period of approximately one year and will, in addition to the engine upgrades, entail a ballast water treatment system installation and other improvements to prepare her for commercial use."

In a news release announcing the purchase, OSG noted, "The engine upgrades for the *Alaskan Frontier* are considered a lifecycle upgrade, which will be completed by MAN Energy Solutions SE. This comprehensive modernization of each of the four engines onboard will improve performance and fuel efficiency and also prepare the engines for possible methanol fuel in the future. It is expected that the fuel efficiency gain will result in 15-20% fuel savings as compared to the vessel's current consumption, leading to a meaningful reduction in carbon output. The significant capital investment being made will permit the Company to operate the vessel for a longer period of time and with fewer maintenance costs for its remaining life."

The *Alaskan Frontier* was built in 2004 by General Dynamics NASSCO (a union shipyard). It is 938 feet long and can sail at almost 19 knots.

Finally, the roll-on/roll-off vessels *Cape Sable* and *Cape San Juan* are part of a recapitalization of the RRF. The 784-foot-long *Cape Sable* (formerly the *Linea Messina*) was built in 2013 in South Korea and can sail at nearly 19 knots. The *Cape San Juan* (*Jolly Cristallo*), built in 2012, also in South Korea, is 787 feet long and can sail at 21.5 knots.

SIU Jobs Remain Secure Through Recent Transactions

Multiple SIU-contracted companies are involved in unrelated recent business ventures, but the upshot for Seafarers is that their jobs remain secure and the union contracts stay in place.

In late September, Maritime Partners, LLC announced that one of its managed funds acquired Norfolk, Virginia-based U.S. Marine Management (USMMI) from Maersk Line, Limited. USMMI operates six SIU-crewed ships (*Acadia Trader*, *Badlands Trader*, *Ocean Trader*, *Pohang Pioneer*, *Yosemite Trader* and *USNS Seay*) and recently was awarded a new agreement for the Tanker Security Program. As a result, the company plans to acquire another tanker.

Also in September, two other Seafarers-contracted companies – Crowley and Seabulk, respectively – announced an agreement to form a new Jones Act service provider: Fairweather

Holdings LLC. Pending a regulatory review of the transaction, the new company plans to start operating in spring 2024.

The Fairweather fleet reportedly will include the Seabulk ships *Independence*, *Brenton Reef*, *Seabulk Pride*, *Seabulk Challenge*, *Seabulk Arctic*, and *Seabulk Mariner*, plus two others currently sailing on a long-term bareboat charter to Chevron.

The Crowley vessels slated for addition to Fairweather's fleet include the *Washington*, *California* and *Oregon*.

Additionally, as many as 20 articulated tug-barge units will be part of the Fairweather fleet: five from Seabulk, and 15 from Crowley.

Another move that isn't quite as far along in the regulatory process: Seabulk is selling

a number of its tugboats to two different companies, including SIU-contracted E.N. Bisso & Son.



A-Book in Alabama



Chief Cook Drushelia Finney (right) receives her A-seniority book from Port Agent Jimmy White at the hiring hall in Mobile, Alabama.

Benefits Conferences Roll On



Seafarers Plans Administrator Maggie Bowen (left) opens the conference at the SIU-affiliated school in Piney Point, Maryland.

Four more benefits conferences are scheduled to take place this month before a pause in the schedule.

Beginning last summer, the Seafarers Health and Benefits Plan (SHBP), with support from the union, has been conducting conferences at various hiring halls. The meetings are designed to help SIU members, pensioners and their families get the most out of their respective benefits. Separate conferences also are being conducted for staff members.

The upcoming schedule is as follows: Houston (Nov. 13); New Orleans (Nov. 14);

Mobile, Alabama (Nov. 15); and Jersey City, New Jersey (Nov. 30). The conferences then will resume in 2024, with gatherings in Fort Lauderdale, Florida (Feb. 20); Algonac, Michigan (March 8); and Wilmington, California (date to be determined). Seafarers are encouraged to keep in touch with their local hall for the latest information about the conferences.

Most recently, the SHBP and the union hosted meetings in Piney Point, Maryland, on Oct. 2 and in Jacksonville, Florida, on Oct. 5. Both sessions were well-attended.



Pictured at the Jacksonville, Florida, conference are (from left) SIU Secretary-Treasurer Tom Orzechowski, OS Christopher Ferguson, SIU VP Gulf Coast Dean Corgey, GUDE Altoria McKinney and SIU President David Heindel.

In the photo at left, members, pensioners and their families meet at the hall in Jacksonville, Florida.

Treasury Dept. Issues Groundbreaking Report On Benefits of Unions to Nation's Economy

Editor's note: The following article has been adapted from a press release from the United States Treasury Department.

The Treasury Department recently issued its most comprehensive report to date focused on the role labor unions play in the American economy – and the findings strongly demonstrate how unions benefit not just rank-and-file members but the nation as a whole.

The Department's Office of Economic Policy released this first-of-its-kind report on Aug. 28, as one of more than 70 actions implemented by the White House Task Force on Worker Organizing and Empowerment.

The Task Force's goal is to reduce barriers to worker organizing and demonstrate its commitment to worker rights, including the right to a free and fair choice to join a union and to preserving a worker's right to dignity in the workplace.

Key findings of the new report include:

- Middle-class workers reap substantial benefits from unionization. Unions raise the wages of their members by 10 to 15 percent compared to unrepresented workers. Unions also improve fringe benefits and workplace procedures such as retirement plans, grievance policies, and predictable scheduling. These workplace improvements contribute substantially to middle-class financial stability and worker well-being. For example, one study has estimated that the average worker values

their ability to avoid short-notice schedule changes at up to 20 percent of their wages.

- Unionization also has spillover effects that extend well beyond union workers. Competition means workers at nonunionized firms see increased wages too. Heightened workplace safety norms can raise standards for entire industries. Union members improve their communities through heightened civic engagement; they are more likely to vote, donate to charity, and participate in a neighborhood project. And, the higher pay and job security of both union and nonunion middle-class workers can further positively spill over to their families and communities through more stable housing, more investment in education, and other channels.

- Unions help create a fairer economy by benefiting all demographic groups. By encouraging egalitarian wage practices, unions serve to reduce race and gender wage gaps. And modern unions have broad representation across race and gender. In 2021, Black men had a particularly high union representation rate at 13 percent, as compared to the population average of 10 percent. The diverse demographics of modern union membership mean that the benefits of any policy that strengthens today's unions would be felt across the population.

- Finally, in addition to supporting the middle class, unions contribute to economic growth and resilience. They

do so in part simply by reducing overall inequality. Income inequality often feeds back into inequality of opportunity, the Treasury Department reported, which impedes growth if disadvantaged people cannot access the resources necessary to acquire job skills or start businesses. And unions can boost businesses' productivity by improving working environments and by giving experienced workers more of an input into decisions that design better and more cost-effective workplace procedures.

As the labor movement strengthens and public opinion of unions has reached its highest level since 1965, the Biden-Harris Administration has taken many measures to promote unions and acknowledges the importance of labor unions to reestablishing and strengthening America's middle class, the Treasury Department reported. Actions taken by the current administration include:

- Prioritizing the passage of the Protecting the Right to Organize (PRO) Act and the Public Sector Freedom to Negotiate Act.
- Appointing a General Counsel and Board Members to the National Labor Relations Board (NLRB) committed to protecting the right of workers to organize in the workplace.
- Increasing the funding of the NLRB to enable them to expand enforcement activities.
- Creating the White House Task Force on Worker Organizing and Empowerment,

which, under the leadership of Vice President Harris, works with agencies on ways to use their existing statutory authority to support worker organizing and bargaining.

- Signing Executive Order 14063, which requires the use of project labor agreements on federal construction projects of \$35 million or more.

- Signing Executive Order 14003 to promote the rights of federal employees to collectively bargain.

- Launching the Good Jobs Initiative to ensure the provision of critical information to workers, employers, and government – including about the union advantage – as they work to improve job quality and create access to good jobs free from discrimination and harassment for all working people.

- Promoting "know your rights" initiatives to provide workers with better information about their organizing and bargaining rights.

- Announcing a new rule to raise wage standards of construction workers by updating prevailing wage regulations issued under the Davis-Bacon and related acts, which require payment of locally prevailing wages and fringe benefits to more than one million construction workers.

- Requiring employers to pay prevailing wages and abide by apprenticeship requirements to claim the full value of many clean energy tax incentives in the Inflation Reduction Act, as part of the Treasury Department's implementation of the law.

Biden Becomes First Sitting President to Walk Picket Line

In an historic appearance, the first-ever by an incumbent U.S. president on any union's picket line, Joe Biden told United Auto Workers members, "It's time to get back what we lost" in winning wage and benefit hikes from Ford, GM and Stellantis/FiatChrysler.

Sporting a black UAW baseball cap and blue windbreaker, the Democratic president joined red-shirt-clad members of UAW Local 174 in Michigan, outside Ford's historic Willow Run Ford assembly plant for around 15 minutes on Sept. 26.

"You guys, the UAW, have made a lot of sacrifices and gave up a lot," Biden declared through a bullhorn. "The companies were in trouble, but now they're doing incredibly well. And guess what? You should be doing incredibly well, too. You deserve a significant raise. It's time to get back what we lost. You've earned what you've earned and you should be earning a helluva lot more."

That means "the significant increase you need" in wages "and other benefits," he added. "It's time for them to step up for us."

The workers, who interrupted his brief remarks with cheers several times, are among the almost 18,000 UAW members nationwide who (at press time) were walking lines in the union's growing "Stand Up!" strike against the "Detroit 3." It's UAW's first-ever strike against all three. Combined, the car firms employ 150,000 UAW members, not counting those in non-Big 3 parts suppliers or 5,600 workers whom Ford employs in Canada, represented by Unifor.

The UAW strike has political and class aspects, too, though neither Biden nor new UAW President Shawn Fain mentioned politics. Fain, who followed Biden to the podium, talked about economic class as well.

"It's a different kind of war we're fighting," not against the Axis powers of World War II, "but against corporate greed" here at home, Fain said. "Our people choose to stand up and fight for economic and social justice." His Axis reference cited Willow Run's enormous production of B-24 Liberator bombers during that conflict.

If there is no movement by GM or Stellantis in the talks, the UAW will call more locals out on strike. Ironically, though Local 174 in Willow Run picketed the plant there, it's the only Ford plant where workers were striking, because Ford had moved significantly in bargaining.

Key issues in the talks with all three automakers are wages, restoration of traditional defined-benefit pensions and health care, an end to the hated two-tier pay system. Also of importance are a shorter work week, curbs on mandatory overtime and mandatory work on the third Sunday of every month, and restoration of cost-of-living (COLA) increases.

The workers demand a 36% hike over four years to make up for losses to inflation since the 2008 financier-caused Great Recession. That crash forced GM and FiatChrysler into bankruptcy.

The Obama administration loan guarantee plan saved the two, but at the cost of imposing the two tiers, eliminating COLAs, a freeze on retiree pensions which continues, and the sell-off of health care coverage to the UAW, among other givebacks.

Ford agreed to the COLAs, the end of two tiers and several other UAW member goals, including the right to strike over domestic plant closures. GM and Stellantis have barely budged. Their sole reported agreement: Adding Juneteenth as a paid holiday.



