



SEAFARERS LOG

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

U.S. Maritime Proponents Celebrate Ship Christening

The SIU's highest-ranking officials took part in the Sept. 9 christening of the *Patriot State* at Philly Shipyard. The union-built craft is part of a series of ships known as National Security Multi-Mission vessels (NSMV). They're primarily intended to serve as training ships, but, when activated for humanitarian missions or other assignments, their respective crews will include SIU members. U.S. Secretary of Transportation Pete Buttigieg, Secretary of the Navy Carlos Del Toro, U.S. Rep. Mary Gay Scanlon (D-Pennsylvania) and Maritime Administrator Ann Phillips were among the featured attendees at the ceremony. SIU President David Heindel, Executive Vice President Augie Tellez, and Secretary-Treasurer Tom Orzechowski attended on behalf of the union. The ship photo in background was taken prior to the christening. The other two images (both courtesy of Philly Shipyard) were taken earlier this year, during the home stretch of construction. *Page 3.*



Union Popularity Surges

Treasury Report Underscores Nationwide Benefits of Labor Movement

The union movement recently got a double dose of good news. First, the annual Gallup Poll concerning support for organized labor revealed a near-record level of backing. Around the same time, the Treasury Department published a landmark report spotlighting how unions benefit the national economy. Pictured at right are AFL-CIO President Liz Shuler (left) and AFL-CIO Secretary-Treasurer Fred Redmond during a gathering earlier this year at the federation's headquarters building in Washington, D.C. *Pages 2, 4.* (Photo courtesy AFL-CIO)



Proposed Amendments Will Strengthen Your Union

As we get closer to the voting period in our SIU election (November and December), I encourage all eligible members to cast their respective ballots – and I also ask that you support each of our proposed constitutional amendments.

Some of the amendments are of the unremarkable “housekeeping” nature. For example, one suggests tweaking the writing throughout the constitution to modernize the phrasing, correct some grammatical and punctuation errors, and replace instances of “he, his, seaman,” etc., with “he or she, his or her, seafarer,” etc.

The more-substantive proposed amendments are aimed at boosting member participation, reinforcing union democracy, growing our diversity, improving our collective efficiency, and continuing to modernize our operations. In simplest terms, these steps will help us continue providing the best possible representation for the membership while strengthening our organization. There are a few proposed amendments that I want to underscore.

One involves formalizing the addition of four constitutional ports. You may recall that Seafarers approved the initial recommendation last year. If you're wondering why it needs to be on the ballot, the answer is that any change to the constitution requires a specific vote on a constitutional amendment.

Similarly, even though we conducted shipboard balloting in the last election and will do so again this time, formalizing the procedure (via another amendment) should help promote and simplify participation in future elections.

While I'd never expect anyone to be excited about a proposed dues increase, please note that there hasn't been one since 2006. I'm sure we all realize that the basic costs of doing business have increased in the nearly two decades since dues last went up. The union must have adequate resources in order to properly service and represent the membership, and the dues structure is an important component of that formula. This increase (along with raising the initiation fee) will help keep us on an even keel, financially.

Two of the most significant amendments would create the following positions: vice president and assistant vice president of training and education; vice president and assistant vice president of diversity, equity and inclusion.

Seafarers undoubtedly understand the ever-growing importance of vocational training and education for our membership. The heavily regulated nature of our industry requires that we invest significant resources to meet our contracted obligations. Modern, useful training is at the forefront of that task, which is why it is being proposed to create specific positions that will be charged with these responsibilities.

SIU members also likely have noticed an industry-wide effort to help ensure shipboard safety while also diversifying the workforce. Our ongoing dialogues with representatives from government and business have led us to firmly conclude the time is right for the union to establish the aforementioned two new positions in order to improve our efficiency and effectiveness. The undertakings have simply grown beyond the point where they can be properly shared piecemeal across our organization.

By the way, I am proud of the multi-cultural makeup of the SIU membership, and I'm happy to report that approximately 15 percent of the applicants for the apprentice program in the past year or so are female. For this industry in particular, that's a welcome development.

On behalf of the entire executive board, we appreciate your consideration and your support. If you have questions, don't hesitate to contact your nearest union rep or reach out to headquarters.

Speaking of elections, by the time most readers see this column, the general election will be only a few weeks away, or less. I hope you will join me in supporting the Harris-Walz ticket, who I believe are the best choice for the maritime industry and for workers' rights. Even if you support different candidates, I hope you can appreciate the clear rationale for the union's endorsement of Vice President Harris and Governor Walz (a former union member).

Head to the polls and encourage your family and friends to do likewise. Voting is one of our most cherished rights. Take advantage of it and, no matter the outcome, we will regroup and move forward after Election Day.

