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Senate OK's Historic Oil Imports Bill

(See Page 3)

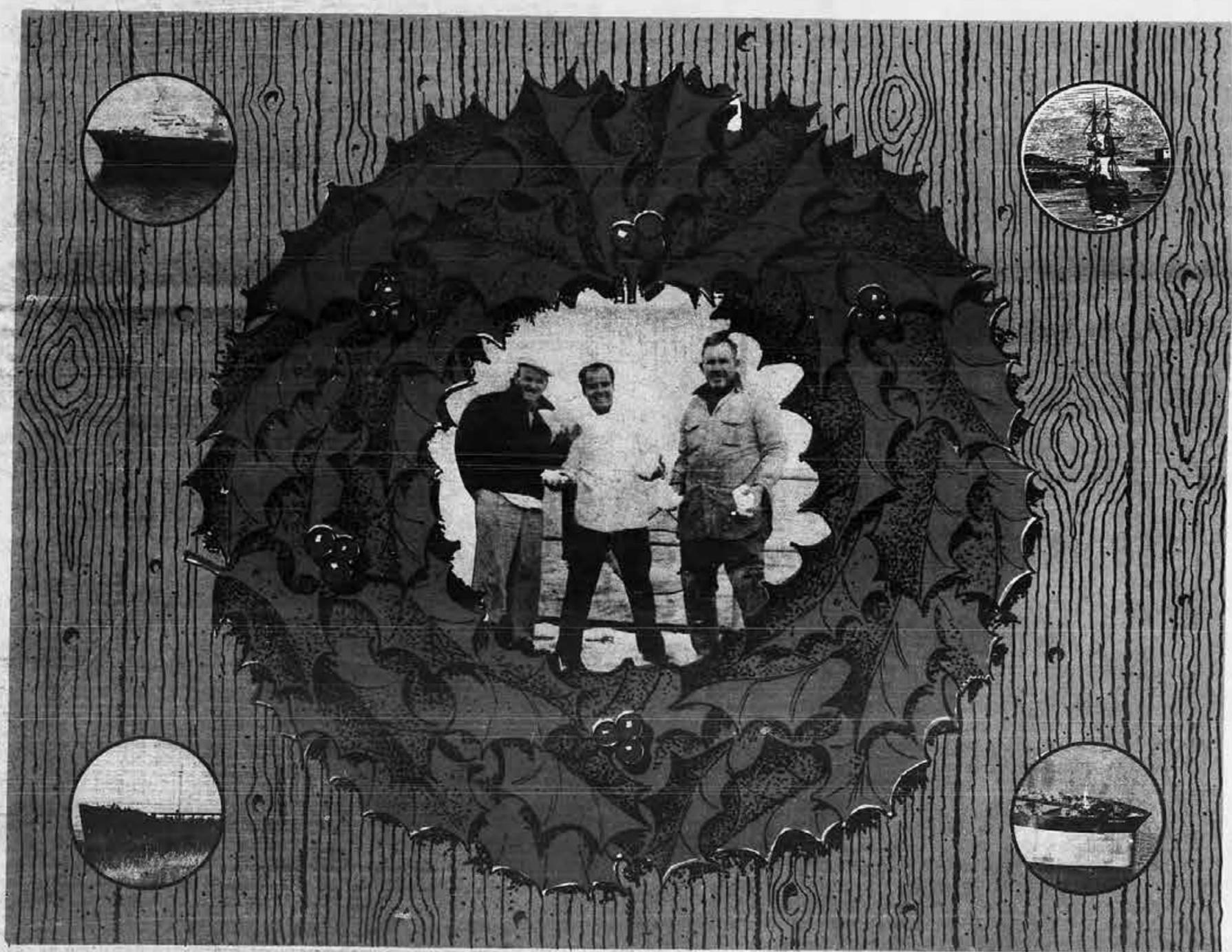
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SEAFARERS LOG

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May the New Year Be Filled With Peace and Joy for All



**Hall tells Governors
How to Help Economy**
See Page 2

**How the U.S. Pension Bill
Affects You, the Seafarer**
(See Special Supplement)

Hall Speaks to Republican Governors on Economy

SIU President Paul Hall joined one of President Ford's top economic advisors, L. William Seidman, and B. F. Goodrich Rubber Co. Chairman O. P. Thomas to address the Republican Governor's Conference held in St. Louis earlier this month on the present condition of America's economy.

Speaking between the business and government representatives, President Hall told the members of the prestigious Republican Governor's Association that the solutions offered by economists have considered every factor of the economy "except the quality of life for human beings. And people is what our country is about."

"We cannot overlook the human element," he continued. "When 20,000 workers lose their jobs, that's 20,000 American families who are hurting for food and clothing. And if the worker hasn't lost his job, he's seen his paycheck become worth less and less while the cost of necessities—a home, a car, food, doctor's bills, everything he needs—climb to a point where he must begin to choose between these necessities."

SIU President Hall then outlined for the Republican governors the AFL-CIO's proposals to reverse the downward economic trend and to help equalize the burden caused by recession and now carried almost entirely by America's workers.



SIU President Paul Hall (center) fields questions on the economy during the Republican Governors Association Conference along with B.F. Goodrich Chairman O. P. Thomas (left) and L. William Seidman, one of President Ford's top economic advisors.

These proposals included setting up extensive public works programs to employ the millions of Americans out of work, passing legislation that would both reopen housing to low and middle income families and revitalize the housing industry, closing the tax loopholes used by the large corporations, and opposing all wage and price controls which "do not require an equitable sacrifice from all parts of the economy, including wages, prices, profits, interests and dividends."

Turning to the causes underlying the

nation's economic problems, President Hall spoke of the high price of energy and the multinational oil corporations' lack of concern for America's well-being. He pointed out that, "a multinational corporation cannot be a good citizen of any country. They seek only profits, in whatever form or country they can be made."

"I'm not against free enterprise," President Hall told the Republican governors, "but we cannot allow the free enterprise system, as practiced by the multinational oil companies, to be used

to destroy democracy."

President Hall concluded his speech by stressing the need for all segments of society to work together. "American labor wants to better America," he said. "To get that better America, we all must overlook our differences — everyone must make a contribution to society."

After his speech, President Hall took part in a panel discussion with President Ford's economic advisor and the management representative, and joined them in answering questions from the Republican governors and the press.

the PRESIDENT'S REPORT:



Paul Hall

Educational Conference— Working Together

We are drawing near the end of a year that history will not remember kindly—a year that has been marked by international economic, social and political strife. Seafarers, as a transient part of the international community, have no doubt had as good a first hand view as anyone of the many difficult problems facing most nations, their business, their industry and their people on a worldwide scale.

Conversely though, in the U.S. maritime industry it has been a year marked by progress and growing cooperation among the different segments of the industry in our collective fight to make a better life for all involved in maritime and a better industry in which to work.

Looking back on 1974, we see that the long-term hopes of the U.S. maritime industry, embodied in the Merchant Marine Act of 1970, finally began to take root. In the past 12 months, new ship after new ship came down the ways of American shipyards to join the steadily revitalizing and competitively growing fleets of U.S.-flag operators. And, it has been Seafarers, because they have taken the initiative to continually upgrade their professional skills with the help of the SIU's academic and vocational education programs at Piney Point, who are safely and efficiently manning the majority of these new highly automated vessels.

Looking ahead to 1975, we will have reached a year that will prove to be a crossroads for the U.S. maritime industry. However, we must be the ones to decide which road, which direction to take on the many complicated issues that will face us in the coming year.

To meet these important issues in the most effective and democratic way, the SIU will call together in the early part of 1975 a large number of deck, engine and steward department Seafarers, representative of the entire SIU membership, to another Educational Conference at the Harry Lundeberg School.

The Conference will enable us to take a hard, detailed look at the present state of the industry; how it has progressed in the past few years and the direction we wish it to take in the future.

As importantly, the Conference will enable us to discuss our new contract, due for renewal in June, and the changes needed in it for Seafarers to provide a more secure future for themselves and their families.

It will also give us the opportunity to discuss our constitution and shipping rules, our Pension, Welfare and Vacation Plans, our training and upgrading programs, and the need for stepped-up organizational efforts.

Most importantly, though, this Conference will give us the chance to meet together in force and work together side by side to voice our aspirations and set our goals for the future.

Too many times in the past, we in the maritime industry have allowed our personal likes or dislikes to cloud the real issues. As a result the industry suffered.

In the last few years, though, we have effectively pushed aside personalities and have worked together in unity and harmony. As a result, the industry has prospered through implementation of such programs and projects as the Merchant Marine Act of 1970, the Trans-Alaska Pipeline and the U.S.-Soviet bilateral trade agreement. Collectively, these programs will mean jobs and job security for SIU members for years to come.

Yet, now is no time to quit. Because we have won a few rounds does not mean we have won the fight—it only means we are closer to winning. We still have tough rounds ahead of us, such as the protection of the Jones Act, securing a fair share of all U.S. cargoes for American-flag ships, and the formation of one governmental maritime agency.

We will be victorious in these fights only if we continue to make the effort to understand our problems and work together in solving them. The upcoming Educational Conference will be invaluable to us in achieving these goals.

Final Congressional Approval Given Oil Imports Bill

WASHINGTON—The Senate gave final Congressional approval on Dec. 16 to the Energy Transportation Security Act of 1974 by a vote of 44-40 and sent the bill to the White House for President Ford's signature. The bill requires that 20 percent of the nation's petroleum imports must be carried on U.S.-flag ships—manned by American crews—and that the quota will automatically increase to 25 percent next year and 30 percent on July 1, 1977.

Passage of the bill by both the House and Senate brings to a successful close one of the most ambitious legislative efforts ever undertaken by the labor movement—and represents a special victory for the SIU which led the fight all the way. It also marks the first time the powerful oil conglomerates have

ever been beaten in any major piece of legislation.

The victory was not easy. The oil lobby—through the American Petroleum Institute and the Federation of American Controlled Shipping (Flags of Convenience)—mounted a nationwide propaganda campaign in the press. More than a hundred editorials and columns—based on distorted and misleading information supplied by the oil lobby—were published in a broadside attack on the bill. Members of Congress, many of whom were up for reelection this year, were pressured to vote against the bill.

And—once again—*The Wall Street Journal* attacked the Union and SIU membership for their participation in politics through their support of SPAD.

Support for the SIU's position came from virtually every segment of the American labor movement. The AFL-CIO and the Maritime Trades Department were the first to endorse the bill by adopting strong support resolutions at their convention a year ago. AFL-CIO affiliated international unions, state federations, local central bodies, AFL-CIO regional directors and Maritime Port Councils in all sections of the U.S. lined up solidly in support of the Oil Import Bill.

Letters and telegrams to members of the House and Senate were sent by AFL-CIO President George Meany, Secretary-Treasurer Lane Kirkland and the leaders of nearly every labor organization in all 50 states. State labor organizations personally contacted Congressmen in their areas.

Legislative representatives from the AFL-CIO and affiliated unions met regularly at meetings organized by the Maritime Trades Department to coordinate activities in support of the bill throughout its long journey through the House and Senate. The SIU also held a series of meetings with ship owners and shipyard operators to galvanize industry-wide support.

In addition to its direct benefits for Seafarers, the Energy Transportation Security Act has broad economic and security advantages for the nation. Among the benefits of the bill are:

- A reduction of America's dependence on foreign-flag ships to supply our vital energy needs;
- Creation of thousands of jobs for American seamen, shipyard workers and workers in hundreds of maritime-related supply and service industries;
- A substantial reduction of the deficit in the ocean transportation segment of our balance of payments;
- An increase in the nation's tax revenues by American companies building and operating American-flag ships;
- Protection for American consumers against price-fixing by oil companies through a cost-monitoring system supervised by the Secretary of Commerce.

SIU President Paul Hall—who testified at committee hearings in both the House and Senate on the bill and who stirred up support for it at meetings throughout the nation—said at a meeting of the Senate Commerce Committee on Merchant Marine:

"Aside from the obvious fact that this bill will generate new job opportunities for American seamen and thousands of other Americans in related industries, it will also give this nation a measure of security by assuring that our energy needs are not interrupted—as they have been in the past—by foreign policy conflicts with countries that register American-owned ships."



Seafarers in upgrading training at the Harry Lundeberg School in Piney Point witnessed the historic passage of the Oil Import Bill. They posed on the Capitol steps before going to the Senate gallery to hear debate on the bill and watch as the final vote successfully ended the SIU's long fight to guarantee jobs for Seafarers. Pictured above with HLS Vice President Mike Sacco and Piney Point Port Agent Gerry Brown are: Bosuns Jose Aguiar; Enos Allen; Edwin Craddock; Frederick Johnson; Carl Lineberry; Basillio Maldonado; Carl Olsen; Clarence Pryor; Joe Puglisi; William Reeves; Johannes Sorel; and Joseph Zelay; Steward Upgrader Mario Bruschini, and Seniority Upgraders William Berulis; Joe Colungelo; Tomas Escudero; John Kelly; Ernest Moneymaker and Stephen Szeibert.

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Comments From Senators on Oil Imports Bill

The following are remarks made during Senate debate on the conference version of the Energy Transportation Security Act of 1974.

"The principal opponents of this legislation—the multinational oil companies—have attempted to terrorize the American public into blind opposition with a cost estimate which is an insult to the intelligence of any reasonable person who examines the fine print behind their claims . . .

"... The Arab oil-exporting countries have already taken steps to control oil shipping and this measure—by encouraging a U.S.-flag tanker capability—is clearly in the best interests of the national security of the United States."

Excerpts of a letter signed by:

Senator Warren G. Magnuson (D-Wash.)

Senator J. Glenn Beall (R-Md.)

Senator Russell B. Long (D-La.)

Senator Daniel K. Inouye (D-Hawaii)

Senator Ted Stevens (R-Alaska)

"Mr. President, let me state at the outset—this Senator is not in the slightest degree interested in what contributions the maritime unions have made to anybody. He has confidence in the integrity and sincerity of all his colleagues. So much for that."

Senator Norris Cotton (R-N.H.)
Opposition Leader

"We saw how these Arab powers could make major American oil companies refuse to deliver the oil they had in their tankers—even to the U.S. fleet in the Mediterranean. Imagine that. Here are the so-called American-controlled ships."

"Now we know who they are—all the editorials we have had—we finally know Exxon wrote them. They deny it, but they wrote it through this organization that calls itself the Federation of American Controlled Shipping. They might as well call themselves the American Slavery Association [because] they are dedicated that under no circumstances will they hire an American if a foreigner can

serve the same purpose. Never hire an American seaman for \$1,000 a month out on those lonely sea lanes if we can hire a Chinaman for \$100 a month. Too bad, Senators, we have been misled."

Senator Russell B. Long (D-La.)

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How They Voted on the Oil Bill

Following is the roll-call vote in the U.S. Senate Dec. 16 on the Conference Report of the Energy Transportation Security Act of 1974 (H.R. 8193):

Voting In Favor—44

James Abourezk (D-S. Dak.)

James B. Allen (D-Ala.)

Birch Bayh (D-Ind.)

J. Glenn Beall, Jr. (R-Md.)

Robert C. Byrd (D-W. Va.)

Howard W. Cannon (D. Nev.)

Clifford P. Case (R-N.J.)

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Seafarer George Muzzicca on his feet to ask a question of the chair which concerned the membership.



West Coast Representative Steve Troy, San Francisco port agent, at the rostrum, makes his report and answers queries from the floor. At his right are Wilmington Port Agent Mike Worley and meeting Recording Secretary Leo Bonser.

Members Hold Monthly Meeting in Wilmington

Every third Monday after the first Sunday of the month in the port of Wilmington, Calif., an informational membership meeting is held and last month 66 Seafarers attended the Nov. 18 meeting. Wilmington Port Agent Mike Worley chaired the meeting presenting reports of the SIU's Atlantic Area Vice President Earl Shepard, Secretary-Treasurer Joe Di Giorgio, Vice President in charge of contracts and their enforcement Frank Drozak, Welfare representative George McCartney and of the three-man elected Bosuns Selection Committee which chose the Seafarers who will attend the 19th Bosuns Recertification Program class. All reports were accepted by the membership. Worley then reported on organizing on the West Coast, registration, shipping, payoffs and expansion of the hall. West Coast Representative Steve Troy then reported to the members on the Oil Bill, LNGs and LPGS, Sabine organizing, the Jones Act attacks, the National Maritime Council, upgrading and political victories. Finally, two members took advantage of the meeting to ask relevant questions which were answered by Brothers Worley and Troy.



Recently upgraded to quartermaster at Piney Point, Seafarer George Atchley registers with smiling secretary Diane Simms just before the monthly meeting.



Happy SIU pensioner Martin Prisament (left) accepts his first check from Wilmington Port Agent Mike Worley during Nov. 18 meeting.



OS Luis Perez signs in and shows his book to secretary Diane Simms in order to register.



Listening with great interest with other members at the monthly membership meeting is Seafarer Sam Mardin.



A group of Seafarers in the Wilmington, Calif. Union Hall write, read and talk before the meeting on Nov. 18.

NMC Hosts 200 Shippers In Campaign For Cargo

The National Maritime Council hosted over 200 area importers and exporters at the Downtown Club in Philadelphia last month in its continuing nationwide campaign to increase the percentage of American foreign commerce carried on U.S.-flag ships.

Since its inception in 1971, the National Maritime Council, an alliance of all segments of the maritime industry—labor, management and government—working together for the common good of the thousands of people involved in the industry, has conducted scores of successful panel type discussions throughout the country to alert the nation's shippers to the many advantages of shipping American.

At these open forums, shippers in attendance are invited to ask any questions they may have concerning the U.S. merchant marine which are answered candidly by NMC panelists.

At the most recent NMC meeting in Philadelphia, the panelists were: SIU Vice-President Frank Drozak; Larry Malloy, representing the International Longshoremen's Association; John Crosthwaite, vice president of American Export Lines; J. Crowley, vice-president of Moore-MacCormack Lines; Wilton B. Jackson, a shipper representing E. I. DuPont De Nemours, and F. J. O'Donnell of the Market Development Office of the Maritime Administration.

Addressing the forum, SIU Vice

President Drozak affirmed that "the U.S. maritime industry—as any major industry—is confronted with many problems that cannot be dealt with properly by one segment of the industry; but by making a sincere effort to communicate with one another we can better understand our individual problems, and then by working together we will solve them collectively." Vice President Drozak said that this type of cooperation "would help guarantee the best possible uninterrupted service to the American shipper."

Drozak also noted that the Merchant Marine Act of 1970 had enabled American operators to upgrade their fleets to effectively compete with the foreigner on the high seas. However, he pointed out that although U.S.-flag carriage had increased since the 1970 Act "only about six percent of all goods going in or out of the U.S. by ship is carried on American flag vessels," and he warned that if this situation continues to exist "foreign interests will soon dominate our trade and be able to dictate rates and schedules to us."

Backing Vice-President Drozak's position, E. I. DuPont De Nemours representative Wilton Jackson said that his company had doubled their usage of American-flag vessels in the last few years because "U.S.-flag service has proven to be on par in terms of speed, efficiency and price with any foreign vessels."

In delivering the opening remarks at

the forum, MARAD official F. J. O'Donnell emphasized the major role that substantially increased use of U.S.-flag ships could have on righting the nation's dangerously growing balance of payments deficit.

He noted that last year Great Britain, which carries over 50 percent of its foreign commerce on its own vessels, reported \$2.8 billion in foreign exchange earnings from their merchant marine.

O'Donnell interrogatively concluded, "imagine what the United States could earn if we carried over half of our commerce in U.S.-flag ships?"

The ultimate goal of the National Maritime Council is a U.S. merchant marine capable of competing with any foreign-flag concern, and capable of carrying a fair share of all U.S. cargoes. The SIU will continue to work with the NMC to achieve this goal.

Meany Asks Union Members to Aid Rubber Local on Strike 21 Months

For nearly 300 men and women, members of Local 621 of the United Rubber, Cork, Linoleum and Plastic Workers of America, this Christmas season does not hold much joy. These workers have been on strike against the R&G Sloane Co. of Sun Valley, Calif. for 21 months, and they continue to wage a valiant struggle against the company's refusal to bargain in good faith with the Union's officials.

Over the period of this long fight for justice and fair treatment many labor organizations, including the SIU, have made contributions to the URW's strike fund, thus making it possible for these members and their families to survive decently. But, now with the holiday season here the strike relief fund is depleted.

These workers have been the vic-

tims of a concerted effort on the part of the company, which manufactures plastic piping and pipe fittings, to break the Union. The company has intentionally prolonged the strike by reducing its contract offers and continuing to operate the plant during the strike by hiring illegal aliens and by paying bounties for the recruitment of other strike breakers.

In order to aid these hard-pressed men and women, AFL-CIO President George Meany has asked all affiliated unions and their members to contribute to a special holiday season fund for URW workers. Checks should be made payable to the R&G Sloane Strike Relief Fund and forwarded to the URW District 5 Office, 100 East Ocean Blvd., Suite 429, Long Beach, Calif. 90802. Your generosity will be greatly appreciated.

VP Shepard Attends IMCO Maritime Standards Meeting

As a member of the official U.S. delegation, SIU Vice President Earl Shepard attended an Intergovernmental Maritime Consultative Organization (IMCO) conference held in London last month which met to recommend international training standards and qualifications.

Proposals and recommendations worked out at this conference, and others like it, may eventually become international law.

It is important that the SIU participate in these international forums in order to insure that the unlicensed seamen's jurisdiction is not invaded or given away.

At this last IMCO meeting, training standards and qualifications for watchstanders in the engine room, the officers and crews of ships carrying liquified gases, as well as the officers and crews of hazardous bulk cargo carriers, were discussed.

After the discussions, delegates were invited to draft recommendations which they can submit at the next IMCO training standards and qualifications conference. This meeting will be held in January, and the SIU will help shape the proposals submitted by the U.S. delegation on these issues as they will directly affect unlicensed seamen.

Delegates at this last meeting also authorized IMCO to submit a number of their proposals to a joint IMCO-International Labor Organization (ILO) conference to be held early next year.

The ILO, being a labor organization, is expected to be more sensitive to the welfare of the unlicensed seaman when it considers these proposals and makes its own recommendations for international maritime regulations. Among the

reports that will be forwarded to the joint IMCO-ILO conference is a proposal the SIU will watch closely. This proposal suggests mandatory minimum requirements for ratings forming part of a navigational watch, and it could require that all ships carry AB's, or their equivalent, to stand these watches.

The Training Standards and Qualifications Conference met for five days, and at its close, all delegates agreed that it had been a productive session.

U.S. Customs Regulations

Recently, many payoffs of ships on foreign runs have been delayed because our members have not been fully complying with U.S. customs regulations. In order to expedite all payoffs of this kind, there are two things which all members should do.

1—All crewmembers should present themselves as soon as possible for the identification check with the representative from the U.S. Immigration Service when he comes aboard.

2—All crewmembers must sign the declaration form which is submitted to the official from U.S. Customs. Members must sign this form whether they have any foreign purchases to declare or not.

If these two important steps are followed, then crew members will get paid off quickly and they will be able to spend more time ashore.

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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 Seafarer seamen, the preservation and furthering of the American Merchant Marine with improved employment opportunities for seamen 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 (SIUNA AGLIWO) or of employment. If a contribution is made by reason of the above improper conduct, notify the Seafarers Union or SPAD at the above address, certified mail within thirty days of the contribution for investigation and appropriate action and refund, if involuntary. Support SPAD to protect and further your economic, political and social interests, American trade union concepts and Seafarer seamen.

IA copy of our report filed with the appropriate Supervisory officer is (or will be) available for purchase from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

\$20.00 _____ **1974** _____ **\$20.00**

Signature of Solicitor _____ Port _____

Gives to SPAD for the Future



AB Stephan Bergeria (left) gets a SPAD receipt from Philadelphia Port Agent John Fay after a recent payoff on the SS Columbia (U.S. Steel). Seafarer Bergeria voluntarily contributes to SPAD because he realizes the importance of continuing our battle for job security and a strong merchant marine on the political front. Also, by supporting SPAD, Brother Bergeria helps insure that the SIU will continue to control its own future welfare and growth.