President Biden addresses the crowd of union members outside their workplace in Michigan. UAW President Shawn Fain is at front left. (White House photo)



Seafarers and other backers demonstrate for (and with) UAW members in late September in Warren, Michigan.

"President Biden is demonstrating once again that he is the most pro-union president in history," AFL-CIO President Liz Shuler said in a statement afterwards. "Working people know he has our backs every day and that he understands UAW members' fight for a fair contract is deeply connected to the struggle over the soul of our country. We stand with President Biden, the UAW, and workers across the country who are sick and tired of getting the short end of the stick. Together, we're organized to fight back against the corporate CEOs who have rigged the system against working people for far too long."

Biden's remarks on the picket line also occurred though the union was a notable absentee from the giant AFL-CIO-organized joint union endorsement of the Biden-Harris ticket earlier this year. That conclave, in Philadelphia, even drew non-AFL-CIO unions, notably the Service Employees, but not the UAW.

Both the union and the Detroit 3 back the shift to electric-powered cars, trucks and SUVs, a key part of Biden's plan to cut U.S. greenhouse gas emissions which cause global warming. But the first two federal loans to build electric vehicle battery plants went to firms in anti-union Kentucky and Tennessee, not pro-union Michigan.

The car companies also are using conversion of their plants to electric vehicle assembly, which will cost billions of dollars, as an excuse to both pause EV battery plant construction, and to deny workers' demands for the big raises. The UAW also wants EV plant workers included in its contracts with the Detroit 3, rather than on separate and lower pay tracks for auto parts workers.

University of Rhode Island labor history professor Erik Loomis told CNN that Biden's picket line walk and talk was "absolutely unprecedented."

Unfair Labor Practices Charge Filings Up 10%, Union Petitions Up 3% in Fiscal Year 2023

Newly released case-processing data confirms that the National Labor Relations Board (NLRB) continues to see an increasing demand for its services. In Fiscal Year (FY) 2023 (Oct. 1, 2022–Sept. 30, 2023), 22,448 cases were filed with the agency, an increase of 10% compared to FY 2022. This was the largest number of cases filed since FY 2016.

The agency saw increases in both unfair labor practice charges and representation-related activity. In FY 2023, the number of unfair labor practice (ULP) charges filed with NLRB's 48 field offices increased 10% – from 17,988 charges in FY 2022 to 19,854 charges in FY 2023, continuing the increase from FY 2021 to FY 2022 when the agency saw a 19% increase in ULPs filed.

During the same period, 2,594 union representation petitions were filed – a 3% increase over FY 2022. This uptick in filings builds on last fiscal year's dramatic surge in representation-related activity and represents the highest number filed since FY 2015. In FY 2022, 2,510 union representation petitions were filed – a 53% increase from the 1,638 petitions filed in FY 2021.

In another notable election-related development, after the board released its decision in Cemex, field offices received 28 filings (known as RM petitions) submitted by employers after being asked to voluntarily recognize employees' unions. Under the Cemex framework, when a union requests recognition on the basis that a majority of employees in an

appropriate bargaining unit have designated the union as their representative, an employer must either recognize and bargain with the union or promptly file an RM petition.

This increase in activity in the agency's field offices resulted in a corresponding increase in workload for the adjudicative side of the agency. The board issued 246 decisions in contested cases during FY 2023, including more than a dozen significant precedent-setting cases, an uptick from 243 decisions in FY 2022. The board's increased productivity also slightly lowered the median age of cases pending before the Board, from 108 days in FY 2022 to 106 days in FY 2023.

As was the case at the end of FY 2022, however, the board's case-processing achievements were overtaken by a significant jump in case intake. In FY 2023, the Board received 321 unfair labor practice and representation cases, up from 308 cases in FY 2022, driven by a 10% increase in representation cases brought before the board. As a result, although the board – even at static staffing levels – processed more cases than last fiscal year, the rise in case intake left 191 cases pending before the board at the end of FY 2023, an increase from 145 in FY 2022.

The increased workload on both sides of the agency remains a challenge, according to the NLRB, and comes as the organization "continues to deal with funding and staffing shortages," the agency noted in a mid-October news release. "In December 2022, Congress gave the NLRB a \$25

million increase for FY 2023, ending a hiring moratorium, preventing furloughs, and allowing the NLRB to backfill some critical staff vacancies. However, the agency remains understaffed after almost a decade of flat funding. In the past two decades, staffing in field offices has shrunk by 50%," the release pointed out.

"Dedicated NLRB employees have continued working hard to increase the board's productivity, but the continuing surge in case intake has again increased our year-end backlog. Although the agency tremendously appreciated the \$25 million increase in funding for FY 2023, and used every extra dollar to address critical staffing vacancies and infrastructure needs, additional resources are necessary to enable the board to expand staffing capacity and continue processing cases more efficiently," said Chairman Lauren McFerran.

"Our committed and talented NLRB career employees continue to process cases with professionalism and care," said General Counsel Jennifer Abruzzo. "The president's budget requests \$376 million for the agency, which is much needed to effectively and efficiently comply with our Congressional mandate when providing quality service promptly to the public in conducting hearings and elections, investigating charges, settling and litigating meritorious cases, and obtaining full and prompt remedies for workers whose rights are violated."

Westbrook Appointed as Assistant Vice President

Chris Westbrook, whose career with the SIU spans 30 years, is the union's newest assistant vice president.

SIU President David Heindel recommended Westbrook for the post, and the union's executive board approved the proposal.

"Chris has earned the complete confidence of everyone in the SIU," Heindel stated. "I know he'll continue doing great work and I congratulate him on the promotion, which is well-earned."

Westbrook, 52, started sailing with the union in the early 1990s, working aboard vessels operating in the Gulf of Mexico and on the Mississippi River. He worked his way up from ordinary seaman to chief engineer during his sailing career.

In 1998, he came ashore to serve the membership as a union official. He has worked as the New Orleans port agent for the last 18 years, and previously served as a safety director. Both as a rank-and-file mariner and as a union official, he has completed numerous maritime safety courses, graduating from many of those classes at the SIU-affiliated Paul Hall Center for Maritime Training and Education.

Westbrook has been involved in numerous organizing campaigns and has served on a multitude of bargaining committees, in capacities ranging from rank-and-file delegate to lead negotiator,



SIU Asst. VP Chris Westbrook

for both the SIU and the SIU-affiliated Seafarers Entertainment and Allied Trades Union.

Moreover, he serves as the president of the AFL-CIO Maritime Trades Department's Port Council of Greater New Orleans and Vicinity. He is a member of the nominating committee for the Port of New Orleans, Jefferson, and St. Bernard Parish Board of Commissioners. He serves on the executive board of the Louisiana State AFL-CIO as Special Assistant to the President on Maritime Affairs and on the executive board of the Greater New Orleans AFL-CIO, respectively.

Additionally, Westbrook has served on the U.S. Coast Guard's New Orleans Area Maritime Security Committee and has received two gubernatorial appointments, from both a Republican and a Democrat.

AOTOS Honorees Announced by USS

The United Seamen's Service (USS) in early October announced the recipients of this year's Admiral of the Ocean Sea (AOTOS) Awards. Slated for the honors are George Pasha IV, president of The Pasha Group; Adam Vokac, president of the Marine Engineers' Beneficial Association (MEBA); and Mark W. Barker, president of Interlake Steamship Company.

The 54th annual awards dinner (scheduled to take place Dec. 1 in New York) also will recognize mariners who were involved in at-sea rescues, though those honorees hadn't been selected at press time. Several SIU crews have been nominated by the union.

"For more than half a century, the United Seamen's Service has annually presented the AOTOS Award, widely regarded as the most prestigious accolade in the maritime sector," the USS said in a news release. "This award acknowledges exceptional contributions made by individuals and organizations towards the advancement of American seafarers and the United States' maritime industry."

Lt. Gen. Kenneth R. Wykle, USA (Ret.), who serves as chairman of the USS AOTOS Committee, stated, "We are proud to acknowledge the AOTOS awardees from the American maritime industry. Mark Barker has a strong sailing background in the trans-Atlantic trades and advocates for maritime interests at both state and national levels. George Pasha IV has made significant contributions to the maritime industry, especially in the Hawaii market. Adam Vokac has demonstrated exceptional leadership and a dedication to protecting the rights of merchant mariners during his MEBA career. They are an outstanding group of individuals who represent strength, leadership and commitment to the advancement of the American maritime industry."

The Pasha Group owns several SIU-crewed vessels operating in the Jones Act trade.

Proceeds from the AOTOS event benefit USS community services abroad for the U.S. Merchant Marine, mariners of all nations, and U.S. government employees and military members overseas.



Aboard Matson Kodiak

Pictured on the vessel in the Pacific Northwest are (from left) Safety Director Danielle Woodward and AB Ayen Cabasag.



Recognized at Last: A Tribute to All Who Go to Sea

Editor's note: This article was written and submitted by World War II mariner Mark Gleeson, a longtime activist with the American Merchant Marine Veterans.

I admire good writing. There are thousands of books written each year, and thousands of speeches presented, but what do you remember? What was written or said that captured the feeling, the intensity of the moment?

An example is in the relatively recent book written by former Pittsburgh Steelers coach Bill Cowher where he describes talking to his father, who is very ill. Bill was proposing further treatments for his father, but the father replies, "I've had enough, Billie." The book is good, but those few words have stuck with me.

Good writers probably read a lot, and it is important to read to see how other writers handle situations and emotions. President Franklin Roosevelt was a great writer and is forever remembered for his appeal to the nation to stay calm in the Great Depression when he said, "The only thing we have to fear is fear itself." Winston Churchill was a superb writer and the right man at the time. Those of us from my generation all remember him saying, "Never in the field of human conflict was so much been owed by so many to so few." He was speaking about the role of the Royal Air Force in winning the Battle of Britain. Dr. Martin Luther King is remembered for the "I have a dream" speech, and the late Dr. Charles Krauthammer wrote on every subject, and no one was better.

I have had several opportunities to be slightly creative in writing – to find the right words, the right phrase, for the right occasion.

I was honored many years ago to be the main speaker at the first National Maritime Day program of the Mon Valley chapter of the American Merchant Marine Veterans in Elizabeth, Pennsylvania. I had been serving as co-chairman of a national committee seeking recognition of WWII merchant seamen. Even in those days, such memorial presentations couldn't take long, as men are sitting in the sun – and what could I really say that was so important? In the audience were our shipmates and veterans from all the other services. We were so honored.

I remember outlining what we had been doing to gain veteran recognition, and then listed a few specific events that few people knew about from WWII. Convoys that were famous, invasions participated in, the breakwaters formed on D-Day by sinking ships off Omaha Beach. I bemoaned the fact that most of these events were unknown to

the public. I came to the end of my presentation and asked the attendees to pause at the end of a day, when the rivers were calm and quiet, and I said, "Tell me, shipmates, who tolls the bell for us?" I answered my own question when I said, "We do, only we here in Elizabeth do."

I finished my presentation and was expecting someone to comment on my using an inspiration from Ernest Hemingway. The only person who said anything was a local reporter who asked if I had a copy of the speech. I am pleased that through the years, others have picked up "who tolls the bell" and used it. It always fits.