Paul Hall Center Hosts Key Sealift Gathering

High-ranking officials from the military, the administration and the U.S.-flag maritime industry recently convened at the SIU-affiliated Paul Hall Center for Maritime Training and Education (PHC), located in Piney Point, Maryland.

The school hosted the latest meeting of the U.S. Transportation Command's (USTRANSCOM) Sealift Executive Working Group (EWG). The EWG typically meets twice per year; SIU Executive Vice President Augie Tellez is the group's labor representative. SIU Assistant Vice President Pat Vandegrift also addressed the meeting.

Co-chaired by USTRANSCOM Deputy Commander Army Lt. Gen. Jered Helwig and the U.S. Maritime Administration (MARAD) Acting Associate Administrator for Strategic Sealift, Doug Harrington, the group “focused on strengthening strategic relationships between the Department of Defense, Department of Transportation and commercial maritime partners,” according to a summary from the Transportation Command. “By design, the EWG solicits open dialogue from individual attendees, informing the conversation about maritime objectives and the strategies to face emerging challenges.”

Helwig noted, “The safety and security of our shipping industry and our mariners require a united and proactive approach.”



Maritime Administrator Ann Phillips (left) addresses the working group. At right is MARAD Acting Associate Administrator for Strategic Sealift, Doug Harrington.

More than 60 government and maritime industry executives discussed sealift throughout the session – the current state of operations, industry capacity, and manpower.

According to USTRANSCOM, “The U.S. military ships approximately 300,000 containers per year between domestic ports and overseas locations. Commercial ships carry about 90% of that load. Over the last year, commercial industry delivered 90% of DoD cargo on-time, often utilizing diverse port options that were new to the U.S. military.”

“Your input is extremely valuable to the national maritime strategy and to each of us in the room,” said Harrington.

Tellez updated the group on the union's recruiting and retention efforts, including reconnecting with members who left the industry during the pandemic. He also explained how an upcoming maritime revitalization bill would positively affect the industry.

As the meeting drew to a close, Helwig cited the importance of the close relationships between USTRANSCOM, MARAD, the National Defense Transportation Association, and industry partners.

“We can't do what we do without having this synergy,” he said. “I really appreciate the dialogue as we continue to work together.”

Gallup Poll: 7 in 10 Americans Support Unions

A near-record seven out of every 10 Americans support unions, according to the latest annual Gallup Poll on the popularity of the labor movement. Additionally, in another indication of the backing unions enjoy, the gap between labor support and opposition is the widest in at least half a century.

The poll, done yearly around Labor Day, shows 70%-23% support/opposition regarding unions. The rest are undecided. The “favorable” percentage is down one percentage point from the most recent record high, set two years ago, and up four percentage points from last year.

But the 47-point gap between favorable support and unfavorable opposition this year exceeds the prior modern record, 45 points, two years ago.

Before that, the favorable-unfavorable ratios hovered around two-to-one, Gallup records show, except in 2009. That was the only year when less than half the poll respondents (48%) favored unions, just edging those who viewed organized labor unfavorably (45%).

The support for unions is in sharp contrast to the lack of it for the corporate class, at least on divisive social issues, according to another Gallup survey three months ago. In essence, overwhelming majorities of people want corporations to remain silent about abortion, religion and political endorsements.

The Gallup data joins other evidence of union popularity. That data includes record numbers of union election filings with the National Labor Relations Board and overwhelming support for the Auto Workers in their strike against the Detroit auto firms last year, and for performers and screenwriters in SAG-AFTRA's and the Writers Guild of America's strikes against the movie studios, TV producers and video streaming moguls.

“Americans want the freedom to organize,” said AFSCME President Lee Saunders, who chairs the AFL-CIO Committee on Political Education. “From cultural institutions to health care and child care, working people across the country are showing the power they have in a union to negotiate better pay, to strengthen benefits and job security, to improve worker safety, and to invest in a strong retirement. Americans know that unions give working people the freedom to get ahead.”

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The SIU engaged an environmentally friendly printer for the production of this newspaper.

Union-Built Multi-Mission Vessel Christened



Guests welcome the new, union-built vessel (visible at right).

High-ranking guests focused on the importance of the American maritime industry when they recently convened at Philly Shipyard for a vessel christening.

U.S. Secretary of Transportation Pete Buttigieg, Secretary of the Navy Carlos Del Toro, U.S. Rep. Mary Gay Scanlon (D-Pennsylvania) and Maritime Administrator Ann Phillips were among the featured attendees for the Sept. 9 christening of the *Patriot State*, the second of five union-built ships known as National Security Multi-Mission vessels (NSMV). SIU President David Heindel, Executive Vice President Augie Tellez, and Secretary-Treasurer Tom Orzechowski attended on behalf of the union.

The vessel-building program is managed by TOTE Services, LLC.