The Committee Page

Summit Committee



The ship's committee aboard the T-2 SS *Summit* (Sea-Land) enjoying themselves in the ship's dayroom at a payoff recently in the port of Seattle are (l. to r.) Engine Delegate Thomas S. Siciliano; Ship's Chairman Bosun Demitrios Calogeros; Chief Steward James Nieto, secretary-reporter; Deck Delegate AB Perry Kelikoa and OS Bruce Pederson. The converted containership of 8,904 dwt carrying 226 containers was on the Alaska run until she was laid up in the Todd Shipyards in Seattle.

Connecticut Committee



Recertified Bosun Jimmy Parker, ship's chairman (second from left) of the SS *Connecticut* (Ogden Marine) stands on the stern with the ship's committee. From left are: Steward Delegate Malcolm Stevens, Deck Delegate William Parks, Educational Director Fred Anderson and Engine Delegate John Rauza. The ship crewed up after being laid up in the port of Houston. In the middle of last month she loaded grain in New Orleans and set her course for a Russian port.

Los Angeles Committee



At a payoff Dec. 3 in the port of New York, the ship's committee of the converted containership SS *Los Angeles* (Sea-Land) has Patrolman Teddy Babkowski (seated left) settle an overtime beef in the dayroom. At his side is Engine-Delegate William Connerty. Standing (l. to r.) are smiling Chief Steward Duke Gardner, secretary-reporter; Deck Delegate AB Hermanio Pacheco and Baker Pedro Laboy, steward delegate. The T-3 16,395 dwt *Los Angeles* is on a voyage to the Mediterranean carrying 476 containers.

Joseph Hewes Committee



Ship's Chairman, Recertified Bosun Donald Chestnut (second from right) is with the ship's committee of the recently acquired C-4 SS *Joseph Hewes* (Waterman) on deck in the port of New Orleans as the ship crewed up on Nov. 12. The rest of the ship's committee are (l. to r.) Educational Director Scottie Weems, Chief Steward Leon Franklin, secretary-reporter and Deck Delegate Paul Laborde. The ship had been on the Far East run, but on this trip she will carry general and Army cargo to Antwerp, Rotterdam and Bremerhaven. She is one of three American President Line ships recently acquired by Waterman.

Tampa Committee



Recertified Bosun Vincent Grima, ship's chairman (seated left) with the SS *Tampa's* (Sea-Land) ship's committee at a payoff in the port of New York on Dec. 3. Seated from the right of the bosun are Deck Delegate Bert Svenblad and Engine Delegate A. Castelo. Standing (l. to r.) are Chief Cook Ron Shaw steward delegate and Chief Steward Stanley Schuyler, secretary-reporter. The T-2 converted containership *Tampa* is on the intercoastal run off the United States carrying 332 containers weighing 11,601 dwt.

Golden Dolphin Committee



Recertified Bosun Norman Beavers, ship's chairman (bottom right) with the ship's committee at a payoff in the dayroom of the S/T *Golden Dolphin* (Westchester Marine) late last month in the port of Wilmington, Calif. On his right are Steward Delegate George Frazza and Education Director Ray Hart (seated left). Standing are (l. to r.) Engine Delegate Jack Davis, Chief Steward Gilbert Wright, secretary-reporter, and Deck Delegate AB Marion Fila. The 80,500 dwt, 894-foot *Golden Dolphin* is now on her way to the Persian Gulf. Just launched this year, she had crewed up in late August on the West Coast.

Hall Gives Major Energy Report to AFL-CIO

SIU President Paul Hall delivered an in-depth study of the present economic hardships brought about by the high price of oil and made recommendations to help alleviate some of these problems to a major meeting, called by AFL-CIO President George Meany, of the special AFL-CIO Energy Committee.

Among the hardships caused by the oil embargo and the drastic rise in oil prices which followed, President Hall's report put high unemployment, a large deficit in the nation's balance of payments and skyrocketing inflation on the top of the list.

Unfortunately, the United States has failed to adopt any program which would help regain a secure and economical energy supply.

"The primary cause of the nation's lack of quick and decisive action on the nation's energy problems," President Hall's report said, "has been the power of the multinational oil companies which today control and dominate every sector of the energy industry. During the past 14 months the oil giants have done everything in their power to delay, oppose, undermine or discredit actions which would change the energy status quo."

"The policies of U.S. multinational oil companies traditionally have been a serious national problem. For years, the oil companies regularly have been involved in international cartels, commodity exchanges, intrigues between themselves, the U.S. and foreign gov-

ernments, and in a chronic defense in the Courts from charges of price fixing, monopolistic practices and illegal policies designed to drive out competition.

"Today, however, oil industry practices have become a far more immediate threat to the nation. In the past 12 months they have endangered both the nation's economy and its security through corporate attitudes that recognize no national allegiance, but which seek only maximum profit in whatever country it may be obtained."

The way to loosen the stranglehold of these multinational corporations President Hall feels, is "for the nation to become knowledgeable about the oil companies impact on U.S. affairs and their control of America's energy life blood" and, "to use that newly-created national awareness to dismember the oil octopus."

Four-point Program

To help reverse the multinational oil companies ever rising control of world energy supplies, President Hall's report suggests a four-point program designed to monitor and curb the power and influence of the oil industry.

The first step in the program proposed by President Hall would be to create a watchdog agency within the AFL-CIO "to monitor and make public the range of petroleum industry activities inimical to the nation and its workers best interests and welfare."

In conjunction with this oil industry investigation body, the second point of President Hall's program calls for a concerted AFL-CIO effort to bring about legislation to regulate the U.S.

oil industry as a utility, requiring it to report and document its financial and operating activities.

The third recommendation suggests that the AFL-CIO initiate an effort to seek Justice Department anti-trust actions against these U.S. oil companies. These anti-trust remedies could force the oil companies to divest themselves of parts of their monopolistic holdings, and weaken their control of American energy supplies.

The fourth and major proposal in President Hall's report calls for the creation of a public energy organization which would be jointly owned by the Federal Government, private industry and public shareholders. With a Board of Directors that represents all segments of the U.S., this energy

organization would control the offshore oil reserves, public oil lands, oil shale holdings, thermal energy resources and federal nuclear and solar energy technology from which future U.S. energy supplies will be made available.

This type of control of our energy resources, much like the public holding company COMSAT which controls communications satellites, would ensure that all decisions concerning our energy will be made in the best interests of all Americans.

President Hall's report, with its innovative recommendations to help solve our nation's energy problems, was well received by the AFL-CIO Energy Committee, and is now undergoing close study by all members of the committee.

Smothered Napalm Bombs

MARAD Cites Bosun Hill For Dousing Ship Blaze

Four years ago Seafarer Chuck Hill, who just completed the SIU's Bosuns Recertification Program, was bosun on the SS Madaket (Waterman Steamship) when that ship was in Vietnam. The fighting was still raging in that country when, on the afternoon of Aug. 26, 1970, the vessel was discharging a cargo of napalm fire bombs at Cam Ranh Bay. Suddenly, a 500-pound bomb toppled over a forklift battery section, shorting the batteries, puncturing the bomb casing and causing immediate fire.

For his leadership and direction of the entire deck crew in extinguishing the fire and averting a major catastrophe, Bosun Hill received a commendation from the U.S. Maritime Administration. The entire crew, along with the captain of the vessel and some of the engineers, succeeded in flooding the holds with steam from four hoses after fire and heat had caused other bombs to leak.

Seafarer Hill, who has been a member of the SIU since 1947, said that the

crew was able to extinguish the fire with "steam and a lot of prayers." Even now he remembers how it felt: "Red hot, like the hotfoot of the century."

Although he was singled out for the commendation, Hill is quick to praise the entire crew and does not claim any special personal credit. "I didn't do anything anyone else didn't do," he says.

The commendation, signed by Andrew Gibson, then assistant secretary of Commerce for maritime affairs, reads in part: "... All this action took place in a period of 10 minutes. You and your fellow crewmen, at great risk to yourselves, averted what might have been a major disaster to the ship, her cargo and adjacent shoreside facilities. I commend you upon the performance of a service which was in keeping with the highest traditions of the United States Merchant Marine."

Hill, who resides in Houston, Tex., received the commendation at a Propeller Club meeting held there in October, 1972.

Wages Due 54 Seafarers Who Sailed on 4 Falcon Tankers

The following 54 Seafarers have money due them from Falcon Tankers under a settlement ordered by Professor Christensen, a Labor Law professor from New York University, who was appointed arbitrator in the case.

The men, who served as crewmembers on either the *Falcon Countess*, *Falcon Duchess*, *Falcon Princess* or *Falcon Lady*, before Mar. 13 and were released after that date are eligible for compensation because they were released by Falcon without the full 90-days notice of the Military Sealift Command's intention of taking over the ships.

Falcon had notified the SIU on Mar. 13, 1974 of the MSC's intention to take over the ships, but after periods ranging

from 35 to 51 days, Falcon released the crews of each ship. Because all Seafarers have lost the right to sail aboard these vessels, the arbitrator ruled that the total amount of wage compensation be divided equally between the SIU and those specific crewmembers released by Falcon. The compensation for lost wages includes payment of overtime premiums as well as base wages.

Any Seafarer whose name appears below and who has not already contacted Headquarters should do so, and let the Union know to which Union Hall you want your check sent. Write Edward X. Mooney, Headquarters Representative, c/o SIU Headquarters, 675 Fourth Avenue, Brooklyn, N.Y. 11232.

- | | | |
|--------------------|-----------------------|-----------------------|
| Marvin Kramer | J. T. Patten | Howard Schneider |
| Rudolfo Rodriguez | Reinaldo Cardon | Danny W. Riddle |
| Frederic B. Mack | John W. Cade | Billy K. Nuckols |
| Tomas Ramirez | Joseph A. C. Gauthier | Winston E. Battle |
| Paul G. Horn | Walter Boloy | Benjamin L. Jarratt |
| Santiago Alvarado | Joseph LeBeau | Enrique Castro |
| Mark E. Wilhelm | James A. Dobloug | James T. Mann |
| Roberto Hannibal | Fred A. Olson | Jose M. Nava |
| Jesse A. Spivey | Walter Stewart | Earl H. Young |
| A. M. Reeves | Elex Cary | Joseph P. Pettus |
| Alfred W. Flatts | Robert G. Guerrero | Antonio M. Santos |
| Edward Morris | Lee Scott | William P. Correll |
| Nikolaos Zervos | Carrol J. Quinnt | Conrado F. Rosario |
| James V. McCiantoc | Woodrow Drake | Leroy Edmondson |
| Ronald V. Browning | James N. Purvis | Richard R. Makarewicz |
| Stephen H. Fulford | Patrick F. Gallagher | David M. Eby |
| Keith E. Sisk | Edward A. LaRoda | Douglas W. Fisher |
| James J. Connors | Bobby F. Hedrick | Edward L. Bishop |

Delta Norte Committee



Ship's Chairman, Recertified Bosun Homer O. Workman (third from right) listens to Patrolman Tom Gould (seated) explain an overtime provision of the contract at a payoff in New Orleans recently. Other Seafarers and members of the ship's committee also listening are (l. to r.) Deck Delegate AB J. Sufferer; Chief Electrician J. Hemby, educational director; Engine Delegate QMED W. Welch, Messman Mike Vigo and Cook and Baker J. Morgan, steward delegate, opening the Seafarers LOG. Early this month the LASH container-ship *Delta Norte* (Delta Line) headed for a docking in the port of Rio de Janeiro.



Headquarters Notes

by SIU Vice President Frank Drozak

'A' SENIORITY UPGRADING

I am proud to tell you that six more Seafarers graduated this month from the Union's 'A' Seniority Upgrading Program, thus bringing to 126 the number of your brothers who have completed this one-month course.

These six Seafarers spent two weeks at the Harry Lundeberg School in Piney Point, Md. and two weeks here in Headquarters learning more about their industry, the new ships of today and their Union.

Sometimes, Seafarers ask me why we have this program to help bring in more full 'A' book members to the Union. If you just look in this LOG and see the number of pensioners and departed brothers, you will realize the need for additional full SIU members.

I know you all join me in wishing our new full 'A' book members smooth sailing in the future. They are: Bin Ahmad; James Bolen; Lee Wayman; Marco Galliano; Terry Mouton, and Earnest Hale.

SABINE TANKERS ORGANIZING DRIVE

The first part of the National Labor Relation Board's investigation into Sabine Tankers illegal conduct during an organizing drive held earlier this year, has been completed. Further hearings are now scheduled for this month in Houston, Tex.

We are confident that the NLRB will return a favorable ruling and order the results of the February 1974 election to be overturned. In the meantime, our organizing efforts will continue in order to maintain our support aboard these vessels.

FIREFIGHTING

A firefighting endorsement will be a must on certain ships in the future and I therefore strongly encourage you to get this endorsement as soon as possible. It could also mean the difference between life and death aboard ship.

Until the U.S. Maritime Administration's new firefighting school opens in Earle, N.J., courses are being held at the Navy Damage Control School in Norfolk, Va. The dates for January are: Jan. 10, 24 and 31.

Anyone who hasn't obtained this endorsement should see the port agent or an SIU patrolman in his port and find out how he can take the one-day course.

BOSUNS RECERTIFICATION PROGRAM

This month we graduated 12 more Seafarers from our Bosuns Recertification Program. These brothers have completed the two-month course of study at Piney Point and Headquarters, thus bringing to 177 the number of our bosuns who have successfully completed the program.

I want to ask all SIU members to give the bosun, as the ship's chairman, the fullest cooperation while at sea. The bosun is the primary spokesman for the unlicensed crew and as such, he needs your support and assistance. He has the responsibility to hold weekly shipboard meetings during which matters of importance to you and the entire Union are discussed.

After going through the Recertified Program, the bosun has learned many things about the Union and the maritime industry today. I urge each of you to listen to what he has to say aboard ship, especially when it involves job security.

I want to congratulate these 12 Seafarers and wish them good sailing in the years ahead. They are: Stanley Krawczynski; Walter LeClair; Ted Tolentino; John Hazel; Bill Funk; Charlie Faircloth; Tom Brooks; Chuck Hill; Beverly Dunn; Michael Casanueva; Ed Wallace, and Bert Hager.

REACTIVATED VESSELS

The following ships have been reactivated and will be on the Russian grain run: *Connecticut*, *Odgen Champion* (both Odgen Marine); *Achilles* (Newport Tankers), and the *Overseas Joyce* (Maritime Overseas).

They all crewed up last month as did the *Transindiana* (Hudson Waterways) and the *Odgen Wabash* (Odgen Marine) both of which will be on a coast-wise run.

PAYOFF PROCEDURES

It has been brought to my attention that some payoffs are not going as smoothly as they could. Therefore, I ask that each member make the payoff easier by following proper payoff procedures and giving their books or other Union identification to their department delegate before the SIU patrolman boards the ship.

Remember, a smooth, quick payoff means longer time ashore for the crew.

Finance Committee Meets



Members of the quarterly financial committee who were elected at this month's general membership meeting at Headquarters, meet to review financial records for the third quarter of 1974. They are clockwise from extreme left: Frank Teti; Don Hicks; Nick Damante; William Koflowitch, chairman; Otis Paschal; William Reid, and R. Campbell.

Bear Hug That Saves Choke Victims Hailed by Crew

Last month the Seafarers LOG received a letter from the crew of the SS *New Yorker* (Sea-Land) praising a magazine article dealing with accidental death from choking on food. The crew sent us the story, which appeared in the Aug. 12, 1974 issue of Newsweek magazine, and asked that the LOG write about it in the hopes that it might save some lives.

What prompted the crew's interest was a story they had heard about an AB on another ship who had choked to death while eating, and presumably was not helped because those around him did not know what to do.

The magazine story's main emphasis was on a new method of saving the life of a choking victim—and that is by giving him a sort of sharp bear hug. The method, devised by a Cincinnati surgeon, involves grasping the victim from behind, around the upper abdomen above the navel and below the rib cage. With the victim leaning forward from the waist, head, arms and upper torso

hanging down, the rescuer then exerts a sudden, strong pressure with his hands against the victim's upper abdomen.

This should force the diaphragm upward, compress the lungs and expel the chunk of food which is propelled out by the compression of the air which is always inhaled when one accidentally starts to choke.

This technique is one that is taught to SIU bosuns going through the Bosuns Recertification Program at Piney Point when they take the first aid course which is part of the program.

The article also explains that one of the major reasons why so many choking victims die, between 2,500 and 4,000 annually in the United States, is that onlookers often mistake the symptoms for those of heart attack. The key to recognizing when a person is choking is that he is unable to speak. Any piece of food large enough to block the top of the windpipe also obstructs the larynx. Recognizing this is the first, important step to saving a choking victim's life.

Transidaho Committee



Ship's Chairman, Recertified Bosun Roberto Zaragoza (front left) makes out the ship's committee report aboard the SS *Transidaho* (Puerto Rico Marine) at a payoff late last month in the port of Baltimore. Other committee members in the messroom are (seated center) Deck Delegate AB Dimas Mendoza and Chief Electrician Luis Cepeda, education director. Standing in the back row (l. to r.) are Cook and Baker Louis A. Gardier, steward delegate; 2nd Electrician Manuel Beata, engine delegate; and Chief Steward J. R. Delise, secretary-reporter. The *Transidaho*, SS *Transoregon* and the SS *Transhawaii* were recently sold by Sea-Land to the Puerto Rican Government to add to its new merchant marine fleet.

Comments From Senators

Continued from Page 3

"At a time of growing unemployment in the United States, this act will lead to 225,000 man-years of employment in ship construction and service industries—and 5,700 man-years of employment for American seamen."

"The Commerce Department estimates this legislation will lead to a balance-of-payments savings of \$3.1 billion in the next ten years—and \$11.5 billion over the longer term."

Senator Daniel K. Inouye (D-Hawaii)

"When viewed objectively, any cost increase to the American consumer resulting from this legislation will be small and short term. . . . Further [this bill] will provide thousands of jobs for Americans in constructing and manning tankers which will be a boost to our sagging economy."

Senator Birch Bayh (D-Ind.)

"It is time we insisted that the major oil companies invest their windfall profits in the United States—not in Japanese tankers. It is time we insisted they hire U.S. workers—instead of registering their ships abroad to avoid U.S. taxes. And it is time we insisted on transportation security for our vital oil imports."

Senator Adlai E. Stevenson, III (D-Ill.)

"Significantly, a report presented to a recent international conference verified what the bill's proponents (the Oil Import Bill) have been saying: namely, that the flag of convenience fleets have proved to be unsafe vehicles operated without regard for crew safety, environmental protection or any consideration other than profit."

Senator J. Glenn Beall, Jr. (R-Md.)

"I want to remind the Senators that after World War II we were constantly importuned by the Defense Department that we did not need to do things for ourselves—but we would have control over ships. So, we find a ship in the Indian Ocean financed by the [American] oil companies, insured by England, with Italian officers, and an Indian or Chinese crew. We found out we had no control over these ships at all."

"The maritime groups have contributed more or less to my campaigns for 38 years—long before this bill was ever thought of. I hope they continue. We have a lot of maritime legislation in our committee. I guess they liked the way the chairman was helping them with their real serious problems."

**Senator Warren G. Magnuson
Chairman, Senate Commerce
Committee**

How They Voted on the Oil Bill

Continued from Page 3

Voting In Favor

Frank Church (D-Idaho)
Marlow W. Cook (R-Ky.)
Alan Cranston (D-Cal.)
Robert J. Dole (R-Kan.)
Pete V. Domenici (R-N. Mex.)
Mike Gravel (D-Alaska)
Phillip A. Hart (D-Mich.)
Vance Hartke (D-Ind.)
Floyd K. Haskell (D-Colo.)
Mark O. Hatfield (R-Ore.)
Ernest F. Hellings (D-S.C.)
Harold E. Hughes (D-Ia.)
Hubert H. Humphrey (D-Minn.)
Daniel K. Inouye (D-Hawaii)
Henry M. Jackson (D-Wash.)
J. Bennett Johnston, Jr. (D-La.)
Russell B. Long (D-La.)
Warren G. Magnuson (D-Wash.)
Charles McC. Mathias, Jr. (R-Md.)
George McGovern (D-S. Dak.)
Lee Metcalf (D-Mont.)
Howard M. Metzenbaum (D-Ohio)
Walter F. Mondale (D-Minn.)
Joseph M. Montoya (D-N. Mex.)
Sam Nunn (D-Ga.)
Bob Packwood (R-Ore.)
Clayborne Pell (D-R.I.)
Jennings Randolph (D-W. Va.)
Richard S. Schweiker (R-Pa.)
Hugh Scott (R-Pa.)
William L. Scott (D-Va.)
John J. Sparkman (D-Ala.)
Ted Stevens (R-Alaska)
Adlai E. Stevenson, III (D-Ill.)
Stuart Symington (D-Mo.)
Herman E. Talmadge (D-Ga.)
Harrison A. Williams, Jr. (D-N. J.)

Voting Against—40

George D. Aiken (R-Vt.)
Howard H. Baker, Jr. (R-Tenn.)
Dewey F. Bartlett (R-Okla.)
Wallace F. Bennett (R-Utah)
Joseph R. Biden, Jr. (D-Del.)
William E. Brock, III (R-Tenn.)
Edward W. Brooke (R-Mass.)
Harry F. Byrd, Jr. (Ind.-Va.)
Lawton M. Chiles, Jr. (D-Fla.)
Richard C. Clark (R-Ia.)
Norris Cotton (R-N. H.)

Carl T. Curtis (R-Neb.)
James O. Eastland (D-Miss.)
Sam J. Ervin, Jr. (D-N. C.)
Paul J. Fannin (R-Ariz.)
Hiram L. Fong (R-Hawaii)
J. W. Fulbright (D-Ark.)
Barry M. Goldwater (R-Ariz.)
Robert P. Griffin (R-Mich.)
Edward J. Gurney (R-Fla.)
Clifford P. Hansen (R-Wyo.)
Jesse A. Helms (R-N. C.)
Roman L. Hruska (R-Neb.)
Jacob K. Javits (R-N. Y.)
John L. McClellan (D-Ark.)
James A. McClure (R-Idaho)
Thomas J. McIntyre (D-N.H.)
Edmund S. Muskie (D-Me.)
John O. Pastore (D-R. I.)
James B. Pearson (R-Kan.)
Charles H. Percy (R-Ill.)
William Proxmire (D-Wisc.)
Abraham A. Ribicoff (D-Conn.)
William V. Roth (R-Del.)
Robert T. Stafford (R-Vt.)
John C. Stennis (D-Miss.)
Robert A. Taft, Jr. (R-Ohio)
Strom Thurmond (R-S. C.)
John G. Tower (R-Tex.)
Milton R. Young (R-N. Dak.)

Present and Giving Live Pairs—5

Quentin N. Burdick (D-N. Dak.)
Gale W. McGee (D-Wyo.)—against
Edward M. Kennedy (D-Mass.)
Gaylord Nelson (D-Wis.)—against
Walter D. Huddleston (D-Ky.)

Not Present—11

Henry L. Bellmon (R-Okla.)
Lloyd M. Bentsen, Jr. (D-Tex.)
Alan Bible (D-Nev.)—paired for
James L. Buckley (Cons.-Rep.-N. Y.)
Peter H. Dominick (R-Colo.)
Thomas F. Eagleton (D-Mo.)
William D. Hathaway (D-Maine)
Mike Mansfield (D-Mont.)
Frank E. Moss (D-Utah)—paired for
John V. Tunney (D-Cal.)—paired for
Lowell P. Weicker (R-Conn.)

Washington Activities



By B. Rucker

Congress reconvened Nov. 18 following the 1974 elections—for a short lame-duck session—and began to organize for the first session of the new 94th Congress.

In the House there are 92 newmembers (75 Democrats)—more new members than at any time since 1949.

Of the 435 members of the House, 291 are Democrats, an increase of 43 and the largest numerical superiority since the 89th Congress. The new Congress will be younger, more active and eager for change.

When the Democratic Party Caucus met, they made a number of major changes. Liberal Congressman Phillip Burton (Calif.) was elected to the position of Caucus Chairman for the next two years.