My last opportunity to say something significant in a few words came in 1990 when I was invited to address a monthly meeting of the John Brown Chapter of veterans in Baltimore. We had finished a 10-year congressional fight to pass legislation finally recognizing merchant seamen who had not gotten to sea until after August 15, 1945. The Department of Defense had refused to recognize the men although the war was not officially over until the end of 1946.

I flew to Baltimore, and took a cab to the motel where the luncheon meeting was to be held. Some friends of mine from Pittsburgh, including some Armed Guard, had driven down to be with me. I remember several attendees were in their officer uniforms, including some captains. After lunch, I gave my presentation, which was really a listing of events over the prior 10 years. I came to the end of the talk, thanked everyone for their support, stopped for a few seconds, fixed the audience with my eyes, and said: "Recognized at last. Recognized at last. Thanks God almighty, we're recognized at last."

I waited a few seconds, said thank you, and sat down. A polite applause, no requests for a copy of the speech, no interviews. No one said how fitting it was that I had drawn reference to Martin Luther King saying, "Free at last." I came home with my citation.

I write vignettes on the WWII merchant marine. I often include a phrase written by someone describing the wartime experience. I include, "Never again will the world see such a fleet of ships, and never again will the world see such a group of men who sailed them."

Whoever first wrote that could not have said it better.

Two years ago, Congress presented the WWII merchant mariners with a Congressional Gold Medal. We are the men of the WWII merchant marine. *Recognized at last.*



The World War II Memorial in the nation's capital includes this recognition of the U.S. Merchant Marine. (Alamy photo)

At Sea & Ashore with the SIU



MEETING WITH SENATOR – SIU Exec. VP Augie Tellez (left) and SIU VP Atlantic Coast Joseph Soresi (right) meet with pro-maritime U.S. Sen. Maria Cantwell (D-Washington) during a Sept. 25 gathering in Jersey City, New Jersey. The senator earlier this year received the International Propeller Club's prestigious Salute to Congress award.



HEADING HOME– The SIU-crewed *Cape Washington* (Crowley) returns to Baltimore after a shipyard period in Mobile, Alabama. (Photo by David Sites)



WITH CIVMARS ON WEST COAST – SIU Asst. VP Joe Vincenzo (back row, far left in group photo) and SIU Representative Jesse Ruth (crouching third from right in back) meet with members of the SIU Government Services Division in San Diego, aboard the *USNS Washington Chambers* (above, left).



RECRUITING IN LAST FRONTIER – SIU Tacoma Port Agent Warren Asp and Anchorage-based SIU Representative Julie Leonard in early October made a recruiting trip to the University of Alaska Southeast's Ketchikan Campus. The school features a maritime training center. Asp is standing in the classroom photo; pictured from left in the other snapshot are Leonard, Assistant Professor of Marine Transportation Chris Boss, Assistant Professor of Maritime Studies Mike LaBarge, and Asp.



TALKING MARITIME IN JAX – SIU VP Dean Corgey (right) and SA Timothy Cooper meet at the hiring hall in early October.

ABOARD USNS POLLUX

– Pictured aboard the TOTE ship during a recent servicing are (from left) Houston Patrolman Kirk Pegan, Bosun Chris Nagle, Patrolman J.B. Niday, QEE Glenn Snow, GUDE Rogelio "Rodge" Jamora and GUDE Abad Martinez.



At Sea & Ashore with the SIU



MILESTONE IN CHARM CITY – AB/SJ Arsenio Breccio (left) receives his A-seniority book. He's pictured at the Baltimore hall with SIU Port Agent John Hoskins.



WELL-EARNED RECOGNITION – Liberty Maritime Corp. President and CEO Philip Shapiro (second from left) was honored by the U.S. Coast Guard Foundation during its annual awards dinner Oct. 5 in New York. As noted by the agency, "Mr. Shapiro's personal efforts and philanthropy have enabled the Coast Guard Foundation to directly assist tens of thousands of Coast Guard members and their families." Pictured at the event are (from left) Liberty Maritime COO Josh Shapiro, Phil Shapiro, UIW Representative Jordan Esopa, SIU Port Agent Ray Henderson and SIU VP George Tricker.



ABOARD ISLA BELLA – ABM Angel Pagan snaps a Seafaring Selfie while painting deck hatches aboard the TOTE vessel as it sails from Jacksonville, Florida, to San Juan, Puerto Rico in mid-October.



WELCOME ASHORE IN GARDEN STATE – Longtime Seafarer German Dolmo (left), who sailed in the steward department, receives his first pension check at the hall in Jersey City, New Jersey. Congratulating him is SIU Port Agent Ray Henderson.



NEW TONNAGE – SIU officials recently met with executives from Seafarers-contracted Great Lakes Towing (GLT) at the parent company's shipyard in Cleveland. Pictured from left in the group photo are SIU VP Bryan Powell, GLT Exec. VP of Operations Gregg Thauvette, SIU Algonac Port Agent Todd Brdak and GLT Director of Operations and Compliance Lindsay Dew. In the background (and in the other photo) is the new tug *Minnesota*, which is slated for completion next year.



TAKING THE OATH IN FLORIDA – Receiving their respective B-books at the September membership meeting in Jacksonville, Florida, are (group photo, facing podium, from left) Chief Cook Nikia Stripling, GUDE Tameka Scott, STOS Santana Schofield, GUDE Elvershon Williams and GUDE Jermaine Hayes. SIU Port Agent Ashley Nelson is administering the oath. Pictured individually (above, left to right) are Stripling, Scott and Schofield.

At Sea & Ashore with the SIU



BAY STATE SOLIDARITY – SIU personnel participated in the Massachusetts AFL-CIO convention, which took place Oct. 11-13 in Boston. Pictured from left (above, left) are newly elected Massachusetts AFL-CIO President Chrissy Lynch and SIU Representative James Bast. From left in the other photo are Bast, AFL-CIO President Liz Shuler (who spoke at the convention), and SIU Jersey City Port Agent Ray Henderson.



CATCHING UP IN OAKLAND – Pictured at the hiring hall are AB Walid Nasser (left) and SIU Port Agent Duane Akers.



VETERAN OUTREACH – The SIU this month is teaming up with the Acadiana Veterans Alliance and with Lafayette Veterans Assisting Others to help U.S. military veterans start careers in the U.S. Merchant Marine. Pictured at a recent networking event in Louisiana are (from left) SIU Asst. VPs Mike Russo and Chris Westbrook, SIU VP Bryan Powell, Anazia Andrus-Sam (head of Lafayette Veterans Assisting Others) and her husband.



GATHERING IN WOLVERINE STATE – SIU Algonac Port Agent Todd Brdak (left) recently attended the Michigan AFL-CIO Constitutional Convention in Lansing. He's pictured with (from left) Michigan AFL-CIO President Ron Bieber, Michigan Maritime Trades Port Council President Jeanette Bradshaw, and Michigan Building and Construction Trades Council Secretary-Treasurer Pat Devlin.



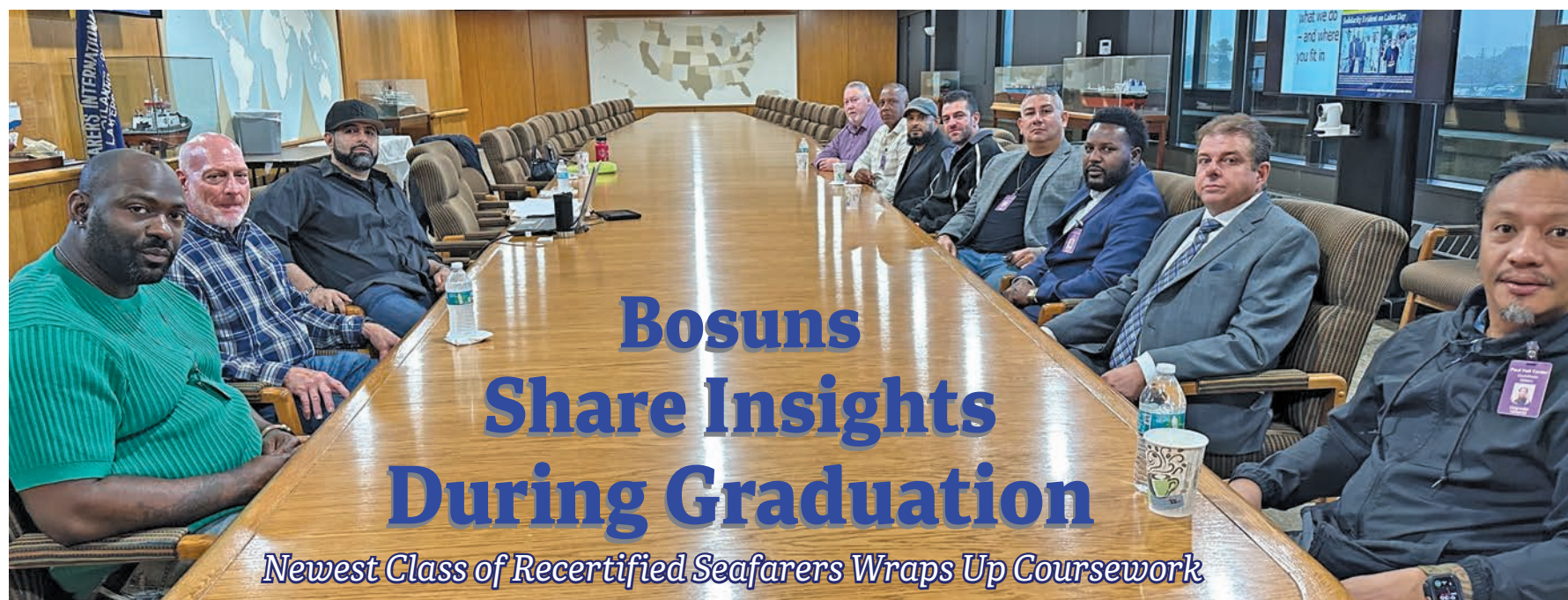
WELCOME ASHORE IN NORFOLK – Recertified Bosun Ron Paradise (center), who began sailing with the SIU in 1976, picks up his first pension check. He's pictured at the hall with SIU Port Agent Mario Torrey (left) and SIU Representative Sam Spain.



A-BOOK IN ALGONAC – GUDE Osama Shamman (left) receives his A-seniority book the hiring hall. He's pictured with Safety Director Jason Brown.



HELPING AT THE HALL – QEE Scott Thompson assists with installation of the new job-board monitor in the Baltimore hall.



Pictured shortly after their arrival at union headquarters are (from left) Paul Brown, Stephen Gately, Ali Alhamyari, John Coleman Jr., Luis Garcia, Jabr Ali, Charles Ford, Ricky Rivera, Junior Augustin, Robert Hoppenworth and Godofredo Milabo.

The union's newest group of recertified bosuns shared valuable insights during their respective graduation speeches Oct. 2 in Piney Point, Maryland.