In a news release, TOTE noted, "The NSMV program marks a new era in vessel construction in the United States. These next-generation ships are the result of a strategic public-private partnership that leverages the design, construction and management of the private sector with the dynamic needs of the U.S. government. The use of TOTE Services as the vessel construction manager provides financial and schedule stability and, in the case of the NSMV program, will result in delivery of all five vessels within six years of the contract award."

The vessel will be based at Massachusetts Maritime Academy. When it is activated, the SIU will provide shipboard manpower.

"The christening's guest lineup alone reflects the importance of this addition to the U.S.-flag fleet," said Heindel. "I know that our members will do a great job aboard this union-built vessel whenever they're called upon, and in the meantime, it's always a great day when we welcome new, state-of-the-art tonnage."

The *Patriot State* is approximately 525 feet long and has a breadth of almost 90 feet. It can sail at 18 knots.

"America is a proud maritime nation, a global power largely because of our relationship with the seas," said Buttigieg. "Today, as the Biden-Harris Administration celebrates the new vessel *Patriot State*, we mark a new moment in our seafaring history, including the jobs and opportunities this program has created for the skilled workers of the Philly Shipyard."

Del Toro said, "It's incredible to see how [far] the NSMV program and Philly Shipyard have come in just a few years. Building *Patriot State* and enabling its mission to train Massachusetts Marine Academy cadets will advance our maritime statecraft for decades."

He added, "I thank all those who answered the nation's call to service to ensure we remain the most dominant maritime force in the world. Your contributions to our shipbuilding industry and maritime training are vital."

Jeff Dixon, president of TOTE Services, noted, "The *Patriot State* is the second of the five NSMVs constructed at Philly Shipyard under TOTE Services' oversight and management. These vessels not only represent a critical U.S. investment in the future of our maritime industry but exemplify what is possible when we leverage the right expertise and resources to the benefit of our country and the next generation. Serving as the vessel construction manager for these ships is a reflection of TOTE Services' 49-year history as a leader in the American maritime industry."

"The *Patriot State* is the thirty-second vessel built with a Philly Shipyard birth certificate," remarked Steinar Nerbovik, Philly Shipyard president and CEO, during the ceremony. "On behalf of our entire workforce, we are honored to provide MARAD (the Maritime Administration) with a safe and quality vessel to carry the Massachusetts Maritime flag for generations to come."

Rear Adm. Francis X. McDonald, president of Massachusetts Maritime Academy, stated, "The *Patriot State* represents a significant leap forward in maritime training and disaster response capabilities. This vessel will not only equip our cadets with the hands-on experience necessary to become the next generation of skilled mariners, it also stands ready to serve our nation in times of crisis, providing critical support in disaster relief operations."

According to MARAD, the NSMV program "is designed to provide a purpose-built, state-of-the-art training platform for the state maritime academies in New York, Massachusetts, Maine, Texas, and California, respectively. This next-generation training fleet will address a critical shortage of qualified officers necessary to crew government- and commercial-owned sealift ships. In addition to providing world-class training for America's future mariners, the NSMVs will be available to support humanitarian assistance and disaster relief missions in times of need."

"The NSMV will feature numerous instructional spaces, a full training bridge, and have space for up to 600 cadets to train in a first-rate maritime academic environment at sea. State maritime academies graduate more than half of all new officers each year – the merchant mariners who help keep cargoes and our economy moving. Many also support U.S. national security by crewing government sealift vessels."

In addition to being a state-of-the-art training and educational platform, each ship will feature modern hospital facilities, a helicopter pad, and the ability to accommodate up to 1,000 people in times of humanitarian need. Adding to the NSMV's capability, it will provide needed roll-on/roll-off and container storage capacity for use during disaster relief missions."



Secretary of the Navy Carlos Del Toro speaks at the *Patriot State* christening at Philly Shipyard. (U.S. Navy photo by Mass Communication Specialist 1st class Jared Mancuso)



DOT Secretary Pete Buttigieg (at podium) tells the audience, "Our entire nation depends on the men and women who have sailed our waters and those who have built the ships and kept the vessels that bear them."

Seafarer Austin Among Union Plus 'Unions Power America' Winners

There's never a bad time to receive unexpected money, but for Chief Mate **Lindsey Austin**, a recent disbursement from Union Plus proved particularly welcome.

That's because Austin became a homeowner earlier this year, so her \$2,000 in winnings – part of the Union Plus “Unions Power America” contest – will be put to good use at the new residence in Hawaii.

“I'm super stoked!” said Austin, a member since 2013. “I'm truly thrilled to win.”

Union Plus is a nonprofit organization founded by the AFL-CIO in 1986 to provide consumer benefit programs exclusively to union members (current and retired) and their families. Those programs (regularly promoted in the *Seafarers LOG*) are wide-ranging and include discounts on car rentals and theme parks, mortgage services, auto-buying assistance, a credit card, AT&T wireless discounts, and much more.