The Caucus voted to take away the authority of Ways and Means Committee Democrats to select Chairmen of standing committees and transferred that authority to the new Democratic Steering and Policy Committee. It added 12 members to Ways and Means, increasing the number from 25 to 37. The Steering Committee is expected to "pack" Ways and Means with more Liberals.

The new Caucus also gave the Speaker power to nominate all Democrats on the Rules Committee. Rules is the "traffic cop" of the House. It determines priorities of bills on the floor.

The Caucus also voted to elect subcommittee chairmen of the powerful Appropriations Committee, a move to make them more responsive to party leadership. They are now appointed by the Chairman.

The House adopts rules formally at the beginning of each Congress, so changes are not binding on future Congresses. But some political soothsayers believe that Congress will become more representative, responsive to the people and more aggressive in asserting its role in making policy.

Cargo Preference Bill

On Dec. 16, the Senate passed H.R. 8193, the Energy Transportation Security Act, by a vote of 44-40. The bill has already passed the House.

The requirement that an initial 20 percent (increasing to 30 percent by mid-1977) of all imported oil be carried on U.S.-flag ships will help to restore our merchant shipping industry to health and create new shipyard jobs; it will protect the environment from spills, since U.S.-built ships must meet more rigid specifications; and it will be a positive step in national security, since we will no longer be dependent on foreign-flag transportation of oil.

Passage of H.R. 8193 is a real victory! (See page three for complete details.)

Deepwater Ports

House and Senate versions of a bill to authorize building and operating deepwater ports have passed and must go to a conference committee.

In the House, both Public Works and Merchant Marine and Fisheries Committees are involved. Mrs. Leonor K. Sullivan has been appointed to the latter and six members were appointed from Public Works.

Nine members were appointed in the Senate—three from each committee which has jurisdiction. Conferees have been meeting in closed session. They have tentatively announced agreement on two issues: construction and operation licensing responsibility will be given to the Department of Transportation; and coastal states will have veto power over the issuance of a license for the construction of a deepwater port. Once the conference report is finished, both houses are expected to accept it.

Export Import Bank

The House of Representatives on Nov. 20 approved the Conference Report which would extend the Bank to June 30, 1978 and increase its lending authority from \$20 billion to \$25 billion. The report was sent to the Senate but for the third time the Senate has voted to return the report to the Conference Committee.

All Eximbank-generated cargoes are reserved for U.S.-flag vessels unless a waiver is granted by the Maritime Administration. In calendar year 1973, U.S.-flag ships carried approximately 80 percent of Eximbank's cargo, valued at \$1,588,040,013.

Public Employees' Department of AFL-CIO

A new department of the AFL-CIO, Public Employees Department, held an organization meeting Nov. 26. The meeting was attended by 22 of the 24 affiliated international unions, one of which is SIU.

The Executive Council approved appointment of a nine-man administrative committee which will interview and make recommendations for a permanent executive director. They will also make recommendations for an over-all budget and a Legislative program for the Department.

Support SPAD

Seafarers are urged to contribute to SPAD. It is the way to have your voice heard and to keep your union effective in the fight for legislation to protect the security of every Seafarer and his family.

Bosun Recertification Program

Seventeenth Class Graduates

The seventeenth class of bosuns graduated from the SIU's Bosuns Recertification Program this month, and these 12 Seafarers bring the total number of men to go through the program to 177.

The Bosuns Recertification Program is continuing to supply SIU-contracted companies with qualified and knowledgeable seamen, men who have learned about the entire maritime industry as well as their Union. When they return to their ships they will be able to more effectively lead the SIU crews at sea.

Below are the 12 latest bosuns to graduate from the program.



William Funk

Seafarer Bill Funk, 48, has been going to sea for over 31 years, and has been a member of the SIU since 1949. A native of Brooklyn, N.Y., he still makes his home there with his wife Elaine. Brother Funk, who's been sailing as a bosun for the past five years, ships from the port of New York.



Charles Faircloth

Seafarer Charlie Faircloth, 48, has been a member of the SIU since 1943, and has been sailing as a bosun since 1957. A native of Florida, he now makes his home in Biloxi, Miss. with his wife Virginia, and their two children. Brother Faircloth ships from the port of Mobile.



Edward Wallace

Seafarer Ed Wallace, 47, has been a member of the SIU since 1944, and has been shipping as bosun for the past 20 years. A native of Chicago, Brother Wallace still makes his home there with his wife Marilyn, and their two sons. He ships from the port of New York.



Michael Casanueva

Seafarer Michael Casanueva, 50, has been a member of the SIU since 1944, and has been shipping as bosun since 1950. A native of Cuba, Brother Casanueva ships from the port of New Orleans where he makes his home with his wife Marjorie.

Allen, J. W., Seattle
 Altstatt, John, Houston
 Anderson, Alfred, Norfolk
 Anderson, Edgar, New York
 Annis, George, New Orleans
 Armada, Alfonso, Baltimore
 Atkinson, David, Seattle
 Baker, Elmer, Houston
 Barnhill, Elmer, Houston
 Baudoin, James, Houston

Recertification Honor Roll

Following are the names and home ports of the 177 Seafarers who have successfully completed the SIU Bosuns Recertification Program:

Beavers, Norman, New Orleans
 Bechlivanis, Nicholas, New York
 Beck, Arthur, San Francisco
 Beeching, Marion, Houston
 Berger, David, Norfolk
 Beye, Jan, New York
 Bojko, Stanley, San Francisco
 Boney, Andrew, Norfolk
 Bourgot, Albert, Mobile
 Brendle, Mack, Houston
 Brooks, Tom, New York
 Bryan, Ernest, Houston
 Bryant, Vernon, Tampa
 Burch, George, New Orleans
 Burke, George, New York
 Burton, Ronald, New York
 Bushong, William, Seattle
 Butterton, Walter, Norfolk
 Butts, Hurmon, Houston
 Caldeira, Anthony, Houston
 Carbone, Victor, San Juan
 Casanueva, Michael, New Orleans
 Castro, Guillermo, San Juan
 Chestnut, Donald, Mobile
 Christenberry, Richard, San Francisco
 Christensen, Christian, San Francisco
 Cisiecki, John, San Francisco
 Clegg, William, New York
 Colson, James, Seattle
 Cooper, Fred, Mobile
 D'Amico, Charles, Houston
 Darville, Richard, Houston
 Delgado, Julio, New York
 Dickinson, David, Mobile
 Dixon, James, Mobile
 Drake, Woodrow, Seattle
 Drewes, Peter, New York
 Duet, Maurice, Houston
 Dunn, Beverly, Mobile
 Eckert, Arne, Seattle
 Eddins, John, Baltimore
 Faircloth, Charles, Mobile
 Ferrera, Raymond, New Orleans
 Flowers, Eugene, New York
 Foster, James, Mobile
 Foti, Sebastian, Wilmington
 Funk, William, New York
 Gahagan, Kenneth, Houston
 Garner, James, New Orleans
 Glangiordano, Donato, Philadelphia
 Gillain, Robert, Jacksonville
 Gillkin, Leo, San Francisco
 Gonzalez, Jose, New York
 Gorben, Robert, New York
 Gorman, James, New York
 Greenwood, Perry, Seattle
 Grims, Vincent, New York
 Hager, Bertil, New York
 Hanback, Burt, New York
 Hanstvedt, Alfred, New York
 Hazel, John, New Orleans
 Hellman, Karl, Seattle
 Hicks, Donald, New York
 Hill, Charles, Houston
 Hodges, Raymond, Mobile
 Hodges, Raymond W., Baltimore
 Hogge, Elbert, Baltimore
 Homka, Stephen, New York
 Hovde, Arne, Philadelphia
 Ipsen, Oria, New York
 James, Calvin, New York
 Jandora, Stanley, New York
 Jansson, Sven, New York
 Johnson, Ravaghn, Houston
 Kerngood, Morton, Baltimore
 Kleinsolz, William, New York
 Knoles, Raymond, San Francisco
 Koen, John, Mobile
 Konis, Perry, New York
 Koza, Leo, Baltimore
 Krawczynski, Stanley, Jacksonville
 Lambert, Reidus, New Orleans
 Landron, Manuel, San Juan
 Lasso, Robert, San Juan
 Latapie, Jean, New Orleans
 Lavoine, Raymond, Baltimore
 LeClair, Walter W., New York
 Lee, Hans, Seattle
 Levin, Jacob, Baltimore
 Leyal, Joseph, Philadelphia
 Libby, George, New Orleans
 Mackert, Robert, Baltimore
 Manning, Denis, Seattle
 Mattioli, Gaetano, New York
 McCaskey, Earl, New Orleans
 McGinnis, Arthur, New Orleans
 Meehan, William, Norfolk
 Mize, Cyril, San Francisco
 Merrill, Charles, Mobile
 Michael, Joseph, Baltimore
 Miller, Clyde, Seattle
 Meffert, Roy, Jacksonville
 Monardo, Sylvester, New Orleans
 Morris, Edward Jr., Mobile
 Morris, William, Baltimore
 Moss, John, New Orleans
 Moyd, Ervin, Mobile
 Mullis, James, Mobile
 Murry, Ralph, San Francisco
 Nash, Walter, New York
 Nicholson, Eugene, Baltimore
 Nielsen, Vagn, New York
 O'Brien, William, New York
 O'Connor, William, Seattle
 Olson, Fred, San Francisco
 Olson, Maurice, Boston
 Oromaner, Albert, San Francisco
 Palino, Anthony, New York
 Parker, James, Houston
 Pedersen, Otto, New Orleans
 Pehler, Frederick, Mobile
 Pence, Floyd, Houston
 Perry, Wallace, Jr., San Francisco
 Pierce, John, Philadelphia
 Pollanen, Viikko, New Orleans
 Ponsen, Verner, Seattle
 Pressly, Donald, New York
 Puchalski, Kasimir, San Francisco
 Pulliam, James, San Francisco
 Radich, Anthony, New Orleans
 Rains, Horace, Houston
 Richburg, Joseph, Mobile
 Rihn, Ewing, New Orleans
 Riley, William, San Francisco
 Ringuette, Albert, San Francisco
 Rivers, Alfonso, San Juan
 Rodriguez, Lancelot, San Juan
 Rodriguez, Ovidio, New York
 Rutey, Edward, Baltimore
 Schwarz, Robert, Mobile
 Self, Thomas, Baltimore
 Selix, Floyd, San Francisco
 Sheldrake, Peter, Houston
 Smith, Lester, Norfolk
 Sokol, Stanley, San Francisco
 Spuron, John, San Francisco
 Stockmarr, Sven, New York
 Swearingen, Barney, Jacksonville
 Swiderski, John, New York
 Teti, Frank, New York
 Thompson, J. R., Houston
 Ticer, Dan, San Francisco
 Tillman, William, San Francisco
 Tirelli, Enrico, New York



Stanley Krawczynski

Seafarer Stanley Krawczynski, 49, has been a member of the SIU since 1952, and has been sailing as a bosun since 1956. A native of Pittsburgh, Penn., Brother Krawczynski now makes his home in Deltona, Fla. with his wife Yolanda and their two children. He ships out of the port of Jacksonville.



Walter W. LeClair

Seafarer Walter LeClair, 39, has been a member of the SIU since 1953, and has been sailing as a bosun since 1966. A native of Boston, he still resides there. Brother LeClair ships from the port of New York.



Ted Tolentino

Seafarer Ted Tolentino, 46, has been a member of the SIU since 1957, and has been shipping as bosun for the past 12 years. A native of the Philippines, he now ships from the port of San Francisco where he makes his home with his wife Iuminada and their child.



John Hazel

Seafarer John Hazel, 49, has been a member of the SIU since 1959, and has been sailing as a bosun for the past year. A native of Leonardtown, Md., Brother Hazel now ships from the port of New Orleans where he makes his home with his wife Dorothy.

Continued on Page 11

Todd, Raymond, New Orleans
 Tolentino, Ted, San Francisco
 Turner, Paul, New Orleans
 Wallace, Edward, New York
 Wallace, Ward, Jacksonville
 Wallace, William, Mobile
 Wardlaw, Richard, Houston
 Weaver, Harold, Houston
 Whitmer, Alan, New York
 Wingfield, P. G., Jacksonville
 Woods, Malcolm, San Francisco
 Workman, Homer, New Orleans
 Zarsko, Roberto, New York



**James
Bolen**

Seafarer James Bolen, 42, has been sailing as AB with the SIU since 1966. Prior to attending the Seniority Upgrading Program, Brother Bolen had obtained his quartermaster's rating at Piney Point. The father of six children, Brother Bolen often sails with his oldest son, Seafarer Tim Bolen, a 1970 graduate of the Lundberg School. Brother James Bolen is a native of Port Angeles, Wash. and ships out of the port of Seattle.

'A' Seniority Upgrading Program

6 More Earn Full 'A' Book

SIU-members have a tradition of being well-trained and highly qualified seamen, as well active Union members. To help maintain this tradition, the 'A' Seniority Upgrading Program was established to help keep our membership prepared for the innovations found aboard the new ships and to give members a better understanding of our Union's problems and the best way to deal with them.

This month six more Seafarers have achieved full books, bringing to 126 the total number of members who have earned full 'A' book status through this upgrading program.



**Bin
Ahmad**

Seafarer Bin Ahmad, 45, has been sailing with the SIU since 1967. A member of the deck department, Brother Ahmad upgraded to the rating of AB and quartermaster at Piney Point before attending the Seniority Upgrading Program. A native of Malaysia, he ships from the port of San Francisco and lives in Fresno, Calif. with his wife Carmen and their three children.



**Lee
Wayman**

Seafarer Lee Wayman, 21, graduated from the Harry Lundberg School in 1973. Brother Wayman returned to Piney Point to obtain his AB ticket before attending the Seniority Upgrading Program. A native and resident of Kansas City, Kan., Brother Wayman ships out of the port of Houston.



**Marco
Galliano**

Seafarer Marco Galliano, 24, has been sailing with the SIU since 1970. A Navy veteran, Brother Galliano sails as an AB from the port of New York. A native of East Islip, N.Y., Brother Galliano now makes his home in Las Vegas, Nev.



**Earnest
Hale**

Seafarer Earnest Hale, 38, has sailed with the SIU since 1968. Brother Hale earned his AB ticket at Piney Point before attending the Seniority Upgrading Program. A native of Mobile, Ala., he lives there with his wife Shirley and five children, and ships from that port.



**Terry
Mouton**

Seafarer Terry Mouton, 30, has been sailing with the SIU for seven years. Prior to attending the Seniority Upgrading Program, Brother Mouton obtained his QMED rating at Piney Point. A native of Louisiana, he now makes his home in San Francisco and ships from that port.

Adams, Francis, Deck
Allen, Lawrence, Engine
Allison, Murphy, Engine
Ahmad, Bin, Deck
Andrepoint, P. J., Engine
Arnold, Mott, Deck
Bartol, Thomas, Deck
Baxter, Alan, Engine
Bean, P. L., Deck
Beauverd, Arthur, Engine
Bellinger, William, Steward
Blacklok, Richard, Engine
Bolen, James, Deck
Bolton, Timothy, Deck
Burke, Leo Roy, Engine
Burke, Timothy, Deck
Castle, Stephen, Deck
Clark, Garrett, Deck
Conklin, Kevin, Engine
Cunningham, Robert, Deck
Daniel, Wadsworth, Engine
Davis, William, Deck
Day, John, Engine
Derke, Michael, Engine
Deskins, William, Steward
Dising, Maximo, Engine
Ewing, Larry, Steward
Farmer, William, Deck
Fila, Marion, Deck
Frost, Stephen, Deck

Galka, Thomas, Engine
Galliano, Marco, Deck
Garay, Stephen, Deck
Garcia, Robert, Deck
Gilliam, Robert, Steward
Gotny, Raul, Steward
Gower, David, Engine
Graham, Patrick, Deck
Grimes, M. R., Deck
Hale, Earnest, Deck
Hart, Ray, Deck
Hawker, Patrick, Deck
Haynes, Blake, Engine
Helck, Carroll, Deck
Heller, Douglas, Steward
Humason, Jon, Deck
Hummerick, James, Jr., Steward
Hutchinson, Richard, Jr., Engine
Ivey, D. E., Engine
Johnson, M., Deck
Jones, Leggett, Deck
Kegney, Thomas, Engine

Keith, Robert, Deck
Kelley, John, Deck
Kerney, Paul, Engine
Kirksey, Charles, Engine
Kittleson, L. Q., Deck
Knight, Donald, Engine
Konetes, Johnnie, Deck
Kunc, Lawrence, Deck
Kundrat, Joseph, Steward
Laner, Ronnie, Engine
LeClair, Lester, Steward
Lehmann, Arthur, Deck
Lentsch, Robert, Deck
Lundeman, Louis, Deck
Makarewicz, Richard, Engine
Manning, Henry, Steward
Marcus, M. A., Deck
McAndrew, Martin, Engine
McCabe, John, Engine
McCabe, T. J., Engine
McParland, James, Engine
Minix, R. G., Jr., Engine

Miranda, John, Engine
Moore, C. M., Deck
Moors, George, Deck
Moore, William, Deck
Mortier, William, Deck
Mouton, Terry, Engine
Painter, Phillip, Engine
Paloumbis, Nikolaos, Engine
Papageorgiou, Dimitrios, Engine
Parker, Jason, Deck
Poletti, Pierangelo, Deck
Reamey, Bert, Engine
Restaino, John, Engine
Ripley, William, Deck
Rivers, Sam, Engine
Roback, James, Deck
Rodriguez, Charles, Engine
Rodriguez, Robert, Engine
Rogers, George, Engine
Sabb, Caldwell, Jr., Engine
Salley, Robert, Jr., Engine
Sanders, Darry, Engine

Sanger, Alfred, Deck
Shaw, Ronald, Engine
Simonetti, Joseph, Steward
Simpson, Spurgeon, Engine
Sisk, Keith, Deck
Smith, D. B., Steward
Smith, Robert, Deck
Spell, Gary, Engine
Spell, Joseph, Deck
Spencer, H. D., Engine
Stauter, David, Engine
Stevens, Duane, Deck
Svoboda, Kvetoslav, Engine
Tanner, Leroy, Engine
Thomas, Robert, Engine
Thomas, Timothy, Deck
Trainor, Robert, Deck
Utterback, Larry, Deck
Valn, Thomas, Deck
Vaiton, Sidney, Engine
Vanyi, Thomas, Steward
Vukmir, George, Deck
Walker, Marvin, Engine
Wambach, Albert, Deck
Wayman, Lee, Deck
Wilhelm, Mark, Engine
Wilson, Richard, Steward
Wolfe, John, Deck
Woodhouse, Ashton, Engine
Zukier, Hans, Engine

Upgrading Honor Roll

Following are the names and departments of 126 Seafarers who have completed the 'A' Seniority Upgrading Program.

Seventeenth Class Graduates From Bosuns Recertification Program



Bertil Hager

Seafarer Bert Hager, 52, has been a member of the SIU since 1945, and began sailing as bosun the following year. A native of Finland, he now ships from the port of New York, and makes his home in Mt. Vernon, N.Y.



Charles Hill

Seafarer Chuck Hill, 46, has been a member of the SIU since 1947, and has been shipping out as a bosun since 1952. A native of Houston, he ships from that port and makes his home there with his wife Bobbie and their two children.



Beverly Dunn

Seafarer Beverly Dunn, 42, has been a member of the SIU since 1950, and has been shipping out as a bosun since 1957. Born in Mobile, Brother Dunn ships from that port city and makes his home there with his wife Hildagarde.



Tom Brooks

Seafarer Tom Brooks, 42, has been a member of the SIU for 11 years, and has sailed in every rating in the deck department. A native of Georgia, he now ships from the port of New York where he makes his home.

Deposit in the SIU Blood Bank — It's Your Life



SS Yellowstone

Seafarers John A. Dunne and W. Thrasher and the other crew members of the *SS Yellowstone* (Ogden Marine) spread the blanket to collect \$235 for a destitute English family stranded in Karachi recently.

The family from London, Bill and Valerie Beman with their three sons, Stewart, Paul and Julian needed the money to pay their hotel bill so they could fly home.

Later in a thank-you letter to the crew, the Beman's explained how they got into this predicament:

"Dear Friends, You know that we have crossed from England overland en-route for Australia. We didn't set out on this trip without the money to finish it. But we got hit by the oil crisis. We had to pay a lot for petrol and double what we were quoted to ship our car and trailer over to Sydney. We were also fools and got taken for a lot of money in Lahore. This left us short . . .

"This is where you have helped us. We are now able to settle the rest of the (hotel) bill and we can all fly out of here. We still are all going to Australia yet. But, Bill is flying there and the kids and me are returning to England and will stay with my parents until Bill sends us the tickets out.

"We are so grateful to you all that it's hard to find the words . . . You friends have restored our faith in human kindness. I will write to you all again and let you know how we get along. Thank you again and you know we will never forget you. God bless."

SS Manhattan

Laid up for repairs in the Seatrain Shipyard in Brooklyn, N.Y. is the *SS Manhattan* (Hudson Waterways) after returning from Bangladesh where she had served as a grain storage ship. The supertanker pioneered the voyage through the Northwest Passage to Alaska's North Slope utilizing a special ice bow a few years ago.

SS Summit

The *SS Summit* (Sea-Land Service) had a 10-foot gash in her hull above the waterline patched in a Seattle shipyard late last month. The 525-foot freighter slammed into a pier in foul weather in Kodiak, Alaska. The *SS Ponce* (Sea-Land) will replace the damaged ship on the run to the Aleutian Islands for one trip. Later the *SS Summit* will journey to the Far East.

SS Delta Brasil

Delta Line's *SS Delta Brasil* carried, without charge, containerloads of donated relief supplies to the victims of Hurricane Fifi in northern Honduras recently. The containers were shipped from New Orleans and 200,000 pounds of food came from Houston to be unloaded in the port of Puerto Cortes. The line gave 3,000 pounds of rice and employees gave cash to help the hurricane victims.

SS Ultrasea

The ore-bulk-oil carrier *SS Ultrasea* (Westchester Marine) lifted 65,000 tons of heavy grains early this month from the port of New Orleans to the ports of Rotterdam and Hamburg.

SS Sea-Land Producer

Like on many other SIU-contracted ships on Thanksgiving Day, Seafarers aboard the *SS Sea-Land Producer* docked in the port of Houston, enjoyed a sumptuous feast which featured in its five courses hors d'oeuvres, shrimp cocktail, soup, Tom turkey, Virginia ham, prime ribs au jus, fresh codfish, corn on the cob, candied yams, asparagus with Hollandaise sauce, Parker House rolls, pumpkin and mincemeat pies, fruit cake, ice cream and after dinner mints. How's that for a good feeder! Mmmmmmmmm!!!

SS Vantage Horizon

Carrying 26,250 tons of wheat to Alexandria, Egypt late last month was the *SS Vantage Horizon* (Vantage Steamship) from the Gulf of Mexico.

SS Monticello Victory

The *SS Monticello Victory* (Victory Carriers) sailed this month from the ports of Albany, N.Y. and Philadelphia with a cargo of 36,500 tons of bulk wheat destined for the port of Chittagong, Bangladesh.

USNS Shenandoah

Headed for Rio de Janeiro this month was the *USNS Shenandoah* (Hudson Waterways) after unloading a 26,780-ton cargo at a Black Sea port near the Dardanelles.

SS Trenton

The ashes of Seafarer Emilio Di Pietro, 61, who was stricken with a heart seizure on the *SS Trenton* and expired in Long Beach, Calif. Community Hospital on Aug. 1, were scattered at sea off Long Beach recently.

Hobby Brings Out the Christmas Spirit

Pensioner Gives Mangers As 'Greeting Cards'



Retired Seafarer Tony Conti prepares his chalet-type structures in his workshop.

Each year around this time retired Seafarer Anthony Conti becomes a very busy man—or should we say busier than usual. For as the Christmas season approaches, Brother Conti begins sending out his own special "greeting cards" to many friends and neighbors—Christmas mangers and chalet-type structures made out of wood. This is just a part of the former SIU member's full-time hobby: woodworking.

Tony Conti retired from seafaring in 1966, after being an active SIU member for 25 years. His sailing days go back to the 1920's and 30's when he shipped from the West Coast. Born and raised in New Orleans, he spent his entire SIU career shipping from that port.