Completing the two-week curriculum – considered the top curriculum available to deck department Seafarers at the SIU-affiliated Paul Hall Center for Maritime Training and Education (PHC) – were **Ali Alhamyari, Jabr Ali, Junior Augustin, Paul Brown, John Coleman Jr., Charles Ford, Luis Garcia, Stephen Gately, Robert Hoppenworth, Godofredo Milabo and Ricky Rivera.**

The coursework included wide-ranging topics such as leadership and teamwork, recruiting, how to prevent workplace harassment, the myriad ways in which politics affects the maritime industry, vessel operations, contracts, shipboard safety and more. The bosuns met with headquarters officials and with representatives from the Seafarers Plans and the SIU communications department in addition to PHC personnel.

The following are excerpts from the graduation speeches, presented during the October membership meeting.

Luis Garcia

I was born in Colombia, and in 1991 I moved to the USA. At first, I worked in different jobs like school custodian, mechanic helper, etc., until a friend of mine who was an SIU member told me about the maritime industry.

I decided to join the SIU in 2004; my first assignment was on NCL's *Pride of Aloha* as an ordinary seaman. From the beginning, I was eager to learn as much as I could, so I asked questions to the bosun and ABs and watched how they worked.

As soon as I had enough sea time to upgrade, I went back to the school to get my endorsement as AB so I'd have more opportunities to get a job.

If you want to succeed in this career, you must have a positive attitude toward the job. Work hard, especially with your team, and take advantage of the school to upgrade.

Our job relies on maritime laws, especially the Jones Act, so we have to support SPAD (the union's voluntary political action fund. MDL (Maritime

Defense League) donations are important, too.

Since I joined the SIU, my life changed in a positive way. I have a better financial status, and I can spend more quality family time when I'm home.

I thank this great SIU brotherhood, and I thank SIU President David Heindel as well as the school's instructors and staff.

Stephen Gately

I am a third-generation mariner. My grandfather, father, and brothers sailed. This career has given me financial stability.

To the trainees: Take pride in your work and develop a good work ethic. Always take advantage of opportunities to learn, and upgrade at the school when you can. Knowledge is good. Contribute to SPAD to help our union and keep shipping.

I want to thank all the instructors and staff for a good experience and their support as a union member of SIU. Thank you!

Jabr Ali

Twenty years ago, I never could have imagined that one day I would be standing here. I started sailing in Hawaii on the cruise ships, in the steward department. Then I went to the Great Lakes and worked as a deckhand and a gateman.

After that, I came here for upgrading; I took the welding class and the conveyorman class. Then I got my AB ticket.

The best thing that ever happened to me was joining the SIU. It helped my family and myself financially.

For the apprentices, when you go on a ship, every day is a learning day. Keep your heads up and learn, ask questions, and keep coming back here for upgrading. Make sure you pay your dues on time.

Also, donating to SPAD will help keep our union strong like always.

John Coleman

I would like to thank the SIU – from the leadership to the instructors to the port agents and patrolmen – for allowing me to succeed in my career. It seems like I wanted to be here as long as I can remember!

My maritime journey started down

in the oilfields of Louisiana on non-union tugboats. It was low pay, long hours and no benefits. In hindsight, I should have gone through the apprentice program, but things work out for reasons, as my mom used to say. I was bored with the oilfield and asked one of our tugboat mates how could I see the world working on the water. He told me to go get my AB ticket and go talk to the SIU. The rest is history. Twenty-eight years later, I am here!

With a lot of hard work and the SIU, I have created a good life in Thailand with a great wife and three kids and have been able to put my first kid through college. He will be graduating with a degree in aviation engineering this year.

There are three major factors of why this is a great career: the money, you can live anywhere you want, and you have a flexible work schedule. It is hard to find those three in any other career.

Lastly, I would tell the trainees to stay focused on your goals. Upgrading and hard work will help you achieve them.

Ali Alhamyari

Once I completed the apprentice program (in 2008) and got my AB rating, I had a better understanding of my career and where I wanted to go with it. I became addicted to the industry. I shipped out on tankers, bulk carriers, heavy-lift ships, MSC vessels, and containerships. Moving around from different classes of ships let me to gain the experience I needed to sail bosun and to be here today.

Being a bosun is a big responsibility. Being the union chairman on the ship means you've got to know how to deal with any challenges for all SIU members on board, plus how to conduct union meetings and keep the union informed of any beefs.

My brothers and sisters, I highly encourage all members to do their part in contributing to SPAD and MDL. It is a vital tool for our union to have the negotiating power. In the words of our retired president Michael Sacco: If we're not sitting at the table, we're on the table.

To the apprentices, you are the future of this industry. Take advantage

of this state-of-the-art school, and always upgrade. And remember to represent the SIU proudly in solidarity.

I would like to take this opportunity to thank the president, vice presidents, and the officials in the union halls for the hard work that keeps this beautiful union going strong. There's a lot of work that the average member has no idea about when it comes to running this powerhouse, and I commend our officials.

Ricky Rivera

When I first went to the hall in San Juan, I was looking for a better way of life – and I found it here at the Paul Hall Center. Thanks to the SIU, I'm another success story of progress and a life full of travel and experiences. Thanks to the SIU, my son can have a better education and a decent way of living.

The SIU since its beginning has built a reputation of representing the most reliable, best-trained mariners. We support our armed forces in addition to helping with everyday transportation of consumer goods.

We can support our union and the maritime industry by supporting SPAD and MDL and by making sure that our daily actions aboard the vessels show that the SIU's training provides the most professional mariners in the world.

For the trainees, the union is providing all the tools for you. Take advantage of this opportunity and take advantage of this facility so you'll become successful in your careers. Also, do not forget that this is your home.

Robert Hoppenworth

I started my career here in Piney Point in 1995. I was in apprentice class 535.

This is one of the few industries where you can consistently upgrade and enhance your skills. My advice to all you apprentices is to work hard and always work as a team. Don't forget to support SPAD, because without SPAD, we don't have a voice in Washington. Without that voice, politicians will get rid of the Jones Act. Without the Jones Act, we won't have jobs.

I want to thank the leadership,



SIU VP Contracts George Tricker (left) addresses the bosuns during a meeting at the Paul Hall Center, including Godofredo Milabo (right).



SIU Exec. VP Augie Tellez (right) meets with class members in Piney Point, Maryland, including Luis Garcia (left).

instructors and staff at headquarters and here at Piney Point for everything.

Paul Brown

I am a third-generation seaman. My father sailed, and his father sailed. I am honored to be here and also honored to be with these guys (his classmates) for the last two weeks.

It has been a long journey. Along the way, I have been to so many places and met some great people. Some I call my friends and some were great mentors to me. I wouldn't be here without them – they are people who really cared about the next generation of seamen. I do the same. I teach all that want to learn and master their craft.

I am a UA graduate of class 652. If you are trying to figure out what year that was, it was January 2004. I was 18 years old. To all the trainees in here, take advantage of the opportunity that you have right now. Study hard while you are here and learn as much as you can. Your time is coming. Just be patient.

To the members, keep up the good work. Contribute to SPAD. We all know how important the Jones Act is.

Last but not least, I would like to thank all the staff, instructors and union officials.

Charles Ford

I started my career 23 years ago, right here as a trainee in class 609. In 2000, I graduated high school and had

no idea of what I wanted to do. I heard about the trainee program and SIU from a family friend; it sounded very interesting to me and I made the best decision of my life by joining.

The SIU has given me a secure, great-paying job and a career I can be proud of. The pay, as well as benefits, and everything else the SIU has to offer has provided a great life for my family and me.

To all the trainees: Work hard in class, and when you get on the ship do the same. Remember we are a team. Please take this opportunity seriously, work hard, and please keep upgrading your skills, as it will help you and your family for the future.

To all SIU members: Donate to MDL and SPAD as much as you can donate. Donations help all of us. This gives us a voice and a leg to stand on.

Lastly, I want to thank all SIU leadership top to bottom, along with all the instructors and staff for their help in getting me to where I am at today.

Junior Augustin

I was born in Haiti and was fortunate to move to the United States at age 15. We did not have much in Haiti. Both of my grandfathers were fishermen and they would both take me deep sea fishing with them from time to time. I used to see those big ships in the horizon, and say to myself, "It would be nice if I could work on one."

In 1999, my cousin entered the apprentice program and introduced me to the industry. In 2003, I decided to join the SIU. At the time I joined, I was young – mid-twenties – and all I was really thinking is hey, this career would help me afford my expensive tastes. I have always liked nice things but could not afford them.

My merchant seaman career and the union have been instrumental in making my dreams reality; I would not trade it for any other career.

My advice to all the apprentices is to be very respectful of the industry and to support SPAD. Without SPAD, we cannot go any further.

I am truly blessed to be part of this union. I am very thankful for all the leaders and instructors that I have come across during my career. Their passion for the industry and their professionalism has motivated and helped me throughout my career as well as inspired my growth in the industry. There are truly some monumental leaders in the union.

Godofredo Milabo

I graduated from the trainee program in 1996 as a member of class 555. I joined because my father was an SIU member and had sailed for many years. After his passing when I was 18 years old, I wanted to see and know what it is like to be a merchant mariner.

I have been with the SIU for 20-plus years. Obviously, it's a great career in

many ways. The number one reason is you can save a lot of money for your future.

To all members, please do contribute to SPAD. It will preserve and further the American Merchant Marine with improved employment opportunities for all seamen and boatmen.

To all trainees, welcome aboard to this great opportunity as you embark on this career as a U.S. Merchant Mariner. Listen to your instructors and study hard. When you get on your first ship, always be on time, every time. Be motivated every day. Listen to your department head to better your skill and to keep a good, safe working environment. After you sign off, save your money, period. And do not lag on the opportunity to upgrade.

Lastly, I want to say thank you to the SIU for all you do. Thank you to all the office staff members who are always there to assist us in our needs to keep us working on the ships. Thank you to all instructors for all your hard work to educate new members and upgraders.

Also, I want to take this moment to thank my mentor whom I sailed with for many years aboard the *USNS Sisler*, who gave me skills and knowledge. If it weren't for him, I wouldn't be here speaking in front of you all. His name is Recertified Bosun **Kenneth Steiner**.



The newly recertified bosuns gather with union officials for a traditional group photo following the October membership meeting in Piney Point, Maryland.

DO YOU KNOW
A RETIRED
MERCHANT
MARINER WHO
COULD USE HELP?

please let them know about
Sailors' Snug Harbor.

The Trustees of the Sailors' Snug Harbor in the City of New York (SSH), one of the oldest secular charities in the United States, continues to help retired career mariners in financial need. SSH no longer operates a retirement home for mariners, but instead helps mariners across the country in their home communities. SSH helps mariners live more comfortably by assisting them with their living expenses as well as helping them find other assistance and local services.

MINIMUM REQUIREMENTS:
2,555 days on ship (inland or deep sea) (1,825 must be on US Flag ship)
60 years of age or older. (Younger mariners may apply if they are disabled).
Must be able to show a need for financial assistance.