According to the organization's mission statement, Union Plus is focused on “improving the quality of life for working families through our unique products and services. We believe that supporting our union members through good and bad times keeps our unions strong, so we offer unique financial assistance including strike benefits and other hardship help benefits that support union members and their families.”

The recent contest coincided with Labor Day; Union Plus gave away \$250,000 in cash and prizes. Austin's mother and her fellow crew members aboard the *ATB Liberty* (Intrepid Personnel and Provisioning) learned about it via promotions on SIU social media. They then nominated her – mom via a letter, the crew by video.

In addition to citing Austin's excellent all-around work and leadership, the nominators pointed out her accomplishments during a contract negotiation that resulted in new benefits, including paternity pay. (Austin is quick to point out that she was “part of a team” that successfully negotiated for those improvements. “It took all of us.”)

The giveaways weren't the lone attractions of the contest. As Austin pointed out, “One of the cool things about the Labor Day event is that people had a chance to learn a lot about what Union Plus has to offer. It was neat to watch the guys become acquainted with the benefits – mortgages, scholarships, the credit card, et cetera.”

Austin isn't the only Seafarer who has won a Union Plus contest this year. Earlier this summer, the son of ACU **Roberto Firme** secured a \$2,000 scholarship through the organization.

For more information about Union Plus, visit unionplus.org. The SIU participates in most Union Plus programs.



Chief Mate Lindsey Austin

Groundbreaking Report Underscores How Unions Benefit National Economy

The U.S. Treasury Department in early September released its most comprehensive ever look at the role that labor unions play in the American economy with a new report by the Department's Office of Economic Policy. The report represents one of the more than 70 actions implemented by the White House Task Force on Worker Organizing and Empowerment, chaired by Vice President Kamala Harris.

“The report finds that unions play an important role in addressing longstanding challenges faced by the middle class – including stagnant wages, high housing costs, and reduced inter-generational mobility,” the Treasury Department said in a news release. “In doing so, unions contribute to a more robust and resilient economy.”

“President Biden, Vice President Harris, (Treasury) Secretary (Janet) Yellen and the Administration have consistently championed the rights of workers and the role of strong labor unions in contributing to a thriving middle-class and economy – including through good-paying jobs, safe working conditions, and equitable treatment for workers,” the department continued.

The report's key findings include:

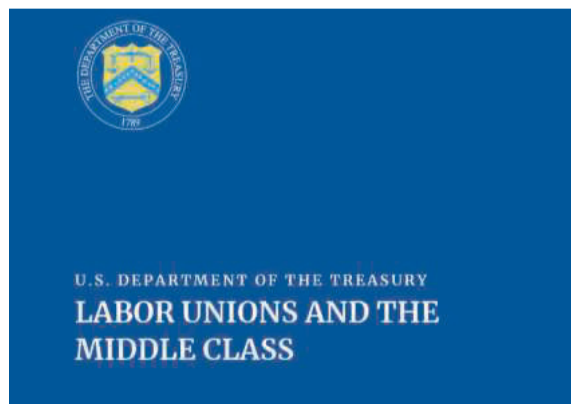
- Middle-class workers reap substantial benefits from unionization. Unions raise the wages of their members by 10 to 15 percent compared to unrepresented workers. Unions also improve fringe benefits and workplace procedures such as retirement plans, workplace grievance policies, and predictable scheduling. These workplace improvements contribute substantially to middle-class financial stability and worker wellbeing. For example, one study has estimated that the average worker values their ability to avoid short-notice schedule changes at up to 20 percent of their wages.

- Unionization also has spillover effects that extend well beyond union workers. Competition means workers at nonunionized firms see increased wages, too. Heightened workplace safety norms can lift up whole industries.

- Union members improve their communities through heightened civic engagement; they are more likely to vote, donate to charity, and participate in a

neighborhood project. And, the higher pay and job security of both union and nonunion middle-class workers can further spill over to their families and communities through more stable housing, more investment in education, and other channels.

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



The new report (cover is pictured above) is linked on the SIU website.

- Unions can boost businesses' productivity by improving working environments and by giving experienced workers more of an input into decisions that design better and more cost-effective workplace procedures.

The news release added, “The Biden-Harris Administration recognizes the benefits of unions to the middle class and the broader economy and continues to take steps to strengthen their role. Promisingly, there have been recent signs of a reinvigorated labor movement, as union election petitions in 2022

bounced back from the pandemic to their highest level since 2015, and public opinion of labor unions is at its highest level in over 50 years. Actions taken and planned by the Biden-Harris Administration to advance this progress include:

- Prioritizing the passage of the Protecting the Right to Organize (PRO) Act and the Public Sector Freedom to Negotiate Act.

- Appointing a General Counsel and Board Members to the National Labor Relations Board (NLRB) committed to protecting the right of workers to organize in the workplace.