Although he spent some time as a member of the black gang, Brother Conti did most of his sailing in the steward department. He worked mainly on the passenger ships, particularly those of Delta Line and Alcoa. He says that those were his favorite ships, but that he "went anywhere the jobs were."

Without a doubt his most memorable experience at sea was his trip on the passenger ship *Alcoa Corsair* in October 1960. On the night of Oct. 22, 1960 the *Alcoa Corsair* was moving down the Mississippi River heading for San Juan when she collided with an Italian-flag freighter, the *Lorenzo Marcello*, coming upstream, about 60 miles south of New Orleans. The Italian ship, which was later found to be at fault in the tragic accident, was on her maiden voyage.

Five Seafarers and five passengers were killed in the collision. Brother Conti was sailing as night steward on the *Alcoa Corsair* and remembers that fateful night vividly.

"I was on watch at the time, but a few minutes before the crash I went to get a cup of coffee. The next thing I know, I heard whistles blasting, the ship lurched over and I hit my head on the bulkhead.

"The Italian ship hit us between the number two and three holds. It rolled up all the rooms on that side into a massive hunk of steel, crushing anyone

unfortunate to be in them at the time. There's no question that if I hadn't gone for coffee I would've been killed."

In 1966 Conti was declared permanently not fit for duty and went on SIU pension. He then began to pursue his hobby (one he had begun back in the 1940's) as "my full-time work, but work for pleasure."

Seafarer Conti now makes his home in Slidell, La., a quiet suburb about 30 miles from New Orleans, with his wife of 43 years, Leona. He has a workshop adjacent to his house which contains most of the tools he uses: a table saw, a jig saw, a sanding machine and a drill motor.

Much of the lumber he uses he gets from the scrap pile of construction sites around the area. After cutting the pieces of wood into the shapes he needs, he puts them together with glue and nails.

For the chalet-type structures, Brother Conti uses cut glass which he pastes over with colored paper. When completed, these structures look like they contain beautiful stained glass that one may see in a church.

Aside from the Christmas items, the 70-year-old retired Seafarer makes other things as well. He has made many picture frames, and a four-shelf hutch for his kitchen which contains a beautiful collection of china which he collected in various ports around the world.

He also built a gun rack for a neighbor who has a collection of hunting rifles. He used a newspaper clipping advertising a \$120 gun rack as a pattern, and was able to build it in two weeks from that.

Over the years Brother Conti has given away over 175 mangers to relatives, neighbors and old seafaring buddies in the New Orleans area. "I make them all for my friends," he says. "I enjoy doing them very much."

"I just work on them until I find myself getting tired, then I rest for awhile. I find that what I once used as a hobby, now is a full-time job. And, it keeps me mentally, as well as physically healthy."



Seafarer Phil Haring (far right) receives an award for bravery after saving the life of shipmate and SIU Brother Jan Prins. Shown with Haring are HLSS President Hazel Brown; Howard Casey, deputy assistant for Maritime Affairs at the U.S. Maritime Administration, who presented the award; Mrs. Ella Haring, Seafarer Haring's mother; and HLS Vice-President Mike Sacco. Brother Haring is a graduate of the Harry Lundeberg School.

Award Given to Seafarer For 'Extraordinary Heroism'

Seafarer Phil Haring, a recent Harry Lundeberg School graduate, was commended by the U.S. Maritime Administration last month for risking his life to save an injured fellow Seafarer from being washed overboard by heavy boarding seas.

Presenting the award at a ceremony held at the Lundeberg School, Deputy Assistant Secretary for Maritime Affairs Howard Casey termed Brother Haring's actions "extraordinary heroism" and praised his "strong feelings of responsibility and concern for fellow shipmates."

On May 2, the *Sea-Land Market* was weathering a gale in the North Atlantic. Ordinary Seaman Haring was standing in an entranceway on the starboard side of the ship when he saw a heavy boarding sea hit shipmate Jan

Prins, also a recent HLS graduate, who had gone on deck to retrieve a life ring.

Thinking Seafarer Prins had been washed overboard, Brother Haring raised the cry of "Man Overboard!" He then saw Prins hanging onto the side of the ship, half overboard.

Without hesitating, Seafarer Haring ran out onto the storm washed deck, pulled his shipmate aboard and carried him back to the safety of the entranceway just as another sea hit the same area. Had Brother Haring not acted as quickly as he had, this second sea would surely have carried Seafarer Prins completely overboard.

Brother Haring was recommended to MARAD for their commendation in a letter written by his chief mate and co-signed by the *Sea-Land Market's* captain.

Seafarer Washington Gets High School Diploma at HLS

Seafarer Eddie Washington, who attended HLSS as an upgrader in the Pumpman and FOWT programs, recently earned his high school diploma through the Lundeberg School's General Educational Development program.

Brother Washington, who graduated from HLSS as a trainee in 1968, dropped out of high school in his senior year and joined the U.S. Marines. After completing his two year tour of duty, he decided to come to the Lundeberg School because, "I wanted to travel. I think travel helps you learn more about life."

Seafarer Washington also commented that, "the Lundeberg School has really changed. When I was here the SIU was still building it. To see it today is like our Union has worked a miracle—the school is beautiful, it's still growing, and the programs keep getting better and better."

When asked why he decided to get his high school diploma, Seafarer Washington replied that, "I just felt that it was a goal I really wanted to achieve. And thanks to the great work the SIU has done here at Piney Point, I had the opportunity to reach this goal."

Brother Washington added that,



Seafarer Eddie Washington

"The teachers at the Lundeberg School are all very helpful and encouraging. They give you all the time and attention you need. I can't think of just one or two people to thank—everyone on the staff helped me every step of the way."

Seafarer Washington, who is 24-years-old, makes his home in Mobile, Ala. When asked what he planned to do now that he had his high school diploma, he said, "So far I've been to Formosa, Korea, Spain, Bangkok, Saigon, DaNang, Majorca, Nice, Athens, and Naples. These are places most people never get to see in a lifetime. So I plan to keep right on sailing with the SIU."

ASHORE



Austin, Tex.

The labor movement in this state succeeded recently in preventing delegates to the State Constitutional Convention from putting a right-to-work provision in a proposed new Texas State Constitution. The delegates rejected the pressure put upon them by the leadership at the convention and voted no new State Constitution at all. Texas already has a right-to-work law on its books, but it is not written as part of the State Constitution.

Jeffersonville, Ind.

The new all steel 4,500-ton sistership to the union-crewed steamboat, the *Delta Queen* (Delta Steamboat Co.) was launched into the Ohio River opposite Louisville on Nov. 30—the 139th anniversary of the birth of Mark Twain.

With a crew of 125, the 379-foot, largest five deck sternwheeler becomes the first new steamboat to be built in the U.S. in nearly 50 years and first American passenger liner built in a decade. The *Delta Queen* was built in 1926 and is the last overnight passenger boat on the nation's inland waterways.

The new, 400-passenger carrier, built for \$17 million by Jeffboat Inc., is scheduled to begin service from Cincinnati to St. Louis in May of 1976, the bicentennial year.

She will steam up both the Ohio and Mississippi Rivers from New Orleans to St. Paul, Minn. Her draft is eight feet, she has two 2,000 hp engines, air conditioning, two restaurants, pool, elevators, theater, sauna, phones and, of course, a calliope.

Plans are under way to construct a third deepwater port northeast of Jeffersonville in Clark County. With 37 major industries, six railroads, four interstate highways and more than 100 trucking firms in the area, it's estimated the port would generate 10-million tons of cargo yearly worth \$100 million.

London, England

The 1974 International Conference on Safety of Life at Sea here attended by 345 delegates from 67 countries wound up business with a new signed agreement early last month.

The confab, started in 1960, resulted from the maritime disasters of the SS *Andrea Doria*, SS *Morro Castle* and the SS *Titanic*.

Primary objectives of the meeting on safety rules in fires and grain carriage were to update the old agreement by adding technological advances in marine safety since then and to develop simple ways to adopt future breakthroughs in marine safety.

Leading the U.S. delegation was Adm. W. O. Siler, Coast Guard head, aided by Rear Adm. W. M. Benkert, chief of the Office of Merchant Marine Safety.

Baltimore, Md.

SIU pensioner Jose M. "Pepe" Carames, 45, of Philadelphia is now a patient in the USPHS hospital here following a leg amputation. Brother Carames would like to hear from his old shipmates during this holiday season.

New Orleans

Delta Line and the Venezuelan Navigation Co. have filed a letter of intent with the U.S. Federal Maritime Commission in Washington, D.C. to enter into a pooling and equal access contract. Delta will service, with four LASH barges every two weeks, the ports of Maracaibo, Maracaibo Lake and Puerto Cabello in Venezuela.

Port Everglades, Fla.

The SIU-contracted Sea-Land Service named this Eastcoast city a regular port of call on the Gulf-North Europe run on Nov. 23. The SS *Sea-Land Producer* and the SS *Sea-Land Consumer* will call with two other SL-18 containerships at New Orleans, Houston, Jacksonville and Port Everglades on a biweekly basis. In Europe, the ships will call at Rotterdam and Bremerhaven.



Seventy-one cents of every dollar spent in shipping on American-flag vessels remains in this country, making a very substantial contribution to the national balance of payments and to the nation's economy.

Use U.S.-flag ships. It's good for the American maritime industry, the American shipper, and America.

Time to Check Him Out!



Break the Oil Monopoly

As the year 1974 draws to a close, this country is again faced with a winter season in which we may once more find ourselves at the total mercy of the biggest "monopolistic octopus" in U.S. industry: the 20 multinational oil companies which control all aspects of energy fuel, from production, through transportation, down to distribution and marketing.

The United States would do well to learn the lessons from the so-called "energy crisis" we went through early this year. At that time, while fuel supplies were short, and gas lines long, the oil companies' profits soared, and their total domination and control of every sector of their industry was never more apparent. They put their own greed above the needs of the American people and the health of the American economy.

It was only while the nation suffered that the American people started to become aware of some of the shady practices in which these companies engage: how they regularly have been involved in international cartels, commodity exchanges, intrigues between themselves, the U.S., and foreign governments, and constantly in defense from charges of price fixing and other monopolistic and illegal practices designed to destroy any competition.

These oil giants are only interested in maintaining the status quo; a position which is enabling them to wipe the independent sector of the industry practically out of existence. These top 20 companies control approximately 94 percent of our proven oil resources, 86 percent of our refining capacity and 70 percent of all gasoline sales. They have exercised monopoly power by refusing to sell crude oil, gasoline and other refined petroleum products to independent refiners and marketers.

These companies are able to cut off supplies to independent refiners and gas retailers at will. Because of their total control, a "vertical monopoly" of the industry, they are slowly but surely driving these independents out of business. Out of the 1,200 gas stations which were forced to close last year due to lack of supplies, all but a handful were independently owned.

Another aim of the 20 companies has been, of course to drive out the independently-owned U.S.-flag tanker fleet so that they may completely dominate the transportation of oil on the seas with their large fleets of foreign, tax-free "flag-of-convenience" vessels. That is why the SIU has strongly fought for passage of the Energy Transportation Security Act of 1974, guaranteeing American-built, American-manned vessels a certain percentage of oil imports to this country.

Recently other legislation has been proposed which, if passed could effectively thwart the efforts of the oil magnates. Sen. Philip Hart (D-Mich.) has proposed an amendment to the Trade Reform Act of 1974 which would, in effect, prevent any oil company engaged in the production or development end of energy resource products from controlling any refinery, transportation or marketing asset. And, it would prevent any company engaged in the transportation end from controlling any production, refinery or marketing asset.

This amendment is an important first step, and we wholeheartedly support it. However, whether or not it is adopted, it is high time that the Congress took a close, in-depth look at the blatantly monopolistic practices of these companies. They have totally controlled the energy industry for too many years.

Letters to the Editor



Pensioner Gives Yule Gift

This season, when we buy gifts for friends and relatives, I hope we all remember SPAD in this category. For years, SPAD has given us gifts of jobs and job security. Along with my SPAD donation I extend pleasant greetings to all my brother members for a Merry Christmas and a Happy New Year.

Fraternally,
Art Lomas, L242
SIU Pensioner

SIU Crews Cited For Fine Performances

During 1974 we placed in service three new LASH vessels, the *Robert E. Lee*, the *Stonewall Jackson* and the *Sam Houston*. We now have operating reports in hand which indicate these ships are performing very well and we anticipate that they will continue to do so.

The success of this new venture can be credited in large part to the skill and professionalism of the vessels' crews. Waterman Steamship Corporation recognizes the fine performance of the men on these ships and we wish to express our appreciation for the hard work and dedication by the members of the Seafarers International Union who make up our ships' complements.

It is obvious that your members, through their training and experience, have developed into a group of truly professional seamen. We look forward to continuing successful operation of our new vessels with the help and support of your Union and its members.

Sincerely,
Ed Walsh, President
Waterman Steamship Corp.

I wish to state that the program of training and recertifying present members of the SIU is beneficial not only to the members who pass through the Harry Lundeberg School, but to the SIU as an organization and the companies that employ them and enjoy the benefits of better trained men.

Fraternally,
Thomas O'Shea
Master, Ogden Wabash

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SEAFARERS LOG

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STEER A CLEAR COURSE!



If you are convicted of possession of any illegal drug—heroin, barbiturates, speed, LSD, or even marijuana—the U.S. Coast Guard will revoke your seaman papers, without appeal, FOREVER.

That means that you lose for the rest of your life the right to make a living by the sea.

However, it doesn't quite end there even if you receive a suspended sentence.

You may lose your right to vote, your right to hold public office or to own a gun. You also may lose the opportunity of ever becoming a doctor, dentist, certified public accountant, engineer, lawyer, architect, realtor, pharmacist, school teacher, or stockbroker. You may jeopardize your right to hold a job where you must be licensed or bonded and you may never be able to work for the city, the county, or the Federal government.

It's a pretty tough rap, but that's exactly how it is and you can't do anything about it. The convicted drug user leaves a black mark on his reputation for the rest of his life.

However, drugs can not only destroy your right to a good livelihood, it can destroy your life.

Drug abuse presents a serious threat to both your physical and mental health, and the personal safety of those around you. This is especially true aboard ship where clear minds and quick reflexes are essential at all times for the safe operation of the vessel.

Don't let drugs destroy your natural right to a good, happy, productive life.

Stay drug free and steer a clear course.

Know Your Rights



FINANCIAL REPORTS. The constitution of the SIU Atlantic, Gulf, Lakes and Inland Waters District makes specific provision for safeguarding the membership's money and Union finances. The constitution requires a detailed audit by Certified Public Accountants every three months, which are to be submitted to the membership by the Secretary-Treasurer. A quarterly finance committee of rank and file members, elected by the membership, makes examination each quarter of 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. Your shipping rights and seniority are protected exclusively by the contracts between the Union and the shipowners. Get to know your shipping rights. Copies of these contracts are posted and available in all Union halls. If you feel there has been a violation of your shipping or seniority rights as contained in the contracts between the Union and the shipowners, notify the Seafarers Appeals Board by certified mail, return receipt requested. The proper address for this is:

Frank Druzak, Chairman, Seafarers Appeals Board
275 - 26th Street, Brooklyn, N. Y. 11215

Full copies of contracts as referred to are available to you 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 you work and live aboard ship. Know your contract rights, as well as your obligations, such as filing for OT on the proper sheets and in the proper manner. If, at any time, any SIU patrolman or other Union official, in your opinion, fails to protect your contract rights properly, contact the nearest SIU port agent.

The following poem was sent as a Christmas greeting by retired Seafarer James C. Mitchell to all his fellow SIU brothers.

Loaded with Old St. Nick

1.
It was a cold, and snowy evening,
And Christmas was drawing near
So I stopped by a country inn
To have me a mug of beer
2.
The front door opened easily,
As I quietly stepped inside
The whole place seemed deserted
So I decided, to warm me hide.
3.
A warm glow from the fireplace
Nearly made me fall asleep,
But I saw an old, white bearded gent, behind the bar,
And I got quickly to me feet
4.
I had meself a few mugs of beer
Then decided to go on me way
When the barkeep said, Have one on the house,
For it will soon be Christmas Day
5.
It was just, He and I, alone together,
And we drank nearly thirty (30) pint mugs
When I took out me money to pay up,
He opened a couple of jugs
6.
A few shots of gin, won't hurt you mate
As he filled the glasses to the brim,
Laughing and talking all the while
That's when I began to get leary of him
7.
I awoke on the bar floor, next mornin'
Me head hurt, and me tongue was thick
The bar top was as clean as a whistle
Then I knew I got loaded with Old St. Nick.

James C. Mitchell

EDITORIAL POLICY—SEAFARERS LOG. The Log has traditionally refrained from publishing any article serving the political purposes of any individual in the Union, officer or member. It has also 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 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 should not have been required to make such payment, this should immediately be reported to 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 you feel any member or officer is attempting to deprive you of any constitutional right or obligation by any methods such as dealing with charges, trials, etc., as well as all other details, then the member so affected should immediately notify headquarters.

EQUAL RIGHTS. All Seafarers 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 Seafarer may be discriminated against because of race, creed, color, sex and national or geographic origin. If any member feels that he is denied the equal rights to which he is entitled, he should notify 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 Seafarer seamen, the preservation and furthering of the American Merchant Marine with improved employment opportunities for seamen 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, notify the Seafarers Union or SPAD by certified mail within 30 days of the contribution for investigation and appropriate action and refund, if involuntary. Support SPAD to protect and further your economic, political and social interests, American trade union concepts and Seafarer seamen.

If at any time a Seafarer feels that any of the above rights have been violated, or that he has been denied his constitutional right of access to Union records or information, he should immediately notify SIU President Paul Hall at headquarters by certified mail, return receipt requested.

Jacksonville Hall Dedicated; Gala Opening Held

A new and modern SIU-IBU hiring hall was opened in the port of Jacksonville last month, and the occasion was marked by a gala, open-house party attended by some 300 members, officials, their families and guests. Food was served buffet-style, and all types of beverages were available at the festivities, which were held from 11 a.m.-5 p.m.

The fully furnished hall, which is located at 3315 Liberty St., was opened on Nov. 15. The modern facility will offer all SIU and affiliated Inland Boatmen's Union members a full range of Union services. Here, members will be able to secure jobs on our contracted vessels, inquire about their benefits, fill out claim forms, and raise questions about the contract, the constitution and the latest courses available at the Harry Lundeborg School.

Although the total facility is not yet completed, it is open for membership service and is comfortably furnished in pleasant surroundings. Work is continuing on another building on the property, which will eventually house a restaurant and recreational facilities for members and their families.

The Jacksonville hall is the first facility to be completed in the SIU-IBU's overall program of renovating and upgrading all its hiring halls.



IBU member Red Green; Betty Touchton, secretary, Operating Engineers union, and Roy Meffert, SIU recertified bosun (left to right) attended the party held to mark opening of new Jacksonville Hall.



Some of the close to 300 people who came to the festivities relax and enjoy the food and beverages in the new facility.



IBU members William Eschuk, (left) and Charley Mull, center, who sails as AB, hold a discussion with IBU Port Agent Gene Taylor in one of the modern offices in the new hall.



Participating in the opening ceremonies were members from other labor organizations as well as SIU-IBU officials. From left to right are, Ed Dwyer, National Maritime Union Jacksonville port agent; Gene Taylor, IBU Jacksonville port agent; Red Morris, SIU Jacksonville port agent; Joe Di Giorgio, secretary-treasurer, SIUNA; Earl Shepard, SIU Atlantic area vice president; Jim Burnett, secretary-treasurer, Jacksonville AFL-CIO council; and Jim Deaton, president, Jacksonville AFL-CIO council.



Left to right are IBU member Dave Lewis, guest Margie Carter and Chuck Mollard, national coordinator of the IBU.



The party was held for both present and maybe future seamen. From left to right, SIU members FOWT Robert H. Bullock; AB Lembit Kool; Oiler Tom Wright, and three-year-old Tom Wright, III.

Digest of SIU



Ships' Meetings

ELIZABETHPORT (Sea-Land Service), October 20—Chairman, Recertified Bosun V. T. Nielsen; Secretary George W. Gibbons; Educational Director Robert C. Miller. Chairman held a discussion on the Pension law and upgrading courses in Piney Point. A movie fund will be taken up by the crew to get new tubes for the movie machine. No disputed OT. A fund will be started so that the crew can get extra movies for the ship. Next port Genova, Italy.

SAN FRANCISCO (Sea-Land Service), October 27—Chairman, Recertified Bosun Alan Whitmer; Secretary O. Smith; Educational Director B. Pinder. No disputed OT. Washing machine and dryer were purchased for the crewmembers. Everything running smoothly.

OGDEN YUKON (Ogden Marine), October 6—Chairman, Recertified Bosun H. Weaver; Secretary F. Kustura; Educational Director D. Dizon; Deck Delegate Charles Scott; Engine Delegate H. R. Newell. \$46 in ship's fund. No disputed OT. Vote of thanks to the steward department for a job well done and for good service by the messmen. Next port Okinawa.

NEW ORLEANS (Sea-Land), October 27—Chairman Recertified Bosun A. Rivera; Secretary A. Aragones; Educational Director J. Pantoja; Deck Delegate Paige C. Toomey; Engine Delegate John D. Wright. \$20.69 in ship's fund. No disputed OT. Vote of thanks to the steward department for a job well done. Observed one minute of silence in memory of our departed brothers. Next port San Juan.

SEATRAN WASHINGTON (Hudson Waterways), October 20—Chairman, Recertified Bosun A. Boney; Secretary W. G. Williams; Educational Director R. W. Zell; Deck Delegate B. Churchill; Engine Delegate S. Torina; Steward Delegate P. Livingston. Each man has contributed \$20 toward the rental of movies and camera. No disputed OT. Next port Oakland.

MAUMEE (Hudson Waterways), October 6—Chairman, Recertified Bosun J. R. Thompson; Secretary Vassar Szymanski; Educational Director Kenneth Linah. \$15.78 in ship's fund. No disputed OT. Observed one minute of silence in memory of our departed brothers. Next port Charleston, S.C.

SUAMICO (Hudson Waterways), October 8—Chairman, Recertified Bosun K. Puchalski; Secretary L. Bennet; Educational Director Black; Engine Delegate Robert Torres. \$26.10 in ship's fund. No disputed OT. Everything running smoothly.

SAN PEDRO (Sea-Land Service), October 20—Chairman George King; Secretary Welden O. Wallace; Deck Delegate G. Fuller; Engine Delegate D. Peterson; Steward Delegate F. H. Smith. Chairman held a safety meeting for all crewmembers. \$100 in movie fund. \$10 in ship's fund. Some disputed OT in deck department. Next port Long Beach.

DELTA NORTE (Delta Steamship), October 28—Chairman, Recertified Bosun Homer O. Workman; Secretary Mike Dunn; Educational Director C. Hemby. \$16 in ship's fund. No disputed OT. Chairman held a discussion on contributing to SPAD. Any unsafe conditions aboard ship should be reported to the educational director. A vote of thanks to the steward department for a job well done. Observed one minute of silence in memory of our departed brothers. Next port Rio de Janeiro.

ST. LOUIS (Sea-Land Service), October 27—Chairman, Recertified Bosun John Cisiecki; Secretary Huston. No disputed OT. Chairman spoke on his attending Piney Point for the Recertification Program and suggested that all crewmembers read the Seafarers Log to keep up with Union business. Next port Balboa, Panama.

SUMMIT (Sea-Land Service), October 20—Chairman D. Calogeros; Secretary Edward Heniken; Educational Director W. Slusser. Chairman reported on the oil transportation act and how the donations to SPAD have helped with this and other programs. Educational director reported on the opportunities that await all crewmembers who go to Piney Point to upgrade themselves. No disputed OT. A vote of thanks to Chief Cook J. Smith for the wonderful Bar-B-Q's he has been giving the crewmembers. Observed one minute of silence in memory of our departed brothers.

Politics Is Porkchops
Donate to SPAD

SEATRAN MARYLAND (Hudson Waterways), October 6—Chairman John W. Kelso; Secretary Walter J. Fitch; Deck Delegate H. De Boissiere; Engine Delegate J. Billotto; Steward Delegate F. Urias. \$4.17 in ship's fund. Some disputed OT in deck and engine departments. An extra vote of thanks to the steward department for the lobster dinner and the music and news supplied in the mess room. Observed one minute of silence in memory of our departed brothers.