Contact us at
646-465-8585
info@thesailorssnugharbor.org
<https://www.facebook.com/sailorssnugharbor>

November & December
Membership Meetings

Piney Point

Monday: Nov. 6, Dec. 4

Algonac

Monday: Nov. 13, Friday: Dec. 8

Baltimore

Thursday: Nov. 9, Dec. 7

Guam

Friday: Nov. 24, Thursday: Dec. 21

Honolulu

Friday: Nov. 17, Dec. 15

Houston

Monday: Nov. 13, Dec. 11

Jacksonville

Thursday: Nov. 9, Dec. 7

Joliet

Thursday: Nov. 16, Dec. 14

Mobile

Wednesday: Nov. 15, Dec. 13

New Orleans

Tuesday: Nov. 14, Dec. 12

Jersey City

Tuesday: Nov. 7, Dec. 5

Norfolk

Monday: Nov. 13, Friday: Dec. 8

Oakland

Thursday: Nov. 16, Dec. 14

Philadelphia

Wednesday: Nov. 8, Dec. 6

Port Everglades

Thursday: Nov. 16, Dec. 14

San Juan

Thursday: Nov. 9, Dec. 7

St. Louis

Friday: Nov. 17, Dec. 15

Tacoma

Friday: Nov. 24, Dec. 22

Wilmington

Monday: Nov. 20, Dec. 18

Algonac and Norfolk changes due to Veteran's Day

Guam change due to Thanksgiving

Each port's meeting starts at 10:30 a.m

	Dispatchers' Report for Deep Sea									
"Total Registered" and "Total Shipped" data is cumulative from September 16 - October 15, 2023. "Registered on the Beach" data is as of October 16, 2023.										
Port	Total Registered All Groups			Total Shipped All Groups			Trip Reliefs	Registered on Beach All Groups		
	A	B	C	A	B	C		A	B	C
Deck Department										
Algonac	15	6	4	5	4	2	2	26	4	4
Anchorage	2	2	0	2	3	0	1	3	3	0
Baltimore	7	2	2	7	1	2	5	2	2	1
Fort Lauderdale	13	9	1	12	7	0	6	23	11	3
Guam	2	0	1	3	0	1	0	1	0	1
Harvey	5	5	1	6	4	1	5	12	8	4
Honolulu	6	3	0	4	3	0	2	10	4	0
Houston	24	18	3	17	12	4	13	40	30	3
Jacksonville	19	21	5	17	16	3	10	44	25	9
Jersey City	19	8	4	16	9	3	12	30	10	4
Joliet	3	3	0	3	1	0	2	3	3	0
Mobile	6	2	2	6	2	0	2	11	8	2
Norfolk	20	14	10	18	9	6	8	27	14	10
Oakland	7	1	1	6	2	1	2	16	2	1
Philadelphia	5	2	0	2	2	0	0	6	2	0
Piney Point	1	4	0	1	2	0	0	3	4	0
Puerto Rico	3	6	2	4	6	1	5	7	6	2
Tacoma	11	6	0	8	8	0	6	28	8	4
St. Louis	2	2	0	2	2	0	0	3	0	2
Wilmington	15	7	3	15	7	3	6	43	12	3
TOTAL	185	121	39	154	100	27	87	338	156	53
Engine Department										
Algonac	4	0	1	3	0	1	0	6	1	0
Anchorage	1	0	1	0	1	0	0	1	0	1
Baltimore	3	2	1	3	2	0	2	2	1	2
Fort Lauderdale	3	3	2	4	4	3	2	14	3	1
Guam	1	0	1	1	0	0	0	1	0	1
Harvey	1	1	0	3	3	0	1	2	4	0
Honolulu	7	2	1	6	2	1	2	5	2	11
Houston	9	5	0	9	7	0	4	14	7	4
Jacksonville	16	10	4	14	8	3	4	30	14	1
Jersey City	6	1	1	4	1	1	3	10	2	1
Joliet	1	0	0	0	0	0	0	4	1	0
Mobile	3	2	0	1	0	0	0	2	5	0
Norfolk	15	12	7	7	3	6	4	25	14	7
Oakland	5	1	1	2	1	0	1	6	3	1
Philadelphia	1	0	0	0	0	0	0	1	0	0
Piney Point	1	2	0	0	0	0	0	3	1	0
Puerto Rico	3	0	0	2	2	0	0	4	1	0
Tacoma	5	0	2	4	5	1	6	9	4	4
St. Louis	5	0	0	3	0	0	1	3	2	0
Wilmington	12	2	1	8	2	2	0	16	5	2
TOTAL	102	43	23	74	41	18	30	158	70	26
Steward Department										
Algonac	4	0	0	4	0	0	0	5	0	0
Anchorage	0	1	0	0	1	1	0	0	0	0
Baltimore	2	3	0	2	1	1	0	1	2	1
Fort Lauderdale	2	1	0	8	2	1	4	9	2	2
Guam	0	1	0	0	1	0	0	1	2	0
Harvey	3	2	0	3	0	0	1	4	3	0
Honolulu	0	1	0	3	1	0	1	7	3	1
Houston	7	7	2	4	1	0	2	18	12	4
Jacksonville	11	11	6	10	8	2	5	25	23	5
Jersey City	6	5	0	7	1	0	1	12	6	1
Joliet	1	0	0	1	0	0	0	2	0	0
Mobile	3	0	0	2	0	0	0	4	1	1
Norfolk	10	8	7	9	7	2	5	16	20	7
Oakland	6	2	1	5	0	0	3	16	4	2
Philadelphia	0	0	0	0	0	0	0	1	0	0
Piney Point	1	0	2	1	1	1	0	5	2	1
Puerto Rico	3	7	0	1	3	0	1	3	9	0
Seattle	5	1	0	5	1	0	2	14	3	1
St. Louis	3	1	0	2	0	0	0	2	1	0
Wilmington	11	4	0	6	7	1	6	30	7	2
TOTAL	78	55	18	73	35	9	31	175	100	28
Entry Department										
Algonac	0	10	11	1	8	2	5	0	10	16
Anchorage	0	1	1	0	2	1	0	1	1	2
Baltimore	0	4	2	0	2	2	1	0	2	0
Fort Lauderdale	0	5	13	0	4	7	2	0	7	12
Guam	0	1	1	0	1	0	0	0	0	1
Harvey	0	1	4	0	1	1	0	0	3	7
Honolulu	0	0	4	0	2	1	0	0	0	5
Houston	2	11	28	2	3	12	5	4	32	30
Jacksonville	1	31	68	0	12	47	5	1	53	126
Jersey City	1	11	21	1	6	11	1	2	20	30
Joliet	0	1	1	0	1	0	0	0	1	2
Mobile	0	1	1	0	1	1	0	0	0	1
Norfolk	0	9	33	0	10	20	11	0	10	41
Oakland	0	6	7	0	3	7	3	1	9	13
Philadelphia	0	3	0	0	3	0	1	0	0	0
Piney Point	0	15	9	0	8	10	10	0	9	5
Puerto Rico	0	1	0	0	0	0	0	0	1	2
Tacoma	4	8	3	1	2	1	0	6	11	8
St. Louis	0	0	0	0	0	0	0	0	0	1
Wilmington	1	11	7	1	5	5	1	2	13	10
TOTAL	9	130	214	6	74	128	45	17	182	312
GRAND TOTAL	374	349	294	307	250	182	193	688	508	419

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.

AMERICAN PHOENIX (Phoenix Crew Management, LLC), April 14 – Chairman **Charles Hill**, Secretary **Michael Miller**, Educational Director **Kevin Carraby**, Deck Delegate **Edward Gavagan**. Members voiced concerns over transportation issues when going ashore. Educational director recommended members upgrade at the union-affiliated Paul Hall Center for Maritime Training and Education, located in Piney Point, Maryland. No beefs or disputed OT reported. Crew asked for union's assistance with transportation problem.

GREEN BAY (Waterman Transport, Inc.), July 12 – Chairman **Nicholas Turano**, Secretary **Kevin Bozis**, Deck Delegate **George Fababier**, Engine Delegate **Mario Santos**. Members reviewed ship's schedule and crew changes, and also discussed importance of workplace safety. No beefs or disputed OT reported. Crew was shown locations of *Seafarers LOGs* and various union forms. Next port: Vancouver, Washington.

MAERSK CHICAGO (Maersk Line, Limited), July 29 – Chairman **Michael Stein**, Secretary **Virnabeth Cano**, Educational Director **Ronald Embody**, Engine Delegate **Semere Debas**, Steward Delegate **Richard Torres**. Chairman thanked crew for a job well done. Educational director encouraged members to upgrade at the Paul Hall Center. No beefs or disputed OT reported. Crew requested increases to vacation time, faster internet service and for job boards to be made available online. Next port: Newark, New Jersey.

MAERSK SELETAR (Maersk Line, Limited), August 11 – Chairman **Cleofe Castro**, Secretary **Nathaniel Simmons**, Deck Delegate **Yung Fan Haloski**, Steward Delegate **Stanford Drakes**. Crew expressed concern with lack of internet-service upgrade. Payoff to take place in Charleston. Educational director urged crew to upgrade their skills at the Piney Point school. No beefs or disputed OT reported. Members were reminded to leave clean rooms for reliefs and to check medical certifications. Crew would like to see increases in vacation and pension benefits. Members gave thanks to the steward department and reviewed details pertaining to boot and taxi reimbursements. Next port: Charleston, South Carolina.

DELAWARE EXPRESS (Marine Personnel and Provisioning), August 20 – Chairman **Linnell Coleman**, Secretary **Dylan Faile**, Educational Director **Alvin Cabahit**, Deck Delegate **Mohamed Sailan**, Engine Delegate **James Pasco-cello**, Steward Delegate **Quinsha Davis**. Members voiced concerns with what they described as contractual inconsistencies between Delaware Express and her sister ships. Chairman advised crew to make sure documents are up to date and thanked everyone for all their hard work during and after shipyard period. Educational director encouraged members to upgrade at the Paul Hall Center. Ship fund expected to increase due to scrap metal sales. No beefs or disputed OT reported. Members requested increases to vacation days as well as pension payouts. Crew gave a big thanks to steward department for a job well done and a special thanks to Chief Cook Quinsha Davis. Next port: Charleston, South Carolina.

MAERSK KENSINGTON (Maersk Line, Limited), August 20 – Chairman **Carlos Gibbons**, Secretary **Hussain Nagi Ali**, Educational Director **Juan Rochez**, Engine Delegate **Anias Stanford**, Steward Delegate **Adrian Joseph**. Chairman advised crew to read the *Seafarers LOG* for latest information. Educational director recommended members take advantage of the upgrading opportunities at the union-affiliated Piney Point school. No beefs or disputed OT reported. Members requested increases in vacation days and better Wi-Fi service. Crew would like a large "smart" TV as well as DVD players, and a printer on D deck.

ALASKAN NAVIGATOR (Alaska Tanker Company), August 26 – Chairman **Adel Ahmed**, Secretary **Albert Sison**, Educational Director **Aljohn Fernandez**, Deck Delegate **Bonifacio Fortes**, Engine Delegate **Ronilo Monares**, Steward Delegate **Nasr Almusab**. Members were given resources to replace any paperwork lost in Hawaii fires. There is a form and number available to help speed up the process. Chairman advised crew to make appointments early for medical certificates. He commended the steward department for quality service and great food. Secretary thanked members for good housekeeping and doing a great job during shipyard period in Korea. Educational director encouraged crew to upgrade at the Paul Hall Center and suggested applying for courses as early as possible. No beefs or disputed OT reported. Ship gym needs a new treadmill, and a refrigerator is needed in crew mess. Members would like steward assistant pay rate to match entry level positions in other departments and for longer steward department courses to be offered at the Paul

Hall Center. Crew discussed writing a 30-minute break period in the next contract, rather than 15. Next port: Port Angeles, Washington.