- Increasing the funding of the NLRB to enable them to expand enforcement activities.

- Creating the White House Task Force on Worker Organizing and Empowerment, which, under the leadership of Vice President Harris, works with agencies on ways to use their existing statutory authority to support worker organizing and bargaining.

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

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

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

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

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

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

AFL-CIO President Shuler: 'The Road to the White House Runs Through America's Union Halls'

Editor's note: The following news release was issued by the AFL-CIO, to which the SIU is affiliated. SIU Secretary-Treasurer Tom Orzechowski attended the event.

As Labor Day and the final sprint to November approaches, AFL-CIO President Liz Shuler outlined the strides America's unions are making in building an economy that works for all and established the unique, decisive role union voters will play in the election in her second annual "State of the Unions" speech on August 27.

President Shuler highlighted key factors that will make the labor movement critical in this election:

The Blue Wall is built by unions. One in five voters in the battleground states of Michigan, Wisconsin and Minnesota is a union voter, which includes active members, retirees and members of the AFL-CIO community affiliate Working America. In the key battleground state of Pennsylvania, that number is even higher, at 22%.

With commensurately high enthusiasm, union voters will be the difference makers in these and other battleground states. Recent polling shows that Kamala Harris is up by 15 points among union voters.

"Union workers are growing our power in this country in a way that we haven't seen in a generation. In November, that power could win the election for Kamala Harris and Tim Walz," said Shuler. "We can run up the margins in where it counts, we have built an organizing machine that can mobilize on a dime,

and we have built a singular trust and connection with workers, families and neighbors. When you ask a union member who their most trusted source in the world is on politics, it's not their friends, family or loved ones—it's their fellow union member. There is no question that the road to the White House runs through America's union halls."

In the final 10 weeks of the 2024 cycle, the AFL-CIO is conducting its largest-ever voter mobilization in support of Harris and Walz. The program includes hundreds of thousands of volunteer shifts to contact millions of battleground state voters and engage workers on the job sites. Earlier this year, the AFL-CIO launched a comprehensive online guide on how Donald Trump's Project 2025 agenda would decimate workers' rights, benefits and freedoms, as well as a primer on Harris' history of fighting for working people.

"The future and success of America hinges on the future and success of the labor movement—and no hinge is bigger than the one on the door marked Nov. 5," said Fred Redmond, secretary-treasurer of the AFL-CIO. "The union vote is going to make the difference. And the American labor movement is going to move heaven and earth to help every pro-worker candidate up and down the ballot win this November."

"Educators know that when we stand together, we have the power to make a real difference in the lives of our students and families," said David Walrod, president of the Fairfax County Federation of Teachers,



AFL-CIO President Liz Shuler

who was featured in today's event. "In June, we won a union for 27,500 educators in the largest school district in Virginia. As a result of this historic victory, educators now have a stronger voice as we work together with parents to provide a world-class education for our students that offers opportunity and strengthens our community. Educator working conditions are student learning conditions!"

NY Waterway Awarded Grant; Crew Averts Disaster

New York Waterway has been awarded a \$6.3 million grant to reinforce its maintenance facility off the coast of Weehawken, Rep. Rob Menendez announced on September 16.

The \$6.32 million grant, funded under the U.S. Department of Transportation's fiscal year 2024 Passenger Ferry Grant Program, will be used to install a wave attenuator at the facility, preventing waves, high tides, and floods from harming vessels and impacting service for customers.

"This grant will ensure that our transit system is more resilient, reliable, and fulfilling the needs of New Jerseyans and people throughout the region," said

Menendez, who represents the Eighth District and is expected to win another term in November.

"NJ Transit and NY Waterway play a critical role in our public transportation system, and I'm grateful to the Biden-Harris Department of Transportation for prioritizing these important upgrades to their facilities."

Meanwhile on August 27, Seafarers working aboard the NY Waterway ferry *Father Mychael Judge* acted quickly and averted a disaster after a fire broke out in the engine room of the vessel. According to NY Waterway, "The crew sealed the engine room and deployed the vessel's extinguishing systems, containing the

fire. 37 passengers were removed to a nearby ferry and brought to New Jersey with no injuries."

The crew of the *Father Mychael Judge* included Captain **Tom Colomara** and Deckhand **Ebene Jean**. The passengers were evacuated onto the *Admiral Richard Bennis*, crewed by Captain **Mike Baranok** and Deckhands **Steve Matos** and **Frank Illuzi**.

Jersey City Port Agent Ray Henderson said, "These members have shown the kind of true professionalism that all our members bring to the job every day. On behalf of the union, we are grateful that all passengers are safe, and that the crew members remembered their training and acted swiftly to save lives."