JOSEPH HEWES (Waterman Steamship), October 13—Chairman, Recertified Bosun R. Christenberry; Secretary R. Long; Educational Director B. Stearman; Steward Delegate Joseph Simpson. Some disputed OT in steward department. Everything running smoothly. Next port New Orleans.

OVERSEAS JUNEAU (Maritime Overseas), October 7—Chairman, Recertified Bosun J. Baudoin; Secretary C. Gibson; Educational Director C. Ayers; Deck Delegate Robert Holt; Steward Delegate Bernard Feely. \$4.75 in ship's fund. Some disputed OT in deck and engine departments. Everything think running smoothly.

KEVA IDEAL (Ideal Cement Co.), October 19—Chairman, Recertified Bosun V. W. Bryant; Secretary Simon Gutierrez. \$36.83 in ship's fund. No disputed OT. Vote of thanks to the steward department for a job well done. Next port Tampa, Florida.

ROSE CITY (Sea-Land Service), October 20—Chairman Recertified Bosun G. Castro; Secretary Raymond P. Taylor; Educational Director N. N. Bathia. No disputed OT. Vote of thanks to the steward department for a job well done.

STONEWALL JACKSON (Waterman Steamship), October 27—Chairman Recertified Bosun Edward Morris, Jr.; Secretary H. Donnelly; Educational Director C. Smith; Deck Delegate H. Peterson. No disputed OT. Deck department commended for a job well done unloading and loading ship and operation of crane. Held a discussion on the importance of crewmembers contributing to SPAD. Next port La Porte, Tex.

JOHN TYLER (Waterman Steamship), October 13—Chairman J. Zelay; Secretary William M. Hand; Educational Director V. Brunnell. \$122 in ship's fund. No disputed OT. Ship was in Koahuang, Taiwan during Moon Festival and the crewmembers who were ashore received a warm welcome from the Chinese people who asked them to join in the festivities. A good time was had by all. Next port Charleston, S.C.

SEA-LAND PRODUCER (Sea-Land Service), October 20—Chairman, Recertified Bosun William Bushong; Secretary W. J. Moore; Educational Director Stephen Senteny; Deck Delegate David Neill; Engine Delegate Joseph Forque; Steward Delegate Vincent Chavez. No disputed OT. Recertified Bosun Bushong answered all questions asked by crewmembers and held a discussion on the importance of donating to SPAD. Next port Houston.

POTOMAC (Ogden Marine), October 6—Chairman J. Blanchard; Secretary N. Johnson; Educational Director R. Duncan; Steward Delegate H. Jones. \$15 in ship's fund. Some disputed OT in steward department. Next port Trinidad.

DELTA ARGENTINA (Delta Steamship), October 13—Chairman, Recertified Bosun Arthur McGinnis; Secretary S. B. Wright; Educational Director U. R. Saunders. Chairman spoke on the energy transportation act and urged all crewmembers to support SPAD. Vote of thanks to all for a job well done. Observed one minute of silence in memory of our departed brothers.

SEATTLE (Sea-Land), October 20—Chairman J. Gianniotis; Secretary H. Ridgeway. \$20 in ship's fund. No disputed OT. Chairman held a discussion on SPAD donations.

SEA-LAND McLEAN (Sea-Land Service), October 4—Chairman, Recertified Bosun Frank Teti; Secretary T. R. Goodman; Educational Director W. J. Dunnigan; Engine Delegate Steven Mooney. \$10 in ship's fund. No disputed OT. Vote of thanks to the steward department for a job well done.

TRANSHAWAII (Hudson Waterways), October 12—Chairman, Recertified Bosun Victor Carbone; Secretary O. Vola; Educational Director S. Wala; Engine Delegate N. Offedisano; Steward Delegate Fernando Zavals. No disputed OT. Chairman held a discussion on the advantages of going to Piney Point and how SPAD is good for the membership and everyone should donate to it. Vote of thanks extended to the steward department for a job well done. Next port Baltimore.

DELTA MAR (Delta Steamship), October 13—Chairman, Recertified Bosun R. Lambert; Secretary D. Collins; Educational Director E. Synan; Engine Delegate M. J. Morris; Steward Delegate P. U. Hammel. \$26 in ship's fund. Some disputed OT in deck department. Vote of thanks to the steward department for a job well done.

TAMPA (Sea-Land Service), October 13—Chairman, Recertified Bosun A. Caldeira; Secretary R. Aguiar. Chairman suggested that all should contribute to SPAD for their own benefit. Some disputed OT in deck department. A vote of thanks to the steward department for a job well done.

ANCHORAGE (Sea-Land Service), October 20—Chairman, Recertified Bosun J. Beye; Secretary Aussie Shrimpton; Educational Director Helge Holmstrom. Chairman gave an address on the importance of SPAD donations and what they accomplish. \$24 in ship's fund. Some disputed OT in deck and engine departments. Vote of thanks to the deck department by the steward department for clean pantry work during night watches.

Official ship's minutes were also received from the following vessels:

GALVESTON
TAMARA GULDEN
MAYAGUEZ
OVERSEAS ARCTIC
ARIZPA
SEA-LAND CONSUMER
FINANCE
AZALEA CITY
BALTIMORE
SEATRAN MARYLAND
LYMAN HALL
MOHAWK
MERRIMAC
WACOSTA

Payment of Medical, Pension, Vacation Benefits,

In recent months, the SIU's Welfare, Pension and Vacation Plans' offices have been receiving increasing numbers of various claim applications that cannot be processed and promptly paid because the claim lacks certain necessary information or accompanying documents.

The vast majority of properly submitted claims can be processed and payment by check sent out in the mail the same week the claim is received at the Plan's offices at Union Headquarters. However, when the Plan receives an improperly filled out claim, a letter must be sent to the member requesting the needed information, and the claim cannot be processed until this information is supplied, which may cause delays in payment anywhere from two to three weeks or longer. This avoidable situation is annoying to the member and can prove to be a temporary financial burden on the member or his dependents.

On these two pages, the LOG will outline the steps involved in the processing and payment of the most often filed-for claims, and detail the information and documents SIU, IBU and UIW members must include in their correspondence to receive prompt action on these claims.



Julius M. Prochownik, left, gets some help from SIU Representative John Dwyer in filling out application form for pension at Headquarters. It is always a good practice to enlist the aid of an SIU rep when filing a claim to make sure you have all the needed information enclosed to avoid delayed payments. Brother Prochownik filed for pension in the first week of November.

Social Security No.

SIU members should always take care to include their Social Security number on all claims. A member's entire work history dating as far back as 1951 is recorded and stored on computer memory tapes or microfilm which in turn are filed according to Social Security number. Among many other things, the SIU Welfare Plans' offices use the information stored on these tapes and films to determine a member's seetime eligibility for the benefit. So, lack of the Social Security number on your claim application immediately halts the claim's processing. This is one of the major reasons for delayed benefits.



SIU Pensioner Albert Tocho goes over claim form for medical benefits for his wife with SIU assistant Gayle Birou at the New Orleans hall. Brother Tocho's claim was properly submitted and his check for \$850 for hospital and surgical payments as in the mail from Headquarters within the week.

Vacation Benefits

The most filed-for benefit under the SIU's Plans is vacation. To be eligible for this benefit, SIU members must have a minimum of 90 days employment on SIU-contracted vessels.

To file, complete the basic SIU claim form application at any SIU Union hall, making sure to include the names of the ships you worked and the number of days employed. As proof of employment, you must include photostated copies of your Coast Guard discharge papers signed by the vessel's Master. If these are not available, company pay vouchers or a letter from the paymaster on company letterhead verifying the number of days worked will be accepted. You must file for vacation within one year of final discharge to qualify for the vacation benefit.



Claims supervisor Tom Cranford, standing, oversees the processing of all medical and pension claims submitted by SIU members or their dependents. Seated rear is claim processor Majorie Rothman. Seated front from left are processors Jack Sheehan and Lou Busch.

Medical Benefits

For a member and his dependents to be eligible for medical benefits under the SIU's Welfare Plan, the Seafarer must fulfill the basic seetime requirement of 90 days employment in the previous calendar year and one day employment in the six months prior to the date the claim accrues. Also, remember to always keep an updated SIU Enrollment Beneficiary Card on file with the Welfare Plan's office, listing your dependents and their relationship to you, and designating your direct beneficiary in case of death.

If eligible under the USPHS system, a Seafarer must utilize the professional services of a PHS hospital. In cases of emergency confinement in a hospital other than USPHS, the Seafarer or someone acting in his behalf must notify the nearest USPHS facility of the situation within 48 hours. If not eligible under USPHS, a Seafarer with the basic seetime requirements will receive benefits according to the SIU's schedule of benefits for dependents.

Because a member's dependents do not qualify for USPHS service, they may utilize the facilities of any hospital in the U.S., Puerto Rico, Canada or the Virgin Islands.

Below are some of the other most commonly claimed benefits and the information required for prompt payment.



In the port of Wilmington, Seafarer Paul McMahon gets his discharge papers in order before filing claim for vacation pay. Everything was in order, so Brother McMahon's vacation check was sent out the same day his claim was received by the Vacation Plan's office at Headquarters. If all information had not been included, the check could have been delayed for up to two weeks.

Is Quick, If You Submit All Necessary Information



SIU records supervisor Ed Byrne goes over vacation claim with Sadie Chrzanowski. If a claim is properly submitted to the Vacation Plan's office, the member's vacation check is in the mail within 24 hours. Seated forward is Mary Cush.

For the Member:

Sickness and Accident—a completed S & A application and USPHS medical abstracts verifying the first and last dates of disability. This benefit runs for a total of 39 weeks (273 days). Claims for S & A must be filed within 60 days from date of discharge from the hospital, or 60 days from the commencement of the disability period.



John Marietta files computer memory tape in the data center's tape library. The tapes are filed according to social security numbers. Among other things recorded on these tapes are three and a third million payroll records of SIU members dating back to 1951.

For the Seafarer's Dependents:

Hospital—claim form completed by the member and doctor and itemized hospital bills listing the hospital's Federal Taxpayer I.D. number.

Surgical—claim form completed by member and doctor, and surgical bill on doctor's billhead indicating the physician's Federal Taxpayer number.

Maternity—completed claim form and copy of newborn's birth certificate listing names of both parents. Copy of marriage certificate is also required if not already previously submitted. The maternity benefit is \$300.

Death—death benefit application, itemized funeral bills, proof of relation and certified copy of death certificate.

There are also many other benefits available to members and dependents under the SIU's Welfare Plan. For detailed information on all these benefits refer to the SIU Surgical, Pension and Welfare Digest. Copies of the digest can be obtained at any SIU hiring hall. It is good practice to refer to this booklet whenever filing for claims.



Claims Processor Majorie Rothman goes over employment records on microfilm projector to determine a member's eligibility for a medical benefit.

Pension Benefits

For full details on the requirements for pension and the many benefits available to the pensioner and his dependent you should also refer to the SIU's Surgical, Pension and Welfare Digest.

Because the members entire work history must be tabulated and the pension approved by the Board of Trustees, the Seafarer will probably have to wait for about a month or slightly more to get his pension. However, pension payments are retroactive to the first day of the calendar month following the month in which application was made or the month following the last receipt of S & A benefits, whichever is later.

If you have questions on pension, vacation or medical you may either write the SIU's Welfare Offices at 275 20th St., Brooklyn, N.Y. 11215, or call (212) 499-6600 for a prompt and courteous reply.



At the December membership meeting at Headquarters, Julius Prochownik gets his first pension check from SIU Representative George McCartney. The Board of Trustees were able to quickly approve his pension because Brother Prochownik had made sure that his claim was in order before filing.

Delayed Benefits

The following are just some of the many members who have had their benefit payments held up because they failed to supply complete information when filing their claims. Please contact Tom Cranford at (212) 499-6600.

Name	Social Security Number	Union
Greiner, H. W.	452-09-2235	IBU
Senff, Sr., E. J.	367-18-6252	A&G
Forsberg, T.	099-20-6440	A&G
Hammond, M.	223-34-0166	A&G
Ramirez, B.	071-22-7562	A&G
Louviere, L.	449-44-5517	IBU
Zoladek, M. E.	181-36-6496	IBU
Buxton, R.	438-30-0884	IBU
Heard, C. G.	139-24-0784	A&G
Tracy, S. C.	219-68-5069	A&G
Colson, C.	231-01-7321	IBU
Henry, W.	371-54-2748	A&G
Mintz, A.	240-10-1051	IBU
House, H.	424-30-6812	A&G
Posey, O.	436-34-8445	IBU
Gaskins, P.	246-54-5247	IBU
Rutkowski, W.	112-20-2472	A&G
O'Neal, R.	237-62-3680	IBU
Kerrigan, R.	184-40-9866	A&G
Johnson, R.	259-14-9241	A&G
Green, S.	467-92-2311	A&G
Givens, J.	426-07-2518	A&G
Johnson, J.	418-44-0362	A&G
Moldonado, R.	124-05-2986	A&G
Danzey, M.	423-14-4021	A&G
Davis, J.	420-34-8631	IBU
Romero, J. L.	464-34-7558	A&G
Smith, J. P.	541-32-0450	IBU
Persley, J., Jr.	565-56-9826	A&G
Lowery, J.	457-74-9474	IBU
Adkins, P. W.	105-46-8670	A&G
Mitchell, S.	307-26-2444	IBU
Hagmann, L. P., Jr.	426-24-6382	A&G
Robinson, J. R.	464-66-1638	A&G
Lints, C.	367-42-9640	A&G
Briggs, W.	107-12-8515	A&G
Wiley, J.	182-18-9864	IBU

New SIU Pensioners



Martin Frisament, 57, joined the Union in 1944 in the port of New York sailing as a chief electrician. Brother Frisament was born in New York and is now a resident of Seal Beach, Calif. with his wife, Hannah.



Edward F. Allen, 56, joined the SIU in 1942 in the port of Tampa sailing as cook for 37 years. Brother Allen attended a Piney Point Educational Conference. Born in Alabama, he is now a resident of Glen Burnie, Md.



Richard P. Bowman, 66, joined the SIU in 1943 in the port of Boston sailing as a second cook. Brother Bowman was born in Boston and is now a resident of San Francisco.



Fred J. Fidler, 65, joined the SIU in the port of Detroit in 1960 sailing as an oiler for the Boland-Cornelius Steamship Co. Brother Fidler was born in Sturgeon Bay, Wisc. where he is now a resident with his wife, Ruby.



James E. Belcher, 54, joined the Union in the port of New Orleans in 1958 sailing as an AB. Brother Belcher is a U.S. Navy veteran of World War II. He was born in Kentucky and is now a resident of New Orleans.



Milton S. Trotman, 69, joined the SIU in 1946 in the port of New York sailing as a chief steward. Brother Trotman is a native of Barbados, British West Indies and is now a resident of the Bronx, N.Y. with his wife, Henrietta.



Floyd L. Jeffries, 59, joined the Union in 1943 in the port of Savannah sailing as a messman. Brother Jeffries is a native of Iowa and is now a resident of Stockton, Ala. with his wife, Vivian.



Jack E. Bogart, 65, joined the SIU in 1940 in the port of Detroit sailing as second cook. Brother Bogart, a native of Michigan, is now a resident of River Rouge, Mich.



Frederick Kopf, 60, joined the Union in 1947 in the port of Boston sailing as a chief cook. Brother Kopf is a pre-war and World War II veteran of the Army Engineers Corps. Born in Boston, he is now a resident of Plainview, L.I., N.Y.



Leonard H. Davidson, 49, joined the Union in the port of Mobile in 1958 sailing as an OS. Brother Davidson is a U.S. Army veteran of World War II. A native of Forbus, Tenn., he is now a resident of Slidell, La.



Michael W. Burns, 47, joined the Union in the port of New York in 1953 sailing as a bosun. Brother Burns is a Navy veteran of World War II. Born in St. Paul, Minn., he is now a resident of San Francisco.



Gregory Dioses, 62, joined the SIU in the port of Baltimore in 1955 sailing as a deck engineer. Brother Dioses was born in Tumbes, Peru and is now a resident of Baltimore.



Frank S. Liro, 65, joined the SIU in the port of Baltimore in 1969 sailing as a bosun. Brother Liro is an Army veteran of World War II. Born in Poland, he is now a resident of Baltimore.



Michael J. Stiglic, 65, joined the SIU in the port of Detroit in 1960 sailing as an oiler. Brother Stiglic had sailed for 50 years. A native of Joliet, Ill., he is now a resident of Erie, Mich.



Aaron Sasser, 60, joined the SIU in the port of Baltimore in 1955 sailing as a fireman-watertender. Brother Sasser walked the picket line in the Greater N.Y. Harbor strike in 1961 and in the Robin Line strike of 1962. He is a pre-war Army veteran. Born in Savannah, he is now a resident of Yonkers, N.Y. with his wife, Josephine.



Burris Maxwell, 63, joined the Union in 1938 in the port of Mobile sailing in the deck department for 46 years. Brother Maxwell is a pre-war Army veteran. He was born in New Jersey where he is now a resident of Pomona, N.J.



Walter A. Schlecht, 58, joined the Union in the port of New York in 1950 sailing as an AB for 35 years. Brother Schlecht is a Navy veteran of World War II. A native of Gloucester, Mass. he continues to be a resident there.



Antonio A. Zelaya, 60, joined the Union in the port of Baltimore in 1955 sailing as a fireman-watertender. Brother Zelaya was born in Honduras and is now a resident of San Francisco with his wife, Samantha.

Lakes Seafarer Ends 45 Year Career



SIU member Herman Dinger (left), a Seafarer on the Great Lakes, accepts his first pension check from Frankfort, Mich. Port Agent Harold Rathbun. Brother Dinger started sailing in 1929 and ended his career as an AB aboard the Ann Arbor Railroad Carferries.

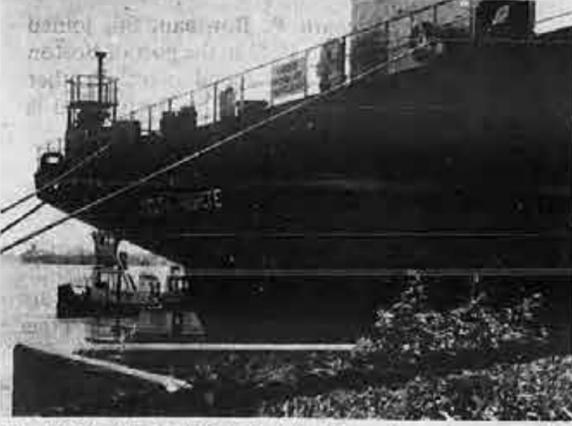
MEMBERSHIP MEETINGS' SCHEDULE



Port	Date	Deep Sea	IBU	UIW
New York	Jan. 6	2:30 p.m.	5:00 p.m.	7:00 p.m.
Philadelphia	Jan. 7	2:30 p.m.	5:00 p.m.	7:00 p.m.
Baltimore	Jan. 8	2:30 p.m.	5:00 p.m.	7:00 p.m.
Norfolk	Jan. 9	9:30 a.m.	5:00 p.m.	7:00 p.m.
Jacksonville	Jan. 9	2:00 p.m.	—	—
Detroit	Jan. 10	2:30 p.m.	—	—
	Jan. 13	—	5:00 p.m.	—
Houston	Jan. 13	2:30 p.m.	5:00 p.m.	7:00 p.m.
New Orleans	Jan. 14	2:30 p.m.	5:00 p.m.	—
Mobile	Jan. 15	2:30 p.m.	5:00 p.m.	—
San Francisco	Jan. 16	2:30 p.m.	—	—
Wilmington	Jan. 20	2:30 p.m.	—	—
Seattle	Jan. 24	2:30 p.m.	—	—
Columbus	Jan. 18	—	—	1:00 p.m.
Chicago	Jan. 14	—	5:00 p.m.	—
Port Arthur	Jan. 14	—	5:00 p.m.	—
Buffalo	Jan. 15	—	5:00 p.m.	—
St. Louis	Jan. 16	—	5:00 p.m.	—
Cleveland	Jan. 16	—	5:00 p.m.	—
Jersey City	Jan. 13	—	5:00 p.m.	—

From South America to Gulf, Delta Norte's Run Is Smooth

The SIU-manned *Delta Norte* (Delta Steamship) paid off in the port of New Orleans recently after a smooth 42-day round trip voyage to ports in South America. The 893-foot-long vessel, capable of carrying 89 LASH barges, or sailing as a full containership with 1,740 containers, is one of three LASH-type-vessels built for Delta. The *Delta Norte*, and her sisterships the *Delta Mar* and the *Delta Sud*, were named to carry on the tradition of Delta's three famous passenger ships which were scrapped: the *Del Mar*, *Del Sud* and *Del Norte*.



The *Delta Norte* docked at the Napoleon Avenue wharf in New Orleans recently.



Crewmembers on the *Delta Norte* met with SIU officials when the ship docked in New Orleans to pay off. They are clockwise from the left: J. Sufferer, AB and deck delegate; Stanley Zeagler, patrolman; E. Kellum, electrician; J. Hemby, chief electrician (just signed on); Tom Gould, patrolman, and W. Welch, QMED and engine delegate.



Messman W. Goins (right) shows his book and a SPAD receipt which he just received from SIU Patrolman Stanley Zeagler after making a \$20 contribution.

Seafarers Welfare, Pension, and Vacation Plans Cash Benefits Paid

Oct. 24-Nov. 20, 1974

SEAFARERS WELFARE PLAN	Number		Amount	
	MONTH TO DATE	YEAR TO DATE	MONTH TO DATE	YEAR TO DATE
ELIGIBLES				
Death	12	152	\$ 28,500.00	\$ 412,095.88
In Hospital Daily @ \$1.00	309	6,793	309.00	6,793.00
In Hospital Daily @ \$3.00	148	2,965	444.00	8,895.00
Hospital & Hospital Extras	17	173	2,817.05	24,546.27
Surgical	3	46	152.50	5,070.76
Sickness & Accident @ \$8.00	6,235	79,221	49,880.00	633,768.00
Special Equipment	—	14	—	3,821.50
Optical	210	2,348	4,765.98	53,468.52
Supplemental Medicare Premiums	7	260	215.90	12,781.40
DEPENDENTS OF ELIGIBLES				
Hospital & Hospital Extras	365	4,732	77,519.81	955,688.61
Doctors' Visits In Hospital	62	763	2,616.32	25,375.08
Surgical	132	1,392	18,684.40	179,011.80
Maternity	19	236	4,950.00	62,684.75
Blood Transfusions	4	40	388.00	2,930.65
Optical	158	1,667	3,422.63	35,636.88
PENSIONERS & DEPENDENTS				
Death	13	107	39,000.00	316,000.00
Hospital & Hospital Extras	170	1,785	21,921.24	269,230.64
Doctors' Visits & Other Medical Expenses ..	112	1,291	4,110.58	48,172.27
Surgical	14	139	1,984.00	18,494.25
Optical	88	695	1,535.83	14,899.98
Blood Transfusions ..	—	5	—	330.75
Special Equipment	4	31	94.20	6,748.71
Dental	—	10	—	2,616.86
Supplemental Medicare Premiums	1,916	18,695	13,453.50	133,942.10
SCHOLARSHIP PROGRAM				
	16	97	6,464.94	35,127.81
TOTALS				
Total Seafarers Welfare Plan	10,014	123,657	283,229.88	3,268,131.47
Total Seafarers Pension Plan	2,287	22,276	559,745.20	5,372,714.70
Total Seafarers Vacation Plan	842	11,192	432,571.18	5,881,742.36
Total Seafarers Welfare, Pension & Vacation	13,143	157,125	\$1,275,546.26	\$14,522,588.53

Personals

Albert Brown

Please contact Mrs. E. Brown as soon as possible at P.O. Box 118, Coram, N.Y.

James Moore

Please contact Mrs. Linda Moore as soon as possible at Ada Oil Co., 2525 Strawberry Rd., Pasadena, Tex. 77502.

James W. McFanlin

Please contact Ralph R. Roma as soon as possible at 7220 Branch St., Hollywood, Fla. 33026 or call (305) 961-5214.