AMERICAN PHOENIX (Phoenix Crew Management, LLC), August 27 – Chairman **Charles Hill**, Secretary **Nathan Brailsford**, Educational Director **Melvin Ratcliff**. Chairman thanked the union for resolving transportation issue. Educational director recommended members upgrade at the union-affiliated school in Piney Point, Maryland. No beefs or disputed OT reported. Crew requested 15 for 30 vacation.

OVERSEAS MARTINEZ (Overseas Ship Management, Inc.), August 28 – Chairman **Anton Sulic**, Secretary **Kim Smith**, Educational Director **George Mardones**, Deck Delegate **Mohammed Haruna**, Engine Delegate **Angel Aranda Gamboa**, Steward Delegate **Joseph Huls**. Chairman reminded members to leave clean rooms and supplies for reliefs. He urged them to go out and vote for elected officials that support the union and to keep documents up to date. Secretary asked crew to return dirty dishes to the galley and to wash hands before entering. Educational director advised members to upgrade and take advantage of all the opportunities offered at the Piney Point school. No beefs or disputed OT reported. Chairman reiterated the importance of donating to SPAD (Seafarers Political Activities Donation), the union's voluntary political action fund. Crew requested new bedding, new movies, a bigger refrigerator, and new furniture in crew lounge. Vote of thanks given to steward department for all their hard work and good food. Next port: New Orleans.

Know Your Rights

FINANCIAL REPORTS. The Constitution of the SIU Atlantic, Gulf, Lakes and Inland Waters 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:

George Tricker, Chairman
Seafarers Appeals Board
5201 Capital Gateway Drive
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 David Heindel at headquarters by certified mail, return receipt requested. The address is:

David Heindel, President
Seafarers International Union
5201 Capital Gateway Drive
Camp Springs, MD 20746

David Heindel, President
 Augustin Tellez, Executive Vice President
 Tom Orzechowski, Secretary-Treasurer
 George Tricker, Vice President Contracts
 Dean Corgey, Vice President Gulf Coast
 Nicholas J. Marrone, Vice President West Coast
 Joseph T. Soresi, Vice President Atlantic Coast
 Nicholas Celona, Vice President Government Services

Bryan Powell,
 Vice President Lakes and Inland Waters

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 (810) 794-4988

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BALTIMORE

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 Cliffline Office Ctr. Bldg., Suite 103B
 422 West O'Brien Dr., Hagatna, Guam 96910
 (671) 477-1350

HONOLULU

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HOUSTON

625 N. York St., Houston, TX 77003
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JACKSONVILLE

5100 Belfort Rd., Jacksonville, FL 32256
 (904) 281-2622

JERSEY CITY

104 Broadway, Jersey City, NJ 07306
 (201) 434-6000

JOLIET

10 East Clinton St., Joliet, IL 60432
 (815) 723-8002

MOBILE

1640 Dauphin Island Pkwy, Mobile, AL 36605
 (251) 478-0916

NEW ORLEANS

3911 Lapalco Blvd., Harvey, LA 70058
 (504) 328-7545

NORFOLK

115 Third Street, Norfolk, VA 23510
 (757) 622-1892

OAKLAND

1121 7th St., Oakland, CA 94607
 (510) 444-2360

PHILADELPHIA

2604 S. 4 St., Philadelphia, PA 19148
 (215) 336-3818

PINEY POINT

45353 St. George's Avenue, Piney Point, MD 20674
 (301) 994-0010

PORT EVERGLADES

1221 S. Andrews Ave., Ft. Lauderdale, FL 33316
 (954) 522-7984

SAN JUAN

659 Hill Side St., Summit Hills
 San Juan, PR 00920
 (787) 721-4033

ST. LOUIS/ALTON

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) 549-4001/4002

Inquiring Seafarer

This month's question was answered by upgraders and one apprentice at the Paul Hall Center in Piney Point, Maryland. For the apprentice, the question was modified to "what are you most looking forward to?"

Question: What's your favorite thing about being a mariner?



Tiara Macklin
 Chief Cook

My favorite thing about being a mariner is getting to meet new people and to travel. I like variety – I don't like anything stagnant – and being a mariner allows you different types of interactions with different types of people from all over the world.



Marcelino Pabito
 Chief Cook

Being a mariner helps a lot, especially with my family. It helps provide me with enough money for my family to survive. When I joined Seafarers, they helped me a lot so that I would be able to provide for my family.



Robert Foster
 Chief Cook

I would probably have to go with the free travel, the health benefits, and the money. I spent a large amount of time in my life working in restaurants, living paycheck to paycheck, and this career allows me to work as much as I want or as little as I want, and to have the freedom to do whatever I feel like doing.



Emanuel Spain
 Chief Steward

I like the diversity and the ability to travel and see different parts of the country. I also like that you don't have to go to college or spend a lot of money to have a great career.



Carlos Gomez
 Chief Cook

I like the crews, I like the experience, and I like the money, obviously. I like travelling the world and experiencing different ethnicities. I love that – being exposed to different kinds of food, different kinds of people, different levels of education.



Christian Smith
 Apprentice

I like that you can have travel experiences that can't be accomplished by other industries. I am looking forward to learning about different cultures, trying new foods and learning the history of different places.

Pic from the Past



"Even the cigarettes were on the house," reported the Dec. 3, 1948 issue of the *LOG*, recapping that year's Thanksgiving celebration that took place at SIU headquarters in New York. Officially, the gathering was hosted by the Maritime Trades Department – and it drew 1,200 guests from throughout the maritime labor movement. A few of the attendees are pictured above.

Welcome Ashore!

We pay tribute to our brothers and sisters of the SIU who have recently retired. THANK YOU for a job well done and we wish you fair winds and following seas.

DEEP SEA

ANDRE BENNETT

Brother Andre Bennett, 71, began sailing with the Seafarers in 1979. A deck department member, he first sailed aboard the *Golden Monarch*. Brother Bennett upgraded at the union-affiliated Piney Point school on several occasions. He last shipped on the *Lawrence Gianella* and makes his home in Bakersville, Virginia.



MARIO BERTRAND

Brother Mario Bertrand, 69, embarked on his career with the SIU in 1989 when he sailed with Delta Queen Steamboat Company. He shipped in all three departments and upgraded at the Paul Hall Center on multiple occasions. Brother Bertrand's final vessel was the *USNS Brittin*. He lives in Chalmette, Louisiana.



PAUL BURKE

Brother Paul Burke, 65, joined the Seafarers International Union in 1976, initially sailing aboard the *Cove Communicator*. He upgraded at the Piney Point school on multiple occasions and shipped primarily in the steward department. Brother Burke most recently sailed on the *OMI Champion*. He is a resident of Mobile, Alabama.



JAMES BYNUM

Brother James Bynum, 65, signed on with the union in 1982 and first sailed aboard the *Taurus*. He worked in all three departments and upgraded at the Paul Hall Center on several occasions. Brother Bynum last shipped on the *Green Island* and resides in New Orleans.



JOHN GREUBEL

Brother John Greubel, 65, started his career with the SIU in 2000. A steward department member, he first sailed aboard the *Patriot*. Brother Greubel upgraded at the Piney Point school on several occasions. He most recently shipped on the *American Liberty* and makes his home in Conway, South Carolina.



CHRISTOPHER JANICS

Brother Christopher Janics, 61, began shipping with the union in 1981. He worked in the deck department and upgraded at the Paul Hall Center on numerous occasions. Brother Janics' first vessel was the *Thompson Pass*; his last, the *Mendonca*. He settled in Clermont, Florida.



MICHAEL MATTHEW JAMES

Brother Michael Matthew James, 65, embarked on his career with the Seafarers in 2000. He worked in the steward department, initially aboard the *Patriot*. Brother Matthew James upgraded at the Piney Point school on multiple occasions. He last worked on the *Padre Island* and makes his home in Miami.



TYRONE MCCALLON

Brother Tyrone McCallon, 65, became a member of the Seafarers International Union in 1978 and first sailed with Interocean American Shipping. He sailed in the engine department and upgraded on multiple occasions at the Paul Hall Center. Brother McCallon's final vessel was the *OMI Platte*. He resides in New Orleans.



THOMAS MCCURDY

Brother Thomas McCurdy, 65, signed on with the union in 1975, initially working with Dravo Basic Materials. He was a steward department member and upgraded at the Piney Point school on multiple occasions. Brother McCurdy last shipped on the *Wilson*. He makes his home in Connersville, Louisiana.



ROMEO RIVERA

Brother Romeo Rivera, 65, donned the SIU colors in 1994 when he sailed aboard the *Independence*. Brother Rivera upgraded at the Paul Hall Center on multiple occasions. An engine department member, he last shipped on the *Horizon Reliance*. Brother Rivera settled in Las Vegas.



MICHAEL SORENSEN

Brother Michael Sorensen, 65, joined the union in 1979, first sailing aboard the *Del Sol*. He worked in the deck department and upgraded at the Piney Point school on numerous occasions. Brother Sorensen's final vessel was the *Horizon Kodiak*. He resides in Spokane Valley, Washington.



THOMAS STAGG

Brother Thomas Stagg, 62, donned the SIU colors in 1983. A deck department member, he first sailed aboard the *Aquarius*. Brother Stagg upgraded at the Paul Hall Center on multiple occasions. He concluded his career aboard the *Flickertail State* and lives in Surry, Virginia.



LEO SULLIVAN

Brother Leo Sullivan, 65, became a member of the Seafarers International Union in 1990 when he sailed aboard the *William Baugh*. He upgraded often at the Piney Point school and worked in both the deck and engine departments. Brother Sullivan last sailed on the *Maersk Atlanta*. He calls Brooklyn, New York, home.



MICHAEL THOMAS

Brother Michael Thomas, 65, embarked on his career with the Seafarers in 1988 and initially worked on the *Independence*. He was a member of the steward department and last shipped on the *Ambassador*. Brother Thomas upgraded at the Paul Hall Center on multiple occasions. He calls St. Cloud, Florida, home.



TERRY THOMAS

Brother Terry Thomas, 65, began sailing with the Seafarers in 1980. He initially shipped on the *El Paso Southern* and sailed in the deck department. Brother Thomas upgraded at the Piney Point school on multiple occasions. He most recently shipped aboard the *Maersk Alaska* and lives in McDonough, Georgia.



ANDREW VAN BOURG

Brother Andrew Van Bourg, 66, started his career with the union in 1990. He first shipped on the *Independence* and upgraded often at the Paul Hall Center. Brother Van Bourg was an engine department member. He most recently sailed on the *Howard O. Lorenzen* and makes his home in Northfield, Minnesota.



INLAND

ROBERT CARROLL

Brother Robert Carroll, 67, joined the union in 2007. He worked in the deck department and upgraded at the Piney Point school on multiple occasions. Brother Carroll was first employed with Crowley Towing and Transportation. He most recently sailed with Penn Maritime Inc. and resides in St. Augustine, Florida.