Sen. Kelly, USTRANSCOM Nominee Express Strong Support for American Maritime

During a mid-September Senate Armed Services Committee hearing, Arizona Senator and Navy combat veteran Mark Kelly (D) emphasized the urgent need to strengthen U.S. maritime capacity and addressed the potential impact of a declining U.S. commercial maritime fleet on military readiness and national security.

At the hearing, Kelly discussed with Lt. Gen. Randall Reed – the nominee for Commander of the United States Transportation Command (USTRANSCOM) – the severe national security risks posed by maritime capability differences between the United States and China. Kelly received commitments from Gen. Reed to prioritize maritime capabilities and work collaboratively to grow the commercial industry that supports it.

As the only U.S. Merchant Marine Academy graduate in Congress, Kelly has been a leading voice for strengthening the U.S. maritime sector. This year, he led bipartisan and bicameral efforts to enhance maritime capacity, including authoring the Congressional Guidance for a National Maritime Strategy and introducing the "Strategic Ports Reporting Act of 2024."

"China is the world's largest shipbuilder and controls the most merchant ships in the world with over 5,500 vessels. There are just 80 merchant ships flying under the American flag in international commerce,"

said Kelly. "We need investments now to be ready for tomorrow – that's why I'm developing legislation to rebuild our commercial maritime industry and U.S.-flagged international fleet."

Reed, responding to Kelly, noted, "It might actually surprise you to know there was a time where I actually considered going to that academy. Growing up in Hampton Roads (Virginia), I fully understand the importance of sealift and that force. If confirmed as a TRANSCOM commander, there is no way that I can do my mission without the commercial industry. The fact that you just mentioned legislation, I'm not sure what's in it, but I think that absolves me of one instance of asking for help from this committee. I know that we need to grow that force. That force is very vital and thank you for that help in advance."

He added, "If confirmed, you have my commitment for that because that's a vital part of the force that we have. It's the decisive force that we have. And I also make a commitment to be very visible in the public space to inspire folks to serve there as well."

Kelly concluded, "General, I look forward to working with you on this comprehensive legislative effort to fix this. And also, you know, we're going to need to create a business case so U.S.-flagged carriers and companies can succeed economically."

SIU Jobs Secure in Gemini Venture

A new collaboration between Hapag-Lloyd and Maersk will mean a redeployment of six SIU-crewed ships, and is not expected to change the number of jobs aboard those respective vessels. All SIU jobs and contract terms will remain in place.

In a mid-September announcement, the companies said the new operation – named Gemini Corporation – will start in February 2025. The overall fleet will involve more than 300 vessels, including a half-dozen U.S.-flag, SIU-crewed ships. According to the announcement, "Hapag-Lloyd will redeploy the five U.S.-flag vessels currently in Trans-Atlantic AL3 service to a new Trans-Pacific service. This service will include Los Angeles/Long Beach, Yokohama, Busan and Ningbo, and will include one U.S.-flagged Maersk Line Limited vessel for a six-vessel string operating weekly service."

SIU-contracted Crowley, current operator of five of the vessels eventually headed for redeployment, recently contacted the respective vessel masters and encouraged them to conduct shipboard meetings with the crews "to communicate this change."

At Sea & Ashore with the SIU



READY TO MARCH – SIU personnel gather at the hiring in Wilmington, California, before heading out to participate in the annual Labor Day parade.



WITH MEMBERS IN MICHIGAN – Three Seafarers recently received their respective B books at the hiring hall in Algonac. They are (above, left to right) AB Solomon Foster, AB Steven Ware, and GUDE Ahmed Almusab.



AT THE HOUSTON HALL – Chief Cook Myles White (left) receives his full B book. He's pictured with SIU Patrolman Kelly Krick.



ABOARD USNS GORDON – Pictured on the Ocean Duchess ship in Baltimore are SIU members Jerry Semper, Kni-Kyla Amari Caffee, Carlos Castillo Vidal, Curtis Harris, Shatia Thames, Timothy Belcher, Darrion Ingram and Andre Nero, and Safety Director Jose Argueta (left).



MILESTONE ON WEST COAST – Chief Cook Alvin Aldana (right) receives his A-seniority book. He's pictured at the Wilmington, California, hall with SIU Port Agent Gerret Jarman.



FULL BOOK IN PINEY POINT – AB Alexander Bennett displays his newly acquired B book at the SIU-affiliated Paul Hall Center for Maritime Training and Education.



ABOARD EVERGREEN STATE – Pictured on the Intrepid Personnel and Provisioning vessel are (from left) Chief Steward Rene Bravo and Recertified Bosun John Cedeno donning their new shirts as part of the National Hispanic Heritage Month celebration; ABMs Munassar Ahmed and Greomar Rio reviewing proper startup operations for the hydro blaster; STOS Ahmed Saleh standing at the helm; ABM Nestor Rapusas hydro-blasting stern winches; and Pumpman Tousif Khan performing bow winch maintenance. Cedeno recently was named the company's Fleet Safety Champion of the year, in addition to receiving a separate certificate for outstanding overall performance and for demonstrating parent-company Crowley's stated values of integrity, sustainability, and drive.