Jozef Kowalewski

Please contact Jadwiga Ptach as soon as possible at Gdansk-Wrzeszcz, Ul. Migowska 30, 80-287, Poland.

John Griffith

H. H. Johnson lost your address and asks that you contact him at 53 Jenkins St., Houston, Tex.

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From the Messman to the Chief Steward, In the



As part of his Third Cook training program, HLSS Trainee Danny Dalton (left) empties an electric potato peeler under the supervision of Chief Cook Upgrader Joseph Gray. All steward department upgrading programs combine on-the-job training with classroom instruction.



HLS Steward Instructor Frank Russell holds up a tray of rolls baked by the upgraders in the Cook and Baker Upgrading Program.



Seafarer William O'Conner prepares a pan of jambalaya in the HLS galley as part of the on-the-job training included in the Assistant Cook Upgrading Program.

Most SIU members who have chosen to sail in the steward department find they have chosen a career that demands skills and an expertise which must be constantly sharpened by learning how to make the most of new materials and equipment. From messman to chief steward, the Seafarer in the steward department is never finished with his education when it comes to the important job of providing good tasting and nutritious food for his crewmembers. Today, more than ever, with the automated galleys on such ships as the Golden Dolphin, Sugar Islander, Notre Dame Victory and Ultramar, to name a few, upgrading in the steward department is essential.

To help Seafarers in the steward department continue their career education, as well as increase their earning power, the SIU has set up a comprehensive training and upgrading program at the Lundeberg School.

For messmen and other Seafarers sailing in the entry ratings of the steward department, the Lundeberg School offers an Assistant Cook Course. This program includes classroom and on-the-job training in the handling and preparation of all types of vegetables, portion control, dietary values, serving procedures and all the skills needed to perform the important duties of an assistant cook aboard ship.

For Seafarers who sail as third or assistant cook there is a Cook and Baker Upgrading Program. By taking this course, Seafarers will learn how to bake breads, pies, cakes and cookies, as well as to prepare desserts and breakfast foods, through classroom and on-the-job training.

The next step in the Lundeberg School's steward department upgrading program is the Chief Cook Course which provides all the basic training necessary for Seafarers wishing to sail in this rating. Through classroom and on-the-job training, the chief cook upgrader learns how to prepare soups,



Trainee Ismael wala stacks the shelves of Piney Point's well-stocked commissary with pickled tomatoes. Trainees at the Lundeberg School are given basic instruction in the duties of all entry rated men in the steward department.



Chief Steward Jimmy Bartlett prepares a sandwich in the ultramodern galley of the SIU-contracted *TT Brooklyn*. The steward department programs at the Lundeberg School are constantly being reworked to include instruction in the use of all new equipment found in these new galleys.

Steward Department Education Is Always Essential

sauces and gravies, as well as the principles and methods of preparing and cooking beef, pork, veal, lamb, poultry and seafood.

For the experienced chief cook, there is an upgrading program to help him learn how to perform the essential duties of a chief steward. This Chief Steward Upgrading Course includes classroom and on-the-job instruction in the complex and important jobs of selecting food and stores for lengthy voyages and planning nutritionally balanced daily menus.

The chief steward must carry the responsibility of feeding the entire crew of his ship. To prepare the upgrader for this difficult task, he participates in all phases of operation in the Lundeberg School's commissary bake shop and galley as part of his training program.

To help keep all members of the steward department abreast of the latest developments in food preparation and to train them in the use of the modern equipment found in the galleys of the new ships, all the steward training and upgrading programs are constantly being reevaluated and changed by the HLSS staff to include instruction in the latest techniques and newest equipment.

Seafarers sailing in the entry ratings should consider a career in the steward department. Sailing in this department, you will be performing a job that is vital to the well-being of your crewmembers, a job that, performed well, offers many rewards.

And Seafarers already sailing in the steward department should take advantage of the upgrading programs. These programs are your chance to increase your job responsibilities, wages and job security within the field you have chosen for your career.

The members of the steward department are extremely important aboard ship. They play a big role in making the trip a smooth and successful voyage.



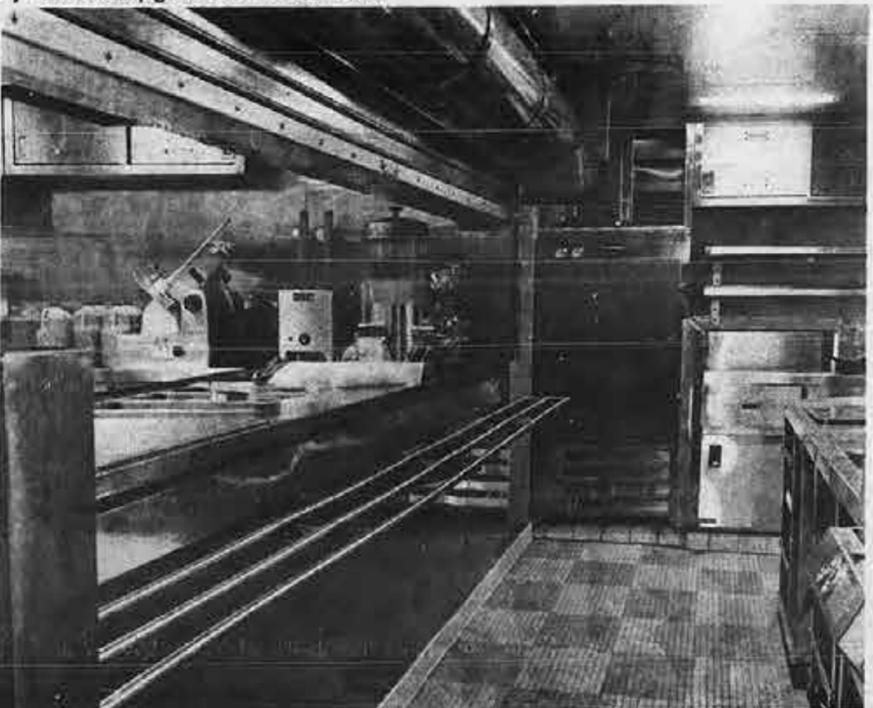
Trainee Claude Beavers learns how to handle a steam jacket.



Chief Cook Upgrader Grey prepares sides of bacon for curing in the HLS smoke house. The sides came from hogs raised at Piney Point and butchered by steward upgraders and trainees.



As part of a special third cook program, Trainee Armando Vidal prepares celery. This program lets trainees begin sailing as fully trained third cooks after a few weeks of specialized instruction.



This modern stainless-steel galley aboard the *Sugar Islander* (Pyramid) has a combination microwave-conventional oven, a push-button potato peeler, slicing machines, steam trays and cookers, grinders, various types of shredders, an orange juice squeezer, as well as automatic dishwasher and a garbage disposal.



Assistant Cook Upgrader Mario Bruschini puts the finishing touches on a pan of vegetarian lasagne in the HLS galley.

DISPATCHERS REPORT

NOVEMBER 1-30, 1974

Port	TOTAL REGISTERED All Groups			TOTAL SHIPPED All Groups			REGISTERED ON BEACH All Groups		
	Class A	Class B	Class C	Class A	Class B	Class C	Class A	Class B	Class C
	DECK DEPARTMENT								
Boston	9	3	0	3	1	0	14	6	1
New York	85	19	1	75	13	0	202	48	5
Philadelphia	11	3	0	12	2	0	18	4	0
Baltimore	29	5	0	47	12	0	50	7	0
Norfolk	19	3	0	15	9	0	34	8	1
Tampa	6	2	0	7	3	1	12	2	0
Mobile	27	4	0	37	16	0	54	10	0
New Orleans	80	16	0	66	19	0	152	31	1
Jacksonville	25	6	0	16	10	0	73	16	1
San Francisco	56	11	0	37	3	0	128	28	0
Wilmington	21	3	0	6	0	0	64	18	1
Seattle	33	10	0	25	2	0	72	27	0
Puerto Rico	7	1	0	10	7	0	19	1	0
Houston	68	12	3	120	39	0	144	37	9
Piney Point	0	0	0	0	14	0	0	0	0
Yokohama	3	3	2	2	3	9	3	4	1
Alpena	8	1	1	6	3	8	8	1	2
Buffalo	0	2	0	1	2	3	3	1	2
Cleveland	5	3	2	6	6	10	9	2	1
Detroit	13	5	0	17	18	12	12	2	0
Duluth	2	3	0	6	7	2	4	2	1
Frankfort	7	1	0	18	6	4	2	1	0
Chicago	2	0	1	4	0	1	7	1	2
Totals	526	116	10	536	197	51	1,085	254	28
ENGINE DEPARTMENT									
Boston	0	3	0	0	3	0	3	6	2
New York	75	31	1	63	21	0	157	106	9
Philadelphia	5	1	0	1	2	0	13	5	0
Baltimore	12	6	1	25	9	0	45	17	4
Norfolk	12	6	0	13	8	0	26	14	2
Tampa	4	1	1	10	3	1	6	2	1
Mobile	27	6	0	32	7	0	43	16	0
New Orleans	63	26	1	61	11	0	127	52	2
Jacksonville	17	9	1	14	5	0	37	35	1
San Francisco	56	16	0	32	8	0	96	45	1
Wilmington	9	5	0	3	0	0	27	19	0
Seattle	28	10	0	15	3	0	45	24	0
Puerto Rico	8	4	0	10	5	0	15	6	0
Houston	48	22	2	83	38	0	97	52	3
Piney Point	0	0	0	0	8	0	0	0	0
Yokohama	4	5	3	4	3	6	2	3	2
Alpena	1	0	0	3	0	5	2	1	0
Buffalo	2	0	0	1	0	0	0	0	0
Cleveland	2	1	2	1	1	0	4	1	3
Detroit	6	3	0	14	3	1	18	3	2
Duluth	4	4	1	2	4	1	7	6	3
Frankfort	4	0	1	2	0	2	5	1	1
Chicago	2	1	0	2	0	0	1	2	3
Totals	425	160	14	391	142	15	776	416	39
STEWARD DEPARTMENT									
Boston	0	0	0	2	1	1	2	1	1
New York	29	5	0	29	23	0	73	22	0
Philadelphia	7	1	0	7	1	0	11	1	0
Baltimore	14	2	0	23	12	0	22	2	0
Norfolk	7	2	0	14	5	0	17	2	0
Tampa	1	0	0	5	1	0	4	1	0
Mobile	23	0	0	18	15	0	43	1	0
New Orleans	42	4	0	62	21	0	78	5	0
Jacksonville	10	0	0	13	2	0	35	7	1
San Francisco	26	6	0	29	12	0	62	17	0
Wilmington	12	2	0	5	3	0	22	4	0
Seattle	19	0	0	11	17	1	39	9	0
Puerto Rico	10	1	0	6	1	0	29	1	0
Houston	28	7	0	61	37	0	71	12	1
Piney Point	0	3	0	0	50	0	0	0	0
Yokohama	3	0	0	1	2	1	4	0	0
Alpena	1	0	0	1	0	0	2	0	0
Buffalo	0	0	0	2	0	0	0	0	0
Cleveland	0	0	0	1	0	0	0	0	0
Detroit	1	0	0	6	1	0	3	0	0
Duluth	0	0	0	1	0	0	1	1	0
Frankfort	3	0	0	4	4	1	2	1	1
Chicago	1	0	0	2	0	0	1	0	2
Totals	237	33	0	303	208	4	559	46	6
ENTRY DEPARTMENT									
Boston	0	1	4				2	3	14
New York	42	86	16				70	231	59
Philadelphia	7	15	0				11	25	1
Baltimore	18	24	6				24	47	11
Norfolk	9	10	1				14	35	8
Tampa	4	2	1				3	3	1
Mobile	9	14	0				19	30	0
New Orleans	29	57	10				57	115	23
Jacksonville	3	24	2				9	64	5
San Francisco	26	43	3				37	131	15
Wilmington	10	20	0				13	42	0
Seattle	16	31	4				25	48	7
Puerto Rico	4	13	0				15	36	4
Houston	24	43	19				36	94	55
Piney Point	0	69	0				0	1	0
Yokohama	1	3	6				1	1	4
Alpena	5	3	19				4	2	55
Buffalo	2	0	4				5	3	8
Cleveland	4	2	14				8	4	29
Detroit	18	13	21				14	3	38
Duluth	1	4	6				3	6	17
Frankfort	10	5	8				10	3	14
Chicago	1	2	0				3	3	27
Totals	243	487	144				383	930	395
Totals All Depts.	1,431	796	168	1,230	547	70	2,803	1,646	468

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United Industrial Workers

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Shipping has picked up considerably over the past month especially in the port of Houston. A total of 362 more jobs were shipped in the month of November than in October. The above figures show that of the 1,847 jobs shipped from SIU halls, more than 600 were taken by class 'B' and 'C' men, proving that our 'A' book men are enjoying good shipping. Our members will continue to enjoy this good shipping because more and more new ships built under the Merchant Marine Act of 1970 are being launched and put into service. Many of these new ships are under contract to the SIU.



Final Departures



Joseph R. Clowes, 29, died of natural causes in Doctors Memorial Hospital, Carbondale, Ill. on Oct. 24. Brother Clowes joined the SIU in the port of New York in 1969 sailing as an AB. He was a 1969 graduate of the Harry Lundeberg School of Seamanship in Piney Point, Md. and was a veteran of the U.S. Army's Military Police Corps. A native of Pittsburgh, he was a resident of Carbondale at the time of his death. Burial was in Calvary Cemetery, Pittsburgh. Surviving are his parents, Mr. and Mrs. Harry and Ruth Clowes of Glenshaw, Pa.; a brother, Harry; two sisters, Mary Lou and Ruth and an uncle, Richard Albrecht, all of Pennsylvania.



IBU pensioner **Raymond A. Milligan**, 61, died of cancer in the USPHS Hospital in Baltimore on May 2. Brother Milligan joined the Union in the port of Baltimore in 1957 sailing as a chief engineer for the Curtis Bay Towing Co. from 1944 to 1974. Born in Baltimore, he was a resident of St. Michaels, Md. at the time of his death. Burial was in Glen Haven Memorial Park, Glen Burnie, Md. Surviving are his widow, Margaret and a daughter, Margaret.



David H. Keith, 65, passed away on Nov. 1. Brother Keith joined the SIU in the port of New Orleans in 1963 sailing as a QMED. He had sailed in World War II. Born in Durham, N.C., he was a resident of Sparks, Md., at the time of his death. Surviving is a daughter, Mrs. Carlos (Dulcea) Leaman of Sparks.



SIU pensioner **Edward N. Jacobsen**, 85, expired in Sandefjord, Norway on July 8. Brother Jacobsen joined the Union in 1949 in the port of New York last sailing as a wiper. He was born in Norway and was a resident there when he died. Surviving are two sons, Einar and Alfred of Norway and two daughters, Helene of Norway and Mrs. Lilly T. Kirdvold of Lanclifford, Norway.



SIU pensioner **Charles Hipp**, 73, died of a ruptured artery in Little Traverse Hospital, Petoskey, Mich. on Oct. 23. Brother Hipp joined the Union in the port of Elberta, Mich. in 1953 sailing as an oiler. He had sailed for 27 years. A native of Charlevoix, Mich., he was a resident of Frankfort, Mich. when he passed away. Interment was in Gilmore Township Cemetery, Benzie County, Mich. Surviving are his widow, Madelyn of Honor, Mich.; a son, Robert of Frankfort and two daughters, Mrs. Charles Guernsey of Wayne, Mich. and Brenda.



SIU pensioner **Aubrey H. Thurman**, 56, succumbed to a heart attack in the Ben Taub General Hospital, Houston on Oct. 17. Brother Thurman joined the SIU in 1943 in the port of New York sailing as an oiler. Born in Marion, Ky., he was a resident of Houston when he died. Burial was in Murray Cemetery, Murray, Ky. Surviving are his widow, Eva, his mother, Gertrude and a sister, Mrs. Mary S. Parker, both of Murray.



Dennis H. Olsen, 34, died in Houston on Nov. 8. Brother Olsen joined the SIU in the port of New York in 1967 sailing as an AB. He was a 1963 graduate of the Andrew Furuseth Training School in New Orleans and was a Navy veteran aboard the *USS Des Moines*, *USS Providence* and the *USS Topeka*. A native of Michigan, he was a resident of New Orleans when he died. Surviving are his mother, Mrs. Aileen Stagland of Ishpeming, Mich. and his father, Edwin of Negaunee, Mich.



Tony M. Nerosa, 54, died aboard the *SS Overseas Traveler* (Maritime Overseas) on Nov. 4. Brother Nerosa joined the Union in the port of Philadelphia in 1955 sailing as a chief cook. He had sailed for 28 years and was an Army veteran of World War II. A native of the Philippines, he was a resident of Philadelphia when he passed away. Surviving are his widow, Dottie and three sons, Michael, Robert and Antonio.



Ralph R. Mahlich, 48, expired on Nov. 9. Brother Mahlich joined the SIU in the port of New York in 1970 sailing as a fireman-watertender. He was a Lundeberg School QMED upgrader this year and had sailed on the Great Lakes. Born in Elyria, Ohio, he was a resident there when he died. Surviving are his mother, Mrs. Claire O'Dell of Elyria and three brothers, George of Vermillion, Ohio and Glenn and Alvin, both of Elyria.



SIU pensioner **John Abraham**, 60, died of natural causes in the USPHS Hospital, Staten Island, N.Y. on Nov. 1. Brother Abraham joined the Union in 1943 in the port of Norfolk sailing as a bosun. Born in the Philippines, he was a resident of New York City when he passed away. Burial was in Rosedale Cemetery, Linden, N.J. Surviving are his widow, Partimah; three sons, Abdul, Mohammad and Abdullah; a daughter, Rostzeta, all of New York City and his mother, Mrs. Lonblidan of Telokayson, Malaysia.



Servi J. Bial, 60, died on Oct. 18. Brother Bial joined the Union in the port of Chicago in 1962 sailing as a lineman for the Chicago Vessel Fueling Co. from 1955 to 1974. He had sailed since 1932 and was a captain aboard a commercial fishing boat from 1949 to 1955. Born in Two Rivers, Wisc., he was a resident of Chicago when he passed away. Surviving are his widow, Joan; a son, Jon and two daughters, Janis and Joan.



SIU pensioner **William F. Peevers**, 68, died of heart disease on Oct. 29. Brother Peevers joined the Union in the port of New York in 1960 sailing as a first deck man for N.Y. Central RR Marine Division from 1943 to 1971. He was born in New York City and was a resident of Palisades Park, N.J. when he passed away. Surviving are three sons, William, Thomas and Robert and a sister and brother-in-law, Mr. and Mrs. John and Esther F. Conroy of Long Island City, Queens, N.Y.



Javier Esquibel, 40, was apparently washed overboard and lost off the barge, *Judson K. Stickle* (A & S Transportation) which foundered leaving Arecibo, P.R. on Oct. 24. Brother Esquibel joined the SIU in the port of New York in 1967 sailing as an OS. He was born in Busturia, Vizcaya, Spain and was a resident of Newark, N.J. at the time of his death. Surviving are his father, Hilario of Busturia and a brother, Alberto of Newark.



James E. Foster, 21, died on the way to University Hospital, Pensacola, Fla. on Nov. 1. Brother Foster joined the SIU in the port of New York in 1971 sailing as an OS. He was a graduate of the Lundeberg School in Piney Point in 1971. Born in Pensacola, he was a resident there when he passed away. Burial was in St. John's Cemetery, Pensacola. Surviving are his parents, Mr. and Mrs. R. O. Foster of Pensacola.



SIU pensioner **Angelo M. "Tony" Montemarano**, 52, died of natural causes in the USPHS Hospital, Staten Island, N. Y. on Nov. 3. Brother Montemarano joined the Union in 1943 in the port of New York sailing as a bosun. He was twice the recipient of a Personal Safety Award for sailing aboard an accident-free ship, the *SS Seatrain Louisiana* in 1960 and 1961. A native of Italy, he was a resident of Brooklyn, N.Y. when he passed away. Interment was in Ocean View Cemetery, Staten Island. Surviving are his widow, Helga and three sons, Angelo, Michael and Anthony.



SIU pensioner **Arnie C. Cobb**, 70, succumbed to a heart attack on Oct. 22. Brother Cobb joined the SIU in the port of Mobile in 1957 sailing as a fireman-watertender. He was born in Arbor, Ala. and was a resident of Andalusia, Ala. when he died. Surviving is his widow, Maudie.



SIU pensioner **Theodore C. Cepriano**, 74, succumbed to diabetes in Manila, the Philippines in October. Brother Cepriano joined the Union in 1941 in Tampa sailing as a bosun. He had sailed for 45 years and he walked the picket line in the Greater N.Y. Harbor strike in 1961. Born in the Philippines, he was a resident of Manila when he died. Surviving are his widow, Carmen; two sons, Antonio and Manuel and a grandson, Ricardo, all of Pasay City, Manila.



B. J. Hand, 47, died at his home in Sweetwater, Tex. on Mar. 27 after a long illness. Brother Hand sailed from the port of Houston during World War II. He was a U.S. Army veteran of the Korean War when he was stricken with multiple sclerosis in West Germany in 1952. Despite his affliction, he was a magna cum laude graduate of Hardin-Simmons University, Abilene, Tex. in 1962. He was born in White Flat, Tex. Interment was in Rose Hill Cemetery, Merkel, Tex. Surviving are his mother, Leah of Stephenville, Tex.; three brothers, Leroy of The Hague, The Netherlands; James of Grapevine, Tex. and E. F. "Buck" of Sweetwater and four sisters, Mrs. Carrie H. McElroy of Sweetwater, Mrs. Beadie Wallace of Bluff Dale, Tex., Mrs. Melba Roggenbuck of Seattle and Mrs. Essie Barnes of Garland, Tex.



SIU pensioner **John Durmo**, 69, passed away on Oct. 27. Brother Durmo joined the SIU in 1943 in the port of New York sailing as an AB. Born in the Philippines, he was a resident of New York City at the time of his death. Surviving are his widow, Norma and a son, Abes of the Bronx, N.Y.



IBU pensioner **Joseph P. Wojciechowska**, 64, passed away on July 28. Brother Wojciechowska joined the Union in the port of Baltimore in 1957 sailing as a captain for the Charles H. Harper Associates Towing and Lighterage Co. since 1936. Born in Maryland, he was a resident of Baltimore when he died. Burial was in Holy Rosary Cemetery, Baltimore. Surviving is his widow, Estelle of Essex, Md.

Advanced Elec. Program to Be Given at HLS

The Harry Lundeberg School is offering a special course in Advanced Electrical Procedures that will begin on Apr. 23, 1975. The course is designed to train QMEDs and electricians in the use and maintenance of the advanced electrical equipment found aboard the newer vessels and these Seafarers are strongly encouraged to participate in this program.

The course will center on AC theory and will cover maintenance, construction and repair of generators, meters,

testing equipment, motor controls and solid state systems.

Using electrical trainers that can simulate electrical system defects and problems, Seafarers taking the course will also receive practical training in troubleshooting, repair and construction of these various electrical components found aboard today's modern ships.

This special course in Advanced Electrical Procedures, which will run for four weeks, is open to all Seafarers holding a QMED or electrician endorsement.



Advanced Electrical Procedure Instructor Charles Nalen displays the rotor and housing of a disassembled AC motor. Seafarers taking the Advanced Electrical Procedure course will reassemble this motor during the program.

High School Program Is Available to All Seafarers

Thirty Seafarers have already successfully completed studies at the SIU-IBU Academic Study Center in Piney Point, Md., and have achieved high school diplomas.

The Lundeberg High School Program in Piney Point offers all Seafarers—regardless of age—the opportunity to achieve a full high school diploma. The study period ranges from four to eight weeks. Classes are small, permitting the teachers to concentrate on the individual student's progress.

Any Seafarer who is interested in taking advantage of this opportunity to continue his education can apply in two ways:

Go to an SIU office in any port and you will be given a GED Pre-Test. This test will cover five general areas: English Grammar, and Literature; Social Studies, Science

and Mathematics. The test will be sent to the Lundeberg School for grading and evaluation.