DAVID GREGORY

Brother David Gregory, 71, signed on with the union in 1992. He was a deck department member and first sailed aboard the *Independence*. Brother Gregory upgraded at the Paul Hall Center on numerous occasions and last shipped on the *Champion*. He settled in San Angelo, Texas.



MARAD Posts Update

The U.S. Maritime Administration (MARAD) recently announced that it has chosen the Center for Naval Analyses (CNA) to lead research efforts in developing a new maritime strategy for the United States.

The CNA has been tasked with conducting a study during the next year, throughout which they plan to engage with public and private stakeholders in the maritime industry to identify opportunities for growth. By the end of the year, they aim to determine new ways to revitalize the U.S. Merchant Marine and maritime industrial base to meet economic and national security needs, the agency reported.

In accordance with the National Defense Authorization Act of 2023, MARAD was required to choose a Federally Funded Research and Development Center (FFRDC) to commence this study. The CNA is an independent nonprofit FFRDC sponsored by the Department of the Navy, with expertise in researching sealift needs for national security.

"MARAD will work closely with CNA on this historic effort that will set the foundation for future success of the U.S. maritime industry," MARAD said in an online statement.

The results from the CNA's study will be used as a tool to develop an in-depth approach to begin identifying and prioritizing the elements for a strategy.

Final Departures

In solemn remembrance, we honor the legacies of these union members who have crossed the final bar. May they rest in peace.

DEEP SEA

JOEMARIE ABOY

Brother Joemarie Aboy, 66, died March 21. He joined the SIU in 2007 when he sailed aboard the *Pride of Aloha*. Brother Aboy was an engine department member. He most recently shipped on the *Pride of America* in 2020 and was a Honolulu resident.



RAYMOND GORJU

Pensioner Raymond Gorju, 74, passed away September 14. He began his career with the Seafarers in 1967, initially sailing aboard the *Alcoa Commander*. Brother Gorju was a deck department member and concluded his career aboard the *USNS Capable*. He began collecting his pension in 2004 and lived in Gretna, Louisiana.



HAROLD NELLI

Pensioner Harold Nelli, 96, died August 23. Born in Rockdale, Illinois, he joined the union in 1945. Brother Nelli initially sailed with Merritt-Chapman and Scott. He was a deck department member and concluded his career aboard the *Robert E. Lee*. Brother Nelli went on pension in 1988 and resided in Lacombe, Louisiana.

DAVID FEARS

Pensioner David Fears, 84, passed away September 1. He signed on with the union in 1973 and worked in both the deck and engine departments. Brother Fears first sailed with Dravo Basic Materials. He was last employed with Western Towing Company and went on pension in 2011. Brother Fears resided in Mount Enterprise, Texas.

VIRGILIO BANZON

Pensioner Virgilio Banzon, 83, passed away August 20. He signed on with the Seafarers International Union in 2005 and first sailed aboard the *Seabrook*. He sailed in both the deck and engine departments. Brother Banzon last shipped on the *Empire State*. He retired in 2016 and settled in Chula Vista, California.



ERNESTO GUARIN

Pensioner Ernesto Guarin, 83, died August 26. He donned the SIU colors in 1979 when he worked on the *Panama*. A deck department member, Brother Guarin last shipped aboard the *Performance*. He retired in 2005 and lived in the Philippines.



WILLIAM RIOS

Brother William Rios, 55, passed away August 15. He was born in Brooklyn, New York, and started sailing with the SIU in 1988. Brother Rios first shipped on the *Aries* and worked in the deck department. He most recently sailed aboard the *Magothy* and lived in New York City.



FRANK LYONS

Pensioner Frank Lyons, 76, died September 10. He joined the SIU in 1996. Brother Lyons sailed in the deck department and worked with Crowley for the duration of his career. He became a pensioner in 2009 and made his home in Willingboro, New Jersey.

JOHN ZENTS

Pensioner John Zents, 68, passed away August 26. He joined the SIU in 1974 and sailed in both the deck and engine departments. Brother Zents worked for Moran Towing of Maryland until 1990. He started collecting his pension in 2019 and was a Baltimore resident.

JOHN BARNARD

Brother John Barnard, 66, died July 24. He embarked on his career with the SIU in 1991, first shipping on the *Sealift Pacific*. Brother Barnard worked in the deck department, lastly aboard the *Prestige New York*. He called McKinney, Texas, home.



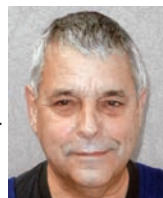
CESAR GUTIERREZ

Pensioner Cesar Gutierrez, 84, passed away September 20. He launched his career with the Seafarers in 1970, first sailing aboard the *Steel Maker*. Brother Gutierrez shipped in the deck department. He last sailed on the *Sulphur Enterprise* before going on pension in 2004. Brother Gutierrez was a resident of Kenner, Louisiana.



BRIAN SENGELAUB

Pensioner Brian Sengelaub, 72, died September 8. He joined the SIU in 1973, first working aboard the *Overseas Progress*. Brother Sengelaub was a member of the engine department and last shipped on the *Maersk Kensington* in 2016. He retired the following year and settled in Kunkletown, Pennsylvania.



NMU

JULIAN CASTRO

Pensioner Julian Castro, 96, died September 7. Brother Castro was born in Puerto Rico. He sailed in the steward department and concluded his career aboard the *Green Ridge*. Brother Castro became a pensioner in 1990 and called Yonkers, New York, home.

EDWARD DESOUCEY

Pensioner Edward Desoucey, 62, passed away September 29. He joined the Seafarers International Union in 1979. Brother Desoucey's first vessel was the *Leo*. He sailed in both the deck and engine departments and concluded his career aboard the *Horizon Enterprise*. Brother Desoucey retired in 2005 and made his home in Pittsburgh.



RONALD LUPINACCI

Pensioner Ronald Lupinacci, 78, died September 29. Brother Lupinacci signed on with the union in 1990. He was a steward department member and first sailed on the *Constellation*. Brother Lupinacci's final vessel was the *Prestige New York*. He became a pensioner in 2016 and settled in Darlington, Pennsylvania.



GREAT LAKES

RUSSELL BROWN

Pensioner Russell Brown, 72, passed away September 29. He embarked on his Seafarers career in 1977 when he sailed on the *JT Hutchinson*. A deck department member, Brother Brown last worked on the *H Lee White* in 2006. He retired within the same year and made his home in Alger County, Michigan.



ALBERTO OLIVEIRA

Pensioner Alberto Oliveira, 88, died March 30. Brother Oliveira shipped in the steward department, most recently aboard the *Green Lake*. He retired in 1992 and lived in Fall River, Massachusetts.

Correction

The October *LOG* contained an erroneous obituary for SIU pensioner **Avell Brown**, who in fact is alive and well. However, his twin brother - SIU pensioner **Arvell Brown** - passed away earlier this year. The correct information and correct photo appear directly below.

ARVELL BROWN

Pensioner Arvell Brown, 77, passed away May 11. Brother Brown worked in both the deck and engine departments. He last sailed aboard the *Green Point* before retiring in 2013. Brother Brown resided in Prichard, Alabama.



RUBEN GALLEGUILLOS

Pensioner Ruben Galleguillos, 93, died September 9. Brother Galleguillos was born in San Francisco and began sailing with the SIU in 1979. He sailed in the steward department, initially aboard the *Santa Maria*. Brother Galleguillos last shipped on the *Endurance* and became a pensioner in 1996. He made his home in Lebanon, Pennsylvania.

DARRELL McDONALD

Brother Darrell McDonald, 64, has passed away. Born in Tampa, Florida, he began shipping with the Seafarers International Union in 1982. He sailed in the engine department. Brother McDonald's first vessel was the *Virgo*; his last, the *Lawrence Gianella*. He called Old Town, Florida, home.



INLAND

GEORGE DALEY

Pensioner George Daley, 73, died September 3. He donned the SIU colors in 1981, initially working on the *Padre Island*. Brother Daley sailed in both the deck and engine departments. He was last employed with Crowley Towing and Transportation in 1994. He became a pensioner in 2014 and lived in Douglasville, Georgia.

Paul Hall Center Upgrading Course Dates

Printed below are dates for courses scheduled to take place at the SIU-affiliated Paul Hall Center for Maritime Training and Education, located in Piney Point, Maryland. The QR code connects to a web page with the latest course dates (they may differ from what's printed here, though in most cases the only changes are additions that haven't yet made it into the *LOG*). Seafarers are welcome to contact the admissions office with questions about upgrading courses: (301) 899-0657, admissions@seafarers.org

Latest Course Dates






Title of Course	Start Date	Date of Completion
DECK DEPARTMENT UPGRADING COURSE		
RFPNW	November 13	December 1
ENGINE DEPARTMENT UPGRADING COURSE		
RFPEW	November 13	December 15
STEWARD DEPARTMENT UPGRADING COURSES		
Certified Chief Cook	December 4	January 5
ServSafe Management	November 27	December 1
Chief Steward	November 13	December 8

Title of Course	Start Date	Date of Completion
SAFETY/OPEN UPGRADING COURSES		
Basic Training Revalidation	November 6	November 6
	November 13	November 13
	December 4	December 4
Government Vessels	November 6	November 10
	December 11	December 15
Tank Ship Familiarization - LG	December 11	December 15



STAY CONNECTED WITH SIU

In addition to regularly posting updates on our website (seafarers.org), the union for many years has been active on social media. Check us out – and please feel free to submit content you'd like us to share.

-  facebook.com/SeafarersInternational
-  twitter.com/SeafarersUnion
-  instagram.com/seafarers_international_union
-  facebook.com/MyMaritimeCareer

UPGRADING APPLICATION

Name _____
Address _____
Telephone (Home) _____ (Cell) _____
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 _____
Home Port _____
E-mail _____
Endorsement(s) or License(s) now held _____
Are you a graduate of the SHLSS/PHC trainee program? ☐ Yes ☐ No
If yes, class # and dates attended _____
Have you attended any SHLSS/PHC upgrading courses? ☐ Yes ☐ No

With this application, COPIES of the following must be sent: One hundred and twenty-five (125) days seetime for the previous year, MMC, TWIC, front page of your book including your department and seniority and qualifying sea time for the course if it is Coast Guard tested. Must have a valid SHBP clinic through course date.