At Sea & Ashore with the SIU



ABOARD USNS DENEbola – FOWT Arthur Marshall, who proudly served for nearly a decade on the TOTE ship, receives the American flag flown from the vessel for many years. The ship recently relocated from Baltimore to Beaumont, Texas.



AT THE JACKSONVILLE HALL – From left in the larger photo are Port Agent Ashley Nelson, ABM Stanley Bailey (receiving his A-seniority book), ABM Jeramil Dela Pena (B seniority), STOS Timothy Franklin (B seniority), and ABM Carleous Brown (A seniority). The other photo includes Brown and his wife and son, who were on hand for the milestone.



WELCOME ASHORE IN HOUSTON – Capt. William Williams (left), affectionately known as Bill Bill, picks up his first pension check at the Houston hall. He sailed with G&H Towing for the last 27 years. Congratulating him is SIU Patrolman J.B. Niday.



ABOARD HUDSON EXPRESS – Pictured from left aboard the Marine Personnel and Provisioning vessel are SIU Patrolman Josh Rawls, QMED Charles Collins, ABM Maurice Flemings, AB Glenn Davis, Recertified Bosun Zeki Karaahmet and SIU Port Agent Mario Torrey.



ABOARD MAERSK KANSAS – Pictured from left are SIU Norfolk Patrolman Josh Rawls, ABM Michael Pockat, ABM Alfonso Marin, Apprentice Quinton Palmer, Recertified Bosun Richard Molina Blackman, and Apprentice Evan Smith.



TAKING THE OATH – Inland Engineer Justin Dejean (left) is sworn in for his full book at the New Orleans hall. He works at SIU-contracted Crescent Towing.



LABOR DAY WEEKEND IN LONE STAR STATE – A number of Seafarers turned out for the Texas Gulf Coast Labor Day Weekend Cook-Off in Pasadena. Team SIU garnered two awards while enjoying solidarity, fellowship and good food. Pictured in photo above, right are Capt. Kirk Watts and Chief Engineer Phillip Koenning. In the remaining photo, SIU Patrolman Kirk Pegan (left) chats with U.S. Rep. Colin Allred (D-Texas), who is running for a U.S. Senate seat. SIU attendees also included Capt. Jarrad Williams, Bosun Ghassan Saeed, Mate Phillip Hamilton, Capt. Mark Kazin, Capt. Kirk Watts, Port Agent Joe Zavala, Safety Director Kevin Sykes, Patrolman J.B. Niday, Patrolman Kelly Krick, and ITF Inspector Shwe Aung.



BOOKS GALORE IN VIRGINIA – SIU Norfolk Port Agent Mario Torrey (second from right) congratulates three Seafarers for receiving their respective books at the Norfolk hall. Pictured from left are AB Noah Pittman (B book), AB Maurice Woodhouse Jr. (A book), Torrey and STOS Jalen Jones (B book).

At Sea & Ashore with the SIU



ABOARD (AND IN) ALPENA – Pictured from left on the Inland Lakes Management ship are Bosun Jason Simon, Algonac Safety Director Jason Brown, and AB Thomas Martin. Photo was taken in the vessel's namesake town in Michigan.



WELCOME ASHORE IN WILMINGTON – AB John Dimeglio (center), pictured at the hiring hall with Safety Director Gordon Godel (right) and Admin. Asst. Lorraine Nuno, receives his first pension check. Dimeglio joined the union in 1983 and sailed almost exclusively with Crowley Towing and Transportation.



ABOARD OVERSEAS SANTORINI – Pictured from left aboard the Overseas Ship Management vessel are Recertified Steward Michael Carello, Bosun Gerald Alford, and SIU Houston Patrolman Kirk Pegan.



ABOARD STENA POLARIS – Ready for unrep operations aboard the Crowley vessel are (from left) QEP Rickey Yancey, Bosun Kevin Hanmont, AB Joel Frederick, and AB Matthew Epstein.



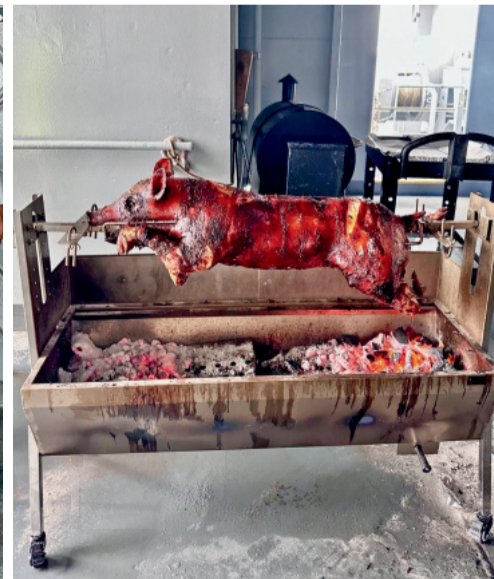
ABOARD MANULANI – Pictured from left aboard the Matson vessel are ACU Ahmed Abubaker and Recertified Steward Ali Munsar.