Or write directly to the Harry Lundeberg School. A test booklet and an answer sheet will be mailed to your home or to your ship. Complete the tests and mail both the test booklet and the answer sheet to the Lundeberg School. (See application on this page.)

During your stay at the school, you will receive room and board, study materials and laundry. Seafarers will provide their own transportation to and from the school.

Following are the requirements for eligibility for the Lundeberg High School Program:

1. One year's seetime.
2. Initiation fees paid in full.
3. All outstanding monetary obligations, such as dues and loans paid in full.

I am interested in furthering my education, and I would like more information on the Lundeberg High School Program.

Name _____ Book No. _____

Address _____
(Street) (City or Town) (Zip)

Last grade completed _____ Last year attended _____

Complete this form, and mail to: Margaret Nalen
Director of Academic Education
Harry Lundeberg School
Piney Point, Maryland 20674



SIU Brothers Nick Aguilera (right) and Glen Bumpas (center) spend some free time preparing for their GED examinations with Trainee Burt Fallon.

HLSS Graduate Returns to Earn High School Diploma

Ordinary Seaman Nick Aguilera, who is 17-years-old and a native of Brooklyn, N.Y., recently became the 30th SIU member to earn his high school diploma through the Harry Lundeberg School's GED program.

Seafarer Aguilera, who attended HLSS as a trainee one year ago, dropped out of high school when he was 16. He learned about the Lundeberg School from an SIU official in the port of New York.

As a trainee at HLSS, Seafarer Aguilera heard about the GED program. "I just didn't like the whole routine of a regular high school," he said. "Then, when I came to the Lundeberg School as a trainee and got a look at the GED program, I realized that it was a golden opportunity. I decided that I'd come back one day and take advantage of it."

When asked why he considered the program a golden opportunity, Brother Aguilera replied, "Well, in purely practical terms, a high school diploma is a very useful thing to have. But I also wanted a variety of experiences, and

academic success is a terrific experience for anyone." Seafarer Aguilera went on to evaluate the GED program as, "Really great! The teachers at HLS are unlike any teachers I had ever seen—they're concerned for you, they work with you as an individual, and they'll do anything in terms of their time and effort to help you."

Now that he has his high school diploma, Brother Aguilera plans to keep on taking advantage of the educational opportunities offered by the SIU. "I'm a young man, and already I've been to Northern Europe, South and Central America, the Caribbean, the East and West Coasts of the United States, and Ascension Island. The SIU has made it possible for me to build a great life for myself. When I'm old enough, I'm coming back to the Lundeberg School for my full book and my AB rating. I'd like to tell all my SIU brothers that our Union is doing great work. I want to say to all of them, 'Stick together. Support the SIU. Support SPAD!'"

Upgrading Class Schedule

Dec. 26	— QMED, Lifeboat, and all Steward Department Ratings
Jan. 6	— FOWT
Jan. 9	— QMED, Lifeboat, Quartermaster, and all Steward Department Ratings
Jan. 13	— Diesel
Jan. 23	— QMED, Lifeboat, Welding, and all Steward Department Ratings
Feb. 3	— FOWT
Feb. 6	— QMED, Lifeboat, Able Seaman, and all Steward Department Ratings
Feb. 20	— QMED, Lifeboat, Welding, and all Steward Department Ratings
Mar. 3	— FOWT
Mar. 6	— QMED, Lifeboat, and all Steward Department Ratings
Mar. 10	— LNG / LPG
Mar. 20	— QMED, Lifeboat, Welding, Quartermaster, and all Steward Department Ratings
Mar. 31	— FOWT
Apr. 3	— QMED, Lifeboat, and all Steward Department Ratings
Apr. 17	— QMED, Lifeboat, Able Seaman, Welding, and all Steward Department Ratings
Apr. 21	— Advanced Electrical Procedures
Apr. 28	— FOWT
May 1	— QMED, Lifeboat and all Steward Department Ratings
May 15	— QMED, Lifeboat, Welding, and all Steward Department Ratings
May 26	— FOWT
May 29	— QMED, Lifeboat, Quartermaster, and all Steward Department Ratings

NOTE: The date and course are subject to change at any time.



Lundeberg School



Deck Department Upgrading

Quartermaster

1. Must hold an endorsement as Able-Seaman—unlimited—any waters.

Able-Seaman

Able-Seaman—12 months—any waters

1. Must be at least 19 years of age.
2. Be able to pass the prescribed physical (i.e., eyesight without glasses no more than 20/100—20/100, corrected to 20/40—20/20, and have normal color vision).
3. Have 12 months seetime as an Ordinary Seaman or
4. Be a graduate of HLS at Piney Point and have eight months seetime as Ordinary Seaman. (Those who have less than the 12 months seetime will be required to take the four week course.)

Able-Seaman—unlimited—any waters

1. Must be at least 19 years of age.
2. Be able to pass the prescribed physical (i.e., eyesight without glasses no more than 20/100—20/100, corrected to 20/40—20/20, and have normal color vision).
3. Have 36 months seetime as Ordinary Seaman or AB—12 months.

Lifeboatman

1. Must have 90 days seetime in any department.

Engine Upgrading

FOWT—(who has only a wiper endorsement)

1. Must be able to pass the prescribed physical (i.e., eyesight without glasses no more than 20/100—20/100, corrected to 20/50—20/30, and have normal color vision).
2. Have six months seetime as wiper or be a graduate of HLS at Piney Point and have three months seetime as wiper. (Those who have less than the six months seetime will be required to take the four week course.)

FOWT—(who holds an engine rating such as Electrician)

1. No requirements.

Electrician, Refrigeration, Pumpman, Deck Engineer, Junior Engineer, Machinist or Boilermaker—(who holds only a wiper endorsement)

1. Be able to pass the prescribed physical (i.e., eyesight without glasses no more than 20/100—20/100, corrected to 20/50—20/30 and have normal color vision).
2. Have six months seetime in engine department as wiper.

Electrician, Refrigeration, Pumpman, Deck Engineer, Junior Engineer, Machinist or Boilermaker—(who holds an engine rating such as FOWT)

1. No requirements.

QMED—any rating

1. Must have rating (or successfully passed examinations for) FOWT, Electrician, Refrigeration, Pumpman, Deck Engineer, Junior Engineer, Machinist, Boilermaker, and Deck Engine Mechanic.
2. Must show evidence of seetime of at least six months in any one or a combination of the following ratings: FOWT, Electrician, Refrigeration, Pumpman, Deck Engineer, Junior Engineer, Machinist, Boilermaker, or Deck Engine Mechanic.

Welding

1. Must hold endorsement as QMED—any rating.

LNG/LPG Program

1. Engine personnel must be QMED—Any Rating. All other (Deck and Steward) must hold a rating.

Advanced Pumpman Procedures

1. Must already hold Coast Guard endorsement as Pumpman or QMED—any rating.

Advanced Electrical Procedures

1. Must already hold Coast Guard endorsement as electrician or QMED—any rating.

Steward Upgrading

Assistant Cook

1. 12 months seetime in any Steward Department Entry Rating.
2. Entry Ratings who have been accepted into the Harry Lundeberg School and show a desire to advance in the Steward Department must have a minimum of three months seetime.

Cook and Baker

1. 12 months seetime as Third Cook or;
2. 24 months seetime in Steward Department, six months of which must be as Third Cook and Assistant Cook or;
3. Six months as Assistant or Third Cook and are holders of a "Certificate" of satisfactory completion from the Assistant Cooks Training Course.

Chief Cook

1. Twelve months seetime as Cook and Baker or;
2. Three years seetime in Steward Department, six months of which must be as Third Cook or Assistant Cook and six months as Cook and Baker or;
3. Six months seetime as Third Cook or Assistant Cook and six months seetime as Cook and Baker and are holders of a "Certificate" of satisfactory completion from the Assistant Cook and Second Cook and Baker's Training Course or;
4. Twelve months seetime as Third Cook or Assistant Cook and six months seetime as Cook and Baker and are holders of a "Certificate" of completion from the Cook and Baker Training Program.

Chief Steward

1. Three years seetime in ratings above that of Third Cook and hold an "A" seniority in the Union or;
2. Six months seetime as Third Cook or Assistant Cook, six months as Cook and Baker, six months seetime as Chief Cook and are holders of a "Certificate" of satisfactory completion from the Assistant Cook, Second Cook and Baker and Chief Cook Training Courses at the Lundeberg School or;
3. Twelve months seetime as Third Cook or Assistant Cook, six months seetime as Cook and Baker, six months seetime as Chief Cook and are holders of a "Certificate" of satisfactory completion from the Cook and Baker and Chief Cook Training programs.
4. Twelve months seetime as Third Cook or Assistant Cook, twelve months seetime as Cook and Baker and six months seetime as Chief Cook and are holders of a "Certificate" of satisfactory completion from the Chief Cook Training Program.

HARRY LUNDEBERG SCHOOL OF SEAMANSHIP UPGRADING APPLICATION

Name _____ Age _____
(Last) (First) (Middle)

Address _____
(Street)

Telephone _____
(City) (State) (Zip) (Area Code)

Book Number _____ Seniority _____

Port and Date Issued _____

Social Security # _____ Ratings Now Held _____

HLS Graduate: Yes No Lifeboat Endorsement: Yes No

Dates Available For Training _____

I Am Interested In:

DECK

- AB 12 Months
 AB Unlimited
 Quartermaster
 Lifeboatman

ENGINE

- QMED
 FWT
 Oiler
 Dk. Mech.
 Reefer
 Boilermaker
 LNG-LPG
 Diesel

STEWARD

- Electrician
 Dk. Eng.
 Jr. Eng.
 Pumpman
 Machinist
 Welder
 Advanced Pumpman Procedures
 Advanced Electrical Procedures

RECORD OF SEATIME — (Show only amount needed to upgrade in rating checked above or attach letter of service, whichever is applicable.)

SHIP	RATING HELD	DATE OF SHIPMENT	DATE OF DISCHARGE
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

PORT _____ DATE _____

SIGNATURE _____

RETURN COMPLETE APPLICATION TO:
LUNDEBERG UPGRADING CENTER,
PINEY POINT, MD. 20674

Upgrade for Job Security



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SIU Expands Its Annual Scholarship Program

The SIU has expanded its annual college scholarship program to include two additional grants exclusively for SIU members. The new scholarships total \$5,000 each and can be used at any accredited junior college, community college or post secondary trade or vocational training school. These grants will give SIU members the opportunity to obtain an associate college degree or certification in a specialized field such as electronics, mechanics, photography, oceanography and many more.

The new scholarships are in addition to the usual five \$10,000 four-year college scholarships awarded SIU members and their dependents each year.

To qualify for the \$5,000 grant, a Seafarer must be under 35 years of age, be a high school graduate or have achieved a high school equivalency diploma, and have two years seetime on SIU-contracted vessels with 90 days employment in the previous calendar year and one day employment in the six months immediately preceding the application date. A member must still have three years seetime, however, if he or his dependents are to qualify for the \$10,000 scholarships.

Both the \$5,000 and \$10,000 grants will be awarded on the basis of high school grades and scores achieved on either the College Entrance Examination Boards (SAT only) or the American College Tests (ACT).

Since the SIU's Scholarship Committee meets in April 1975 to determine the winners, SIU members and dependents must act quickly in registering for and taking the necessary exam to qualify for the 1975 awards if they have not already done so.

The only date still available to take the SAT's before the Scholarship Committee meets is Feb. 1. Final registration for this exam ends Jan. 9. The only date left to take the ACT's is Feb. 22, and registration for this exam ends Jan. 27.

Additional information can be obtained on the SAT's by contacting the College Boards at either Box 592, Princeton, N.J. 08540, or Box 1025, Berkeley, Calif. 94701. For the ACT's the address is Box 414, Iowa City, Iowa 52240.

SIU scholarship applications can be obtained at any hiring hall or by writing the SIU Scholarship Administrator, 275 20th St., Brooklyn, N.Y. 11215.

Apply as soon as possible. Deadline is Apr. 1, 1975.



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

United States Pension Legislation Is Analyzed**How the Employee Retirement Income Security Act Applies to Your Individual Seafarer Plan**

The Employee Retirement Income Security Act of 1974, signed into law Sept. 2, 1974 by President Ford, represents a massive piece of legislation which covers and regulates by Federal law, pension and other beneficial plans. The U.S. Labor Department most recently estimated that approximately 775,000 beneficial plans will be covered by the law, and applicable to about 40 million people. The complexity of the law is represented by its almost 250 pages of detailed statutory language, which is to be added to, probably in an equal amount, by regulations to be drawn up by the U.S. Labor and Treasury Departments.

This article, discussing and analyzing the new law, has been prepared by and in conjunction with the Union's general counsel, certified public accountant, actuaries and staff. Many commentators have characterized the new law as a pension reform act, leading to the conclusion that pensions constitute the law's sole object. As will be noted in the discussion which follows, the pension subject, although constituting a major portion of the law, is not however the sole category. Additionally covered, although not with the same broad scope and comprehensive treatment, are other beneficial plans, such as welfare plans and others.

It must be emphasized that the following analysis and discussion constitutes the opinion of our general counsel and others as described above, who have participated in the preparation of this article. As with all laws, particularly this one, with its voluminous detail and technical statutory language, to be supplemented by Labor and Treasury Department regulations, it will probably be many years before the courts finally determine the meaning, intent and purport of the law.

The analysis here is with emphasis upon the new law's application to the Seafarers Pension Plan, although, as will be noted, discussion of the law's application to other Seafarers plans is also commented upon. Furthermore, this article attempts to translate the law's technical language and provisions into a more ready and understandable form.

Critical is the fact that the law establishes minimum standards, conduct and rules for all plans. However, nothing contained in the law regarding these minimum requirements, precludes any plan from providing or furnishing more favorable terms and provisions for benefits. In other words, the law's terms constitute the floor, not the ceiling.

The Seafarers plans being headquartered in New York, and constituting joint union-management plans, have been under the supervision of and regulated by the New York Insurance or Banking Departments. Again, as will be noted hereafter, many features and requirements of the new Federal law have for many years been part of the New York law. Seafarers plans have functioned under those New York requirements throughout the years. To the degree that there has been past New York regulations, but now Federal regulation as of Jan. 1, 1975, the new law for Seafarers plans constitute a continuation, not a new development. Bearing in mind, however, that the New York law only had application to joint union-management plans, not sole union or sole company plans, with sole company plans constituting in excess of 93 percent of all plans, and further, recognizing that only two or three other states required supervision and regulation and regulation of similar plans headquartered in other states, it becomes readily evident that most plans throughout the country will now for the first time have to adjust to supervision and regulation.

REPORTING AND DISCLOSURE

Congress in enacting the law utilized a scheme constituting four separate titles. Its Title I in sum provides that all plans, including pension plans, are to register with Federal authorities, file appropriate information as provided by government regulation, report the plan's details and make financial reports; make reports to the plan's participants as to benefits available; when certain financial positions change—to so report; as to pension plans, more detailed information must be filed regularly with the government relative to assets and liabilities and changes, as well as details of significant transactions which may affect a plan's assets. Further to be reported are transactions which the plan may have with a party



in interest, and reports to be made as to all details of investment assets, as well as compensation paid by the plan and nature of services rendered. In effect a most broad structure is created for a plan's filing of multiple information with government authorities—in substance, broad disclosures of a plan's activities, such as financial, operational, establishment, maintenance and implementation.

In addition to the above reporting requirement constituting disclosure, by filing with Federal authorities and to be available for examination by participants, a plan at periodic times must provide participants with a summary plan description setting forth the details of the plan, including benefits available, eligibility requirements and procedures for claim filing, as well as other significant and related matters. Such reporting and disclosure requirements are to be implemented by the Department of Labor's regulations and in part by the Treasury Department. Details concerning plans on file with government authority is to include information as to a participant's vested or deferred accrued pension benefit status, if any. Upon his written request, a participant will be furnished the same but not more frequently than once a year, and upon his termination of employment with the industry he will be furnished his then status relative to a deferred vested (pension) benefit, if any, in the plan. As will be seen later, detailed comment is made relative to the term "deferred or accrued vested (pension) benefit".

It should be re-emphasized that the law's general provisions as to reporting and disclosure, applies to all plans, not pension plans alone. In addition, as you will note from the foregoing comments, special and additional requirements are made applicable to pension plans as a class.

Many of the foregoing provisions regarding reporting and disclosure have been contained in the New York law for many years and Seafarers have been receiving such reports for many years through their plan's filings made with New York authorities and publication of the same. Obviously there will be some change by virtue of Federal law regarding reporting and disclosure with the amount of change remaining to be seen, awaiting Federal government regulations implementing this new law. However, it is apparent, that with respect to pension plans, reporting and disclosure and furnishing of material will be more than New York State law required.

PARTICIPATION IN PENSION PLANS

Before a person may come within the reach of the pension plan's aspect of the law, he must be a "participant" in the plan. The law generally defines a participant as anyone who has "one year of service" with the employer (for Seafarers it would be with an employer under contract with the union); and who is age 25. As stated before, this is the minimum requirement—the floor. Plans

may utilize more liberal definitions to determine who is a participant. The law sets minimum standards for participants only in pension plans. As to other plans, there is no minimum requirement for participation fixed by law—such depends solely on the terms of the plan agreed to by the parties.

No person can be denied participation because he is "too old". However, a new employee who is then within five years of normal retirement age designated in the plan may not be considered a participant.

For purposes of participation requirements, a year of service generally means that a person has worked for the employer (or employers in a multi-unit of employers), at least 1000 hours during a consecutive 12 month period. In the maritime industry the 1000 hours is replaced with 125 days. The Secretary of Labor is to write regulations defining and implementing the terms "year of service" and "hours of service". He is also to define by regulation what is meant by the term "maritime industry". Both the House and Senate through their Member Conference Report emphasized that the 1000 hour standard for year of service (and we add, concomitantly 125 days in maritime), generally is for determining whether a person qualifies to enter or remain in a plan or share in vesting discussed hereafter—or put in the negative, whether his time may be excluded. It does not mean, as discussed later under vesting, that for the minimum yearly service he has a full year credit under the plan. To the contrary, as will be shown later, the law provides that generally he should not lose such portion of credit provided he has the floor of 1000 hours (and concurrently in maritime, 125 days or more). Instead it means he shall receive credit for such minimum service in a proportionate amount which such minimum service bears to the service required by the plan for a year's credit.

A person has a one year break in service for the purpose of participation, when he does not work more than 500 hours (concomitantly we add, 62½ days in maritime), in a fixed year or consecutive 12 months. The general rule is that all service, both before and after a break, is to be taken into account to determine whether a participation requirement has been made. If a man has a one year break in service for the purpose of participation, a pension plan may require him to work for a year before reentry. However, if that is the case, then upon his reentry, all his pre break time is restored and he is to receive full credit for the waiting period service.

VESTING

The word "vesting" is a technical term of extreme importance. Vesting within the law's framework means that for each year of service after a certain minimum amount of years, thereafter a man has a "vested interest", a "stake", in the monies contributed to the plan on behalf of his service, and if he thereafter leaves the industrial unit and takes a different job, such as ashore rather than sailing, he is nevertheless entitled to a proportion of a pension at normal retirement age for his service. One however should not confuse vesting with, for example, a bank account, where you can draw out the monies at any time. On the contrary, vesting is like a credit, which a worker can cash in only on normal retirement age and until then it accrues to his benefit. Similarly, he may not pledge it or use it as collateral for a loan except in the specific case discussed later, as it is not his monies, but solely the aforementioned credit payable in appropriate amounts upon his normal retirement age until his decease. There is a condition here. Under the law, unless the employee affirmatively notifies the plan for a change, there is an automatic joint survivorship benefit which means that upon an employee's death, one-half of the monthly benefit goes to the spouse. However, it results in the pensioners' benefit being substantially reduced during his or her lifetime. More about this later on.

As we have discussed under the heading "Participation", a year of service is required to be a participant. So as to vesting. The test for a year of service required for a vesting year is the same definition as that for participation, to wit, 1000 hours but for the maritime industry, 125 days.

As to the vesting, as we read the law, subject to promulgation of regulations by the U.S. Labor and Treasury Departments, if a man works 125 days in a calendar year in our industrial unit—our shipping unit, he will earn

a year towards the vesting requirement and when he meets such requirement, all those days will be banked (non-forfeitable) as described before, toward his total amount of days required for a normal pension payable at normal retirement age. If the man should leave our industrial unit and provided he has a certain minimum amount of service, again discussed hereafter, upon normal retirement age, he will get a proportion of the fixed pension. Such proportion is to be based upon a mathematical formula which will be supplied to all members who have service entitling them to vesting. In this manner, a man who is entitled to vesting can calculate his benefit to be paid at his normal retirement age. Additionally such information will periodically be furnished as the law provides.

As explained in our discussion of the term "participation", 1000 hours in shore-side industries or 125 days in maritime, does not furnish a person a full year of service credit. It is the floor from which credit accumulation starts. As the Senate and House conferees reported, for such 1000 hours (concomitantly 125 days in maritime) in a year, a proportionate accrual benefit is credited. For example, assume a plan requires 2000 hours, 50 weeks of 40 hours each of service for a full benefit accrual, but if a man has only 1000 hours, he will then have accrued 50 percent of a full year benefit accrual. So as to the maritime industry and provided the man has the minimum days per year, to wit, 125, he will receive the mathematical proportion of benefit accrual which 125 days bears to the Plan's full year days requirement.

In industries or occupations where the customary year is less than 1000 hours, as in the winter skiing industry in the Northeast, involving employees of a ski lodge, the Secretary of Labor is charged with responsibility to define what constitutes a customary year, against which a full or proportionate year accrual will be gauged.

We shall now discuss when a person becomes eligible for vesting and how vesting works.

Vesting Formulas

Under the law there are three minimum formulas which a pension plan is required to select from to determine the method and amount of vesting. The law further provides that all pension plans must determine by Jan. 1, 1976, which formula they will adopt. The purpose of this delay is to enable all pension plans to make in-depth reviews of their statistics, costs and impacts of the formulas and select the formula which each respective pension plan believes is most fair, equitable and proper for its plan.

We shall now set forth the three formulas and under the first, apply it to the Seafarers Pension Plan, explain the details of such application and then consider under the other two formulas, the above explanation which can then be readily applied by the reader.

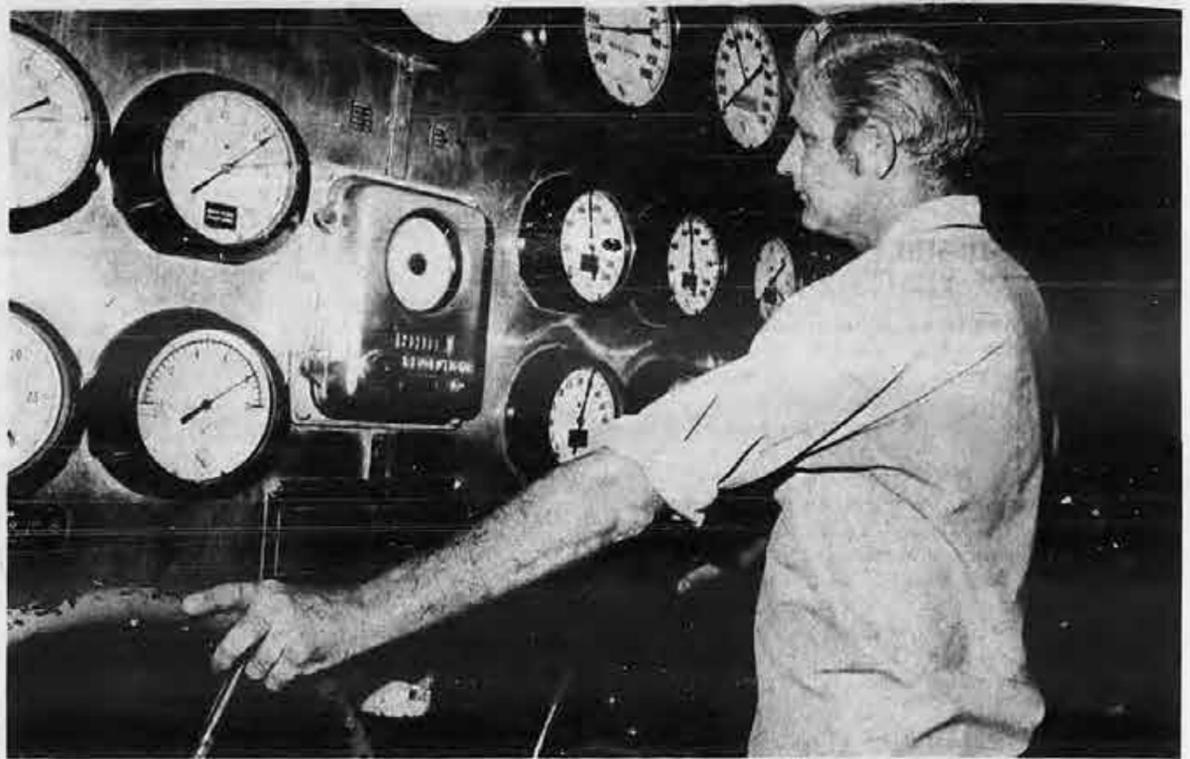
A. The 5-to-15 Year Rule—Gradual Vesting

Under this rule after five years of service (at least 125 days in each of five calendar years), a man then enters the vesting (non-forfeitable) gate. At that time he is vested in his accrued benefit payable at normal retirement age to the amount of 25 percent. Thereafter he increases his vesting or accrual for each year of service (at least 125 days in each year). The law's schedule under this formula is as follows:

Years of Service:	Vested or Non-forfeiture Percentage
5	25
6	30
7	35
8	40
9	45
10	50
11	60
12	70
13	80
14	90
15 or more	100

The fact that a man has five years of service, the minimum 125 days each year, and thus entitled to the 25 percent vesting, does not mean that he has banked or earned 25 percent of the normal pension benefit payable at normal retirement age. The minimum 125 day year is solely to open the vesting gate. In computing the amount of the pension benefit vested and to be paid upon normal retirement age, you must relate the total days of service to the required days of service for the normal pension, otherwise man A with five years 125 days service or a total 625 days, would get the same amount vested at 25 percent, as man B, who during his first five years has an average of 150 days or a total of 750 days. The following example demonstrates the formula and its application.