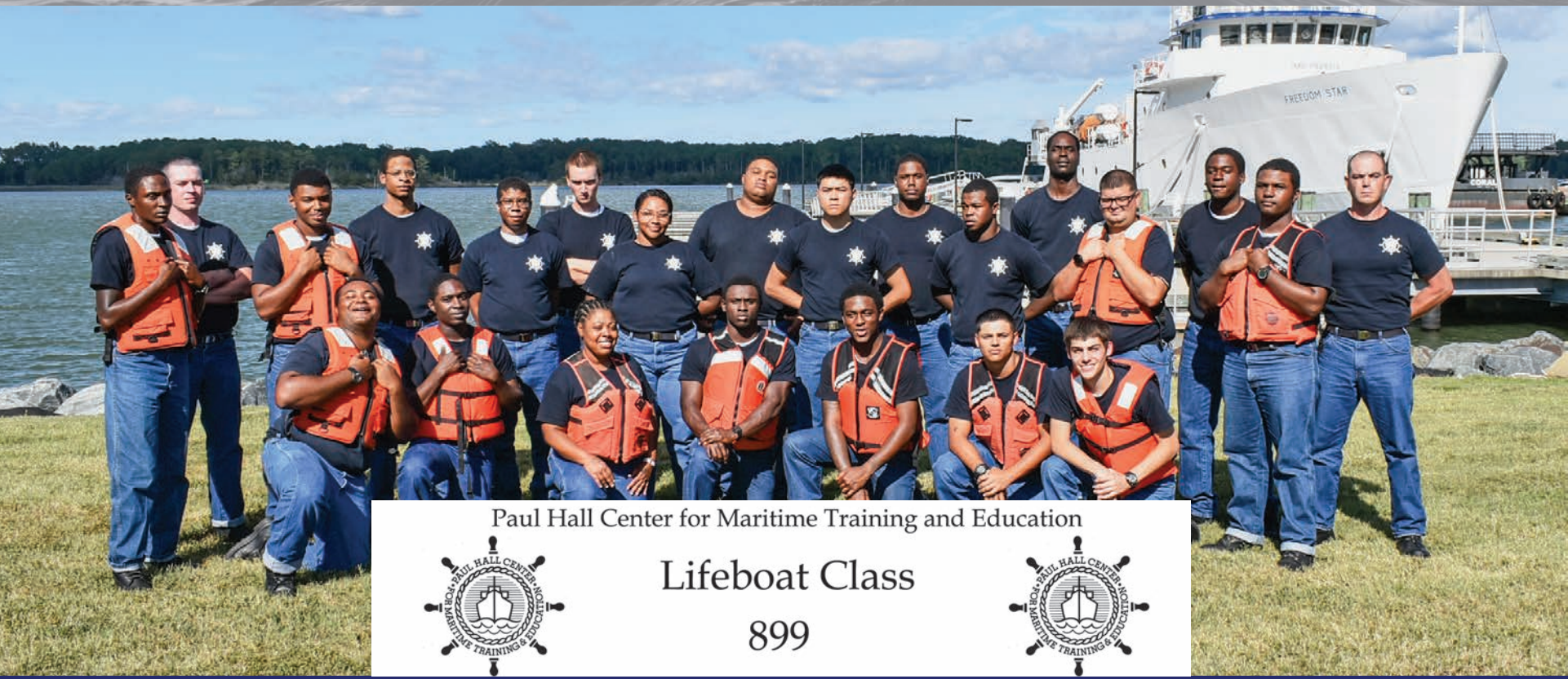
I authorize the Paul Hall Center to release any of the information contained in this application, or any of the supporting documentation that I have or will submit with this application to related organizations, for the purpose of better servicing my needs and helping me to apply for any benefits which might become due to me.

COURSE	START DATE	DATE OF COMPLETION
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
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. Not all classes are reimbursable. Return completed application to: Paul Hall Center for Maritime Training and Education Admissions Office, Email: upgrading@seafarers.org Mail: 45353 St. George's Ave., Piney Point, MD 20674 Fax: 301-994-2189.

The Seafarers Harry Lundeborg 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, or 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.

Paul Hall Center Class Photos



APPRENTICE WATER SURVIVAL CLASS #899 – Graduated September 8 (above, in alphabetical order): Ricky Anderson, Kezavior Bryant, Brett Bundy, Elon Dancy-Mosley, Nathaniel Gasparini, Jonathan Graham, Naylor Griffin-Taylor, Nasir Harrell, Giveric Henderson, Josue Hernandez Cordero, Clint Langford Jr., Kassidy Mays, Andrew Mentzer, Tyler Morin, Tony Noble, Frederick Rivers III, LaToya Sanford-Leggs, Maurice Smith, Tavon Spence, Jyheir Thompson, Natanael Velez Cordero, Cedric Wallace Jr. and Xavion Young-Key.



GOVERNMENT VESSELS – Graduated September 15 (above, from left): Darrisha Bryant and Rubenia Flores.



MACHINE REFRIGERATION TECH – Graduated September 15 (above, in alphabetical order): Alvin Alcasid, Haeven Bautista, Sherrod Frazier, Noah Hughes, Deidra Hunter, Tony King Jr., Thomas Koncul, Joshua Mann, Jep Sumpter, David Watkins and Jonathan White. Instructor Christopher Morgan is also pictured.



GOVERNMENT VESSELS – Graduated September 29 (above, in alphabetical order): Faisal Ali, Masha Blas, James Boatner, Maimouna Diallo, Luis Flores Ramos, Shavonne Freeman, Peter Frimpong, Paul Harris, Ronda Jackson, Eric Johnson, Efrain Martinez, Charles McAllister III, Esstonia Moore, Edwin Pagan, Arnel Resurreccion, Gedrick Reyes, Fahd Saleh, Lekesha Stevenson, and Gladys Williams. (Note: Not all are pictured.)



PUMPMAN – Graduated September 22 (above, in alphabetical order): Among those pictured are Jonathan Bernardez Bernardez, Michael Clark, Marlon Green, Jared Johnson, Robert Pendarvis, Marcelino Santos Bermeo, Bryan Wells and Saddam Yahia. Instructor Patrick Coppola is also pictured.

Paul Hall Center Class Photos



CERTIFIED CHIEF COOK – Graduated September 15 (above, in alphabetical order): Deirick Coltrane II, Elijah Crawford, Jerrame Delfin, Robert Foster, Tiara MacKlin, Helen Martinez, Kyara Nunez, Gedrick Reyes, Jonathan Slattery and Johnny Smith.



ABLE SEAMAN DECK – Graduated September 15 (above, in alphabetical order): Parker Hampton, Kaylah Hill, La'Terri Kohn, Peter Pataki, De'Andre Peden, Darryl Shack Jr., José Soto-Ortiz, Chandler Williams and Michael Wilt.



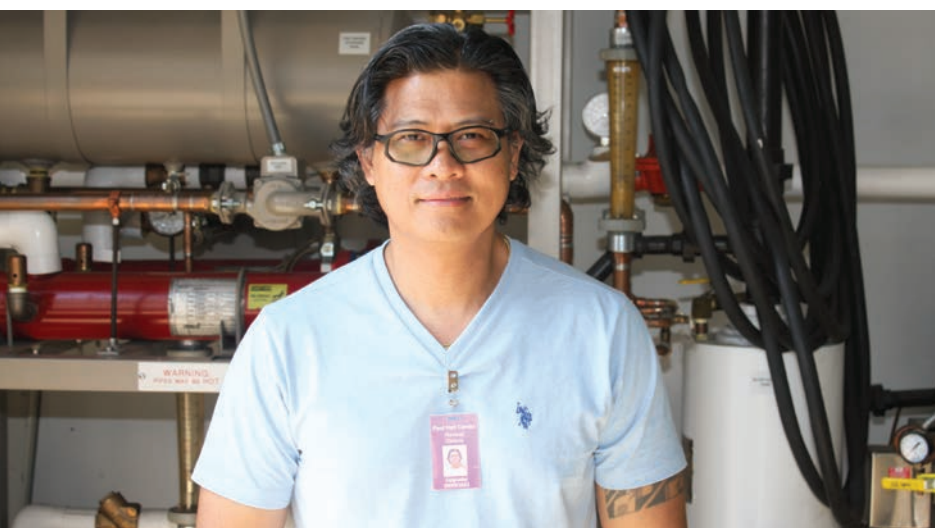
TANK SHIP FAMILIARIZATION – Graduated September 22 (above, in alphabetical order): Ismael Andriamasy, James Boatner, Shayanna Freeman, Michael John Valdez and David Watkins.



PHASE 3 DECK – Graduated September 8 (above, in alphabetical order): Coleman Brewer, Jacob Burns, Stephen Chatten, Nailah Cundiff, Tevon Edwards, Isaiah Godette, Chase Greenawalt, Darlenzo Hines Jr., Owen Lehman, Juliette Mandal, James Shoats, James Stamper and Alexis Walker.



PHASE 3 ENGINE – Graduated September 8 (above, in alphabetical order): Curtis Gilliard II, Anthony Harrell Jr., Sierjohn Jove, Kamaria Lapread, Jylinn LeCounte, Keith Martin Jr., Mario Martin, Matthew McManus, Kevin Menendez Barrales, Amar Ogletree, Kaicee Proctor, Josh Neilsen Rivera, Tre Scott, Stephen Swaby and Ian Tarwater.



RFPEW – Graduated September 8: Rommel Centura.



WATER SURVIVAL (LIFEBOATMAN) – Graduated September 8: Johnathan Radzewicz.

SEAFARERS LOG

OFFICIAL PUBLICATION OF THE SEAFARERS INTERNATIONAL UNION – ATLANTIC, GULF, LAKES AND INLAND WATERS, AFL-CIO

Union, School Maintain Recruiting Efforts

From coast to coast and beyond, the SIU and its affiliated Paul Hall Center for Maritime Training and Education (PHC) are maintaining a steady pace – and a robust agenda – when it comes to recruiting.

Union and school personnel regularly engage in community outreach through career fairs – mostly off-site, but also at some of the hiring halls. For instance, the Mobile, Alabama, hall recently hosted a well-attended open house, and the Jacksonville, Florida, hall conducts job-related seminars multiple times each month.

The SIU and PHC also have secured creative partnerships with various educational institutions to benefit all concerned (most prominently the respective students).

Moreover, the union and school regularly connect with military personnel who will soon separate from service and who are weighing career options.

Although the maritime industry still faces a manpower shortage, the aforementioned recruiting operation is helping. For example, the PHC's apprentice program has full rosters well into next year, and the union also has had some success

attracting current mariners from various segments of the industry.

Finally, as recently noted by SIU President David Heindel, informal/word-of-mouth recruiting has always been effective for the union. Members, pensioners and their families are encouraged to nudge prospective apprentices and potential Seafarers to visit the nearest hiring hall and also check out the website mymaritimecareer.org.



SIU Port Agent Ray Henderson (third from left) meets with students at Kingsborough Community College in Brooklyn, New York, to chat about career opportunities in the U.S. Merchant Marine.



SIU Port Agent Joe Zavala (second from left) and Patrolman Kelly Krick (second from right) are pictured with attendees at a local festival in Houston.



SIU Port Agent Joe Basalice (right) explains the apprentice program to an attendee at a job fair hosted by Rowan University in Glassboro, New Jersey.



Guests pack the Jacksonville hall for a recruitment seminar hosted by the union.



Safety Director Andre MacCray (right) greets visitors at the Rowan University career fair.



SIU Port Agent Jimmy White (at podium) addresses visitors during an open house at the hiring hall in Mobile, Alabama.



SIU Asst. VP Amancio Crespo and three rank-and-file members meet with Army National Guard personnel at the hall in San Juan, Puerto Rico, to discuss maritime job opportunities for veterans and for individuals separating from the military. Pictured from left are Recertified Bosun Rafael Franco, Recertified Bosun Ricky Rivera, Crespo, Maj. Whesley Sepúlveda, Israel Romero (deputy director for personnel, Army National Guard), and Recertified Steward Juan Vallejo.