If a man worked 200 days a year for five years he has 1000 days credit. To obtain a normal Seafarers pension, a man must have 5475 days credit and be age 65. You then divide 5475 into 1000, equals 18.3 percent. Therefore this man has worked only 18.3 percent of the total time required. Under the law, he has five years of vesting and he is entitled for vesting or credit purposes to 25 percent of the pension he has earned. The pension which he has earned is 18.3 percent times \$250.00 (normal



pension benefit amount), which equals \$45.75. However he has earned vesting of 25 percent of such earned pension. You then divide \$45.75 by 25 percent which equals \$11.44 vested pension benefit payable at normal retirement age, so that if the man then leaves the industrial unit, he will at normal retirement age 65 receive \$11.44 per month from the Seafarers Pension Plan.

As the formula provides, each year of service after the first five, the vesting increases pursuant to the schedule set forth above.

Let's look at a man with 10 years service with total days worked of 2738 (every year at least 125 days). He will be 50 percent vested. The figures and results are as follows: 2738 days divided by 5475 days, equal 50% earned time toward a normal \$250.00 monthly pension benefit at normal retirement age 65 or \$125.00. Since he vests for 50 percent he is vested for \$62.50 payable at normal retirement age so that if he then leaves the industrial unit he will at normal retirement age 65, receive \$62.50 per month from the Seafarers Pension Plan.

Assume the same man has 4100 days credit after 15 years (every year of which he must have worked at least 125 days). Under this formula he vests for 100 percent. He is then vested for 100 percent of his pension, which is 75 percent of the normal monthly pension of \$250.00 (4100 days being 75 percent of the required 5475 days). The pension benefit here is then \$187.50 payable at his normal retirement age and if he then leaves the industrial unit he will, at his normal retirement age 65, receive \$187.50 per month from the Seafarers Pension Plan.

Of course when a man accumulates the 5475 days after 15 years service he will then have earned his full pension of \$250.00 payable at his normal retirement age 65, whether or not he remains or leaves the industrial unit.

Concerning the Seafarers Pension Plan's early normal retirement benefit of \$250.00 per month at age 55, with 7300 days as credit service, the calculations above are to be applied, except instead of using the 5475 day figure, you substitute the required 7300 day figure, and instead of the normal retirement age being 65, you substitute age 55. Similar substitutions are made for increments in monthly benefits over age 55 for service in those years by adding on thereto each year's days required by the plan, and increasing the monthly pension benefit amount by \$10.00 units.

B. The 10-Year Rule

This is the second alternative formula. It provides that after 10 years service (at least 125 days a year), a person vests or accrues 100 percent. However, as noted under the caption A above—the Gradual Vesting, it is 100 percent of the pension the person has earned by such service. Following the example from caption A above, if after 10 years the man has 2738 days he will be 100 percent vested. However, he has only 2738 days toward the necessary 5475 days for a normal \$250.00 monthly pension at age 65. Consequently he has 50 percent $\left[\frac{2738 \text{ days}}{5475 \text{ days}} \right]$ of his required time toward the \$250.00 monthly benefit, and since under this formula, he vests for 100 percent, he is vested for \$125.00 (the full 50 percent of his service time) payable at normal retirement age 65. If he then leaves the industrial unit he will, at normal retirement age 65, receive \$125.00 per month from the Seafarers Pension Plan. If he continues to sail after his 10 years or 100 percent vesting, each year thereafter he accrues additional time towards the requirements for a full pension, so for example, after 4100 days service, he would have earned 75 percent of \$250.00 or a monthly benefit of \$187.50 and would be 100 percent vested for that amount. Of course with 5475 days of sailing he would have earned and vested in a \$250.00

monthly pension benefit, all payable at normal retirement age, 65.

Once again, as described under Caption A above, for early normal retirement of \$250.00 monthly benefit payable at early normal retirement age 55, provided there is 7300 days service, you substitute the appropriate figures, and similarly with the increments thereafter.

It should be emphasized that under this second alternative formula, there is no vesting until a man has 10 years service and each year with a minimum of 125 days. In this respect it differs from the formula contained in caption A above, which provides for earlier vesting, as well as in the alternative next, set forth under caption C.

C. Rule of 45

Under this formula, a man with five or more years service (again at least 125 days a year), is vested for 50 percent of the normal benefit payable at age 65, when the total of his age and years of service equals 45. For each year thereafter, the vesting percentage increases in accordance with the following schedule:

If years of service equal or exceed	and sum of age and service equals or exceeds	Vesting percentage is
5	45	50
6	47	60
7	49	70
8	51	80
9	53	90
10	55	100

To arrive at the amount vested for a person, payable as a monthly benefit at normal retirement age 65, the computations set forth under caption A are equally applied here. For example, if a man's years of service are 10 and when combined with his age equals or exceeds 55, he is 100 percent vested. However, the amount which such 100 percent represents is not the normal \$250.00 monthly pension benefit at age 65, but instead a percentage of \$250.00 which his total service represents to the required 5475 days; so that if a man with 10 years service and age 45 for a total of 55, and having 2738 credited sailing days, his vested 100 percent amount, is equal to 50 percent $\left[\frac{2738}{5475} = 50 \text{ percent} \right]$ of the \$250.00 monthly benefit, or \$125.00, payable at normal retirement age 65.

The foregoing constitutes the three alternative formulas, one of which is to be adopted by a plan on or before Jan. 1, 1976. In arriving at which formula is most appropriate for adoption, the Seafarers Pension Plan, in conjunction with their professional and technical staff will, over the next year, conduct a study in depth, make appropriate comparisons and determine the appropriate formula.

BREAKS IN SERVICE

A man sustains a one year break in service when he has no more than 500 hours of service and assumedly in maritime, 62½ days, in a single year. A summary of the law's rules with respect to breaks in service for vesting and benefit services are as follows:

If a person has a one year break a plan may require a one year waiting period, during which time he must be employed with a contracted employer, before his pre break service is restored. However, once such period is completed he receives credit for that year. Once an employee has attained any percentage of vesting under a formula as set forth above, and adopted by a plan, then all of an employee's pre and past break service must be added for all purposes. Where an employee is not as yet vested, he will not lose credits for pre break

service until his period of absence equals his years of covered service—this is known as the "rule of parity". Finally, under the subject of breaks in service, for years beginning prior to the effective date of vesting provisions, a plan may apply its break rules in effect in prior years, but no plan change in 1974 or thereafter may be promulgated where it provides a less beneficial break rule previously in effect.

PERMISSIBLE FORFEITURE OF VESTED RIGHTS

An employee's vested rights may be forfeited—lost—under the following conditions:

1. Upon the employee's death, unless a joint and survivor annuity is provided for.
2. Benefit payments will be suspended when the retiree is re-employed by the same employer or in a multi-employer plan, when the retiree is employed in the same industry, trade or craft and same geographical jurisdiction. The Secretary of Labor will promulgate rules as to the suspension of benefits under these circumstances.
3. Where because of economic hardship, including serious danger of a plan being terminated therefore with notice to the Secretary of Labor and no finding made by the Secretary of Labor disapproving the action, a plan may reduce benefits for a period of time.

ACCRUED BENEFIT APPLICATION

An "accrued benefit" under the law refers solely to pension or retirement benefits. It does not refer to payments for medical, insurance or disability benefits. Equally, an accrued benefit does not include the right to early retirement benefits without appropriate eligibility. Relative to a person being informed as to what is accrued for him in the "bank", for multi-employer plans, such as the Seafarers, the Secretary of Labor is to promulgate rules so that once a year an employee may request in writing that his plan furnish him a statement regarding the status of his vesting and accrual benefit. A similar statement will be automatically furnished when a man terminates his coverage under a Plan.

JOINT AND SURVIVOR ANNUITIES

This term applies solely to pension plans. In brief, it means that for a married pensioner, his or her spouse will receive at least 1/2 of the normal pension until the spouse's death. However, because the pension may be spread over a period beyond the pensioner's life—for the surviving spouse—the initial benefit to the pensioner is substantially reduced, with the spouse as the survivor receiving 1/2 of the normal benefit.

There are certain basic rules which, however, apply to joint and survivor benefits, as follows:

1. The retiree must be married for at least one year prior to the starting date for the pension in which event the joint and survivor benefit is mandatory, except as shown later.
 2. The survivor pension benefit must be not less than 1/2 of the benefit payable to the pensioner during the joint lives of the participant and spouse.
 3. When a person retires at the normal retirement age, the joint and survivor benefit is automatic unless the participant elected otherwise.
 4. Where a person is eligible to retire prior to a plan's normal retirement age but who does not retire, the joint and survivor provision need not be applicable unless the employee affirmatively makes the election. Additionally, the plan need not make this option available until the person is within ten years of normal retirement age.
 5. Department of Labor regulations are to be promulgated so as to afford a person reasonable opportunity to determine to elect out of a joint and survivor provision and which will set time limits for exercising the option to elect out. It is important to remember, that unless a person "elects out" the joint and survivor provision is automatic.
 6. To help a married person make a decision whether to elect out, and pursuant to regulations to be promulgated by Federal authorities, a plan is to furnish participants with a written explanation of its joint and survivor provisions, with a dollar and cents effect on the person of either staying with the provision or electing out. To prevent an adverse selection a plan may provide that an election or its revocation is not to be effective if a participant dies within two years of the election or revocation, except however where death is accidental.
- The law's intent in this area is that it should not require a plan to subsidize the joint and survivor feature and therefore a plan may make adjustments in their actuary's calculations to take account of the possibility that total costs of the plan otherwise might be increased because of adverse selection.

ASSIGNMENT OR PLEDGING BENEFITS

Benefits may not be assigned or pledged except that if a benefit is in a pay status, up to 10 percent may be assigned through the use of a voluntary revocable as-

signment. A garnishment or levy is not a voluntary revocable assignment. When a plan permits, vested benefits may be used as collateral for reasonable loans from a plan, subject however to the compliance with the fiduciary requirements of the law and which generally exclude any such assignments to interested parties.

FUNDING

Briefly, funding means how much money and when due, employers are required to contribute to a plan so as to provide the benefits set forth by the plan, pursuant to its appropriate rules and regulations. With plans other than pension, the computations and assumptions are easier to make. However, as to pensions, where factors such as age, number of employees, service length, leave, breaks in service, marital status, normal and early retirement, etc., have to be considered, the undertaking with assumptions as to the future and computation made from such assumptions, is obviously most complex.

Invariably a plan's assumptions and calculations are performed by actuaries—generally highly trained and experienced mathematicians and statisticians—who using various accepted schedules or tables and experiences as to age, life expectancy, breaks in service, turnover, vesting, interest returns on monies invested, determining the value of assets, administration and operating costs, etc. and many other facts, determine through an estimate the result, the bottom line as to costs—the amount of contributions and assets necessary to provide the benefits of the plan.

The law and through Federal government regulations to be promulgated, sets standards for actuaries and their qualifications. Most significant under the law and soon to come regulations, there is set forth minimum criteria or standards which actuaries must use in making their assumptions and calculations and coming up with the results as to what monies are necessary for the plan's viability.

Congress and the law recognized, that actuaries must make assumptions, estimates—and no matter what the assumption, experience in a year or more may vary. Although minimum assumptions are provided, the law allows flexibility as long as they are reasonably related to a plan's experience and reasonable expectations.

The Treasury Department, upon good cause shown for economic hardship, may with certain reservations waive the minimum funding. However, no such waivers may exceed five in any fifteen year period, with the obligation to make up the under-payments over not more than fifteen years.

As to the Seafarers Pension Plan, the law's minimum standards have been generally followed over many years and in many instances higher standards are observed. Notwithstanding, all expert commentators believe that the new law's funding requirements will result in increased costs to all plans, with some plans experiencing substantial cost impact. We do not believe such will be applicable to the Seafarers. However, as to total costs, unquestionably there will be increased costs as a result of the new law. It remains to be seen after experience, the extent of such increased costs.

FIDUCIARY RESPONSIBILITIES

The word "fiduciary" has its origin in the law—denoting a specific relationship between parties. Fundamentally, it is someone who is delegated to act for or upon behalf of another. A fiduciary, generally possesses broad discretion to carry out the duties delegated to him and with that authority, he consequently has substantial responsibilities.

The guidelines for fiduciary responsibilities—the discharge of the duties—has developed over many years generally through legal decisions. Primarily, such development has been through decisions from state courts, each building upon another, depending upon the factual

situation present, distilling eventually into certain basic precepts or rules. A basic rule for fiduciaries is the "prudent man" rule discussed later.

As we have expressed throughout our discussion in this article, a sharp distinction must be made between all joint union-management plans as one group and which represent approximately 7 percent of all plans covered by the new Federal law, and all those plans which are solely management funds as another group, but which however represent approximately 93 percent of all plans covered by the new Federal law. Sole union plans, for practical purposes, because of their small number, are insignificant in the computation of plan numbers.

However, since the passage of the Taft-Hartley Act in 1947, joint union-management plans have had legal requirements and strictures, enforceable in Federal courts, which now are first being applied to all plans. Such are, the requirement that the monies and assets be held in trust, with trustee fiduciary responsibilities; that details for benefits be spelled out; for annual audits and their results available to the beneficiaries and comparable requirements. This new Federal law adds further obligations. However, as to sole management plans, which constitute the overwhelming number of plans, the new law with its regulations and standards constitute a first.

However, most-significant, as previously stated, Seafarers Plans for many years have been subject to regulation and control of New York governmental authorities under New York law. Again, that law however applied only to joint union-management plans, not sole management. Under New York law, trustees of plans such as the Seafarers, were specifically designated as fiduciaries and under such law's provisions, state audits were conducted, investigations made and a code of conduct developed which followed the prudent man rule which has now been adopted by Federal authorities. In fact, many of the regulatory features of the new Federal law, such as dealing with transactions between fiduciaries and parties in interest, whether a union, company or other; reports as to assets and liabilities; processing and implementing a plan, all were generally conducted within the parameters of the "prudent man rule". No such equal application of law was ever applied to sole management plans, so that generally fiduciary rules and obligations are new to them. However, as to Seafarers and other comparable plans headquartered in New York, the new law is an extension of the present.

Some of the subjects, requirements and their meaning under the concept of a plan's obligations and fiduciary responsibilities, many of which as described above, have for quite some time been applicable to Seafarers plans, are as follows:

1. The prudent man rule. This concept means, bearing in mind the special nature and purpose of plans, that each fiduciary shall act with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in conducting an enterprise of like character with like aims. Such skeleton rule will be fleshed out by Federal agencies and Federal courts' decisional law, creating a body of Federal law building upon long standing State and in some instances, Federal judicial decisions.

2. The term "fiduciary" means any person who exercises any discretionary authority or control respecting the management or disposition of a plan's assets, or who has discretionary authority or responsibility in the administration of the plan.

Apparently recognizing that fiduciaries may be exposed to claims against them notwithstanding their actions are not in bad faith, the new law provides that fiduciaries may secure insurance indemnity coverage for certain of their acts, protecting them financially against law suits and claims and with the premium for such coverage paid by the plan.

3. All plans, including their detailed provisions, must



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be in writing, formed and operating under trust concepts. Plans are required to list their fiduciaries and parties in interest, the latter generally the sponsoring employers and unions, with their respective agents, servants and employees where applicable.

4. Certain transactions between a plan and a party in interest are prohibited, except upon application made to the Secretary of Labor and pursuant to regulations and subsequently approved. Others, constituting reasonable arrangements for a plan's services necessary for a plan's establishment or operation, if for reasonable compensation, are authorized and permitted.

5. The new law treats substantially with the subject of a plan's investment policies and the diversification of a plan's investments. As provided by the law, plans through their fiduciaries and investment managers and in the light of the plans' purposes, generally should have their investments and assets diversified, using criteria such as total amount of assets, type of investments, interest return, distribution as to geographical area, etc. The law sets forth the nature of diversification and investment rules to be observed within the prudent man rule concept. In substance, prudence in handling assets under all surrounding terms and conditions will prevail. Significantly, no plan's assets may be invested in foreign sources unless they first have the Secretary of Labor's approval.

OTHER PROVISIONS

1. Bonding.

All plan fiduciaries are to be bonded. Seafarer plans fiduciaries have been bonded for many years pursuant to laws in effect prior to the new law. It is anticipated that the method for determining the amount of fiduciary bonds will be the same as under the laws now in effect.

2. Effective dates.

Most provisions of the new law are effective Jan. 1, 1975. Specifically postponed are the vesting provisions and for most plans, they become effective on Jan. 1, 1976. Similarly in some aspects of the law, in order to allow orderly transition, other provisions are permitted to be phased in at different times.

3. Portability.

Portability means that when an employee transfers from a pension plan in which he has vested benefits as described previously, he can transfer such vesting to a pension plan in his new employment. The new law does not require portability. In effect however, the basic reasoning underlying the purpose of portability—no loss for substantial service and credit upon change of employment—is maintained through the vesting mechanisms described above. Instead of compelling portability, Congress has directed a study to be made of the subject and also authorized that where all the parties agree (the old plan, new plan and employee), portability may voluntarily be undertaken.

INSURANCE AND GUARANTY CORPORATION

Under the new law, specifically its Title IV, insurance is to be provided to assure generally that if a plan terminates or is insolvent, the "vested accrued pension benefits" of plan participants are protected. It should be made clear, that what is insured is not the full amount of the pension which the plan promised (except those already out on pension), but only that which has been earned and which is the "vested accrued benefit". A further condition is that the number of employees in a pension plan must exceed 25 before the insurance aspects of the law become applicable.

Under the new law there is established a Federal government corporation known as Pension Benefit Guaranty Corporation, which is now in operation. Supplementing its insurance duties, this corporation is also to assist and advise parties who have agreed to voluntary portability and surface the most convenient method of implementing their voluntary agreement.

The Federal corporation, with its pension benefit guaranty, is to be funded by premiums charged each pension plan. Eventually each plan's premiums will be based upon the amount of their liabilities for vested benefits which are not as yet funded. Presumably once a pension plan's assets equal or exceed its vested (accrued) benefit liability, there then will be only a minimum premium charge.

The law provides that when a pension plan terminates without enough assets to take care of the vested (accrued) benefits, the Federal corporation insurance plan comes into play. It should be pointed out that under other provisions of the law, when a pension plan terminates, the then unvested benefits nevertheless automatically vest. However the insurance will not cover those "unvested benefits".

If at the time of the termination the pension plan's assets are insufficient to meet the basic vested benefit



amounts, the corporation can turn to the employers' assets for payment up to 30 percent of the employers net worth, with any delinquency balance remaining, then paid for by the Federal corporation from its assets. It is assumed that the Federal corporation will shortly be offering sponsoring pension plan employers, insurance without the 30 percent lien against their assets exposure and of course, premium charges for the same will depend upon the Federal corporation's experience.

Another contingency is that for now, only the promised pension benefit levels that have been in effect for five years, are covered by the insurance. As to new plans coverage, insurance for them will be phased in over five years—20 percent a year. A pension plan's full financial reports and status will also have to be filed with the Federal corporation so that they can evaluate a plan's accrued vested benefit—the exposure for liability—and fix the proper premium charge.

Any pension plan before terminating, must notify the Federal corporation. The Federal corporation additionally may seek a court order to terminate a pension plan if it determines that the minimum funding standards are not being met. In an area which may be adverse to pensioners, the Federal corporation, if it finds that during any year within three years of a plan's termination, a retiree has been improperly paid or overpaid in pension benefits, the Federal corporation may recover payments in excess of \$10,000.

The insurance guaranty carries a limit, depending upon what a person earned, but in no event will insurance coverage exceed \$750.00 per month. In any event, however, the guaranty is limited solely to the amount of the pensioner's vested accrued benefit. The law sets up reporting tests as to specific matters and when any such events occur, the plan is required to notify and keep the Federal corporation apprised as to all the facts. When an actual termination occurs and there is a deficiency, the Federal corporation personnel will take over and following specific provisions of the law, will allocate the plan's

assets to pay the obligations, including outstanding pension payments to retirees or their survivors, and the vested accrued pension benefits.

ENFORCEMENT

Following Congressional schemes and patterns of comparable laws, enforcement in some areas is by Government authorities through criminal and civil penalties. Additionally, monetary and injunctive relief in the courts are available to Federal authorities, participants, beneficiaries and other parties, depending upon the nature of the complaint or grievance, and concerning an alleged breach of an obligation or duty imposed by the new law. The Secretary of Labor, through its own Solicitor's office, will generally process actions by the government. Also provided for, depending upon the nature of an alleged breach of the law's provisions, are various tax penalties, some of which are quite substantial, and enforced through the Treasury Department. Under the law's Title III, provision is made for joint and coordinated activities of the Labor and Treasury Departments concerning the law's implementation and enforcement.

TAX CONSEQUENCES

Under the law's Title II extensive amendments are made to the Internal Revenue Code, primarily with respect to pension plans and covering the subjects of participation, vesting and funding. These items have been discussed previously in this article. In substance, Title II parallels to a most substantial extent, the law's Title I which we have already discussed in great detail, with emphasis however in Title II upon tax consequences and continued qualification of pension plans as approved by the Treasury Department. For the purpose of this article we do not believe Title II requires any extensive or detailed discussion.

CONCLUSION

This article, analyzing the law's four articles, has attempted to highlight and emphasize those aspects which may be of concern and interest to Seafarers. To such degree, this discussion has sought to point up the significant aspects and their impact. Suffice it to state, considering the depths and magnitude of this law, in the making for almost ten years, any complete analysis and treatment of the entire law and all its sub-divisions would require a treatise treatment of probably volumes.

Equally, it should be remembered, that in many topics and areas, new ground is to be plowed by Federal authorities and parties. This will further flesh out the meaning, thrust and effect of the law's language over the years, as developments in the courts occur, and probably we will see further amendments in the law to straighten out certain kinks which will certainly arise.

We believe that this initial analysis will give Seafarers a basic concept of what the law intends to accomplish and its meaning. Obviously there will be many questions arising, some of which are at the present time unanswerable, awaiting the issuance of Federal regulations and their interpretation and in many instances, only after court decision.

It is reasonable to conclude that perhaps within the next 12 months, with the law's maturing process, more answers and understandings will become available and perhaps then an additional up-dating article will be in order.