ABOARD GREEN BAY – From left, STOS William Harris, Bosun David Bernstein and AB Reginald Johnson are pictured during mooring ops aboard the Waterman ship in Kawasaki, Japan.



ABOARD USNS RED CLOUD – These snapshots are from the Labor Day celebration aboard the Patriot ship. Pictured from right to left in group photo above, left are Recertified Steward Dennis Dizon, SA Leo Biemeza, Chief Cook Robert Greenwood, SA Ebrahim Al Saqladis, Capt. Andrew McLeod, and Chief Engineer Sean Nolan. Additional shipmates are in the other group photo.



Information for the 2024 Election of Officers - SIU Atlantic, Gulf, Lakes & Inland Waters

Balloting Begins Nov. 1 for Union Officers

Voting starts Nov. 1 for the election of officers for the Seafarers International Union Atlantic, Gulf, Lakes and Inland Waters. SIU members will be able to cast secret ballots at union halls or by mail through Dec. 31, 2024.

Seafarers eligible to vote in this election to determine union officials for the 2025-2029 term are full-book members in good standing. This eligibility criteria is spelled out in the union's governing document, the constitution.

The ballot will list the names of all qualified candidates as determined by the credentials committee, a group made up of six rank-and-file Seafarers who reviewed the nominating petitions of all SIU members seeking office in this district-wide election. A sample of this ballot appears on pages 12 and 13.

The credentials committee report, which was prepared Aug. 16 and submitted to the membership at the September meetings, indicated 27 candidates had qualified to run for 25 positions. (The committee's report was published in the September 2024 *Seafarers LOG* and received membership approval at last month's meetings.)

The 25 posts for which Seafarers will cast their ballots are president, executive vice president, secretary-treasurer, six vice presidents, six assistant vice presidents and 10 port agents.

20 Polling Places

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

Eligible Seafarers may pick up their ballots and envelopes marked "Ballot" and mailing envelopes at these halls between 9 a.m. and noon, Monday through Saturday (except legal holidays) from Nov. 1 to Dec. 31. Additionally, in accordance with SIU Executive Board actions approved by the membership, ballots can be brought to Seafarers-crewed vessels within a 50-mile radius of a hiring hall. Ballots also can be brought to other locations within that same 50-mile radius if a vessel's crew is congregating there. Finally, if a vessel is one that the port routinely services beyond the 50-mile radius, ballots can be brought to that vessel during routine servicing.

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

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

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

Secret Ballots

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

The union's constitution, in Article XIII, details the procedures for voting in union elections. All ballots will be counted by the rank-and-file committee consisting of two members elected from each of the union's constitutional ports.

These committee members will be elected in December. They will convene in early January 2025.

Elections will be conducted by secret mail ballot. Ballots may be obtained at the following locations from 9 a.m. to noon (local time), Mondays through Fridays and from 9 a.m. to noon on Saturdays, excluding holidays, during the voting period. The voting period shall commence Nov. 1, 2024 and shall continue through Dec. 31, 2024.

Voting Locations

ALGONAC	520 St. Clair River Dr., Algonac, MI 48001
ANCHORAGE	721 Sesame Street, Suite 1C, Anchorage, AK 99503
BALTIMORE	2315 Essex St., Baltimore, MD 21224
FT. LAUDERDALE	1221 South Andrews Ave., Ft. Lauderdale, FL 33316
GUAM	Cliffline Office Ctr., Suite 103B, 422 West O'Brien Dr., Hagatna, Guam 96910
HONOLULU	606 Kalihi St., Honolulu, HI 96819
HOUSTON	625 N. York St., Houston, TX 77003
JACKSONVILLE	5100 Belfort Road, Jacksonville, FL 32256
JOLIET	10 East Clinton St., Joliet, IL 60432
MOBILE	1640 Dauphin Island Pkwy., Mobile, AL 36605
NEW ORLEANS	3911 Lapalco Blvd., Harvey, LA 70058
JERSEY CITY	104 Broadway, Jersey City, NJ 07306
NORFOLK	115 Third St., Norfolk, VA 23510
OAKLAND	1121 7th St., Oakland, CA 94607
PHILADELPHIA	2604 South Fourth St., Philadelphia, PA 19148
PINEY POINT	Paul Hall Center, 45353 St. George's Avenue, Piney Point, MD 20674
PUERTO RICO	659 Hill Side St., Summit Hills, San Juan, PR 00920
ST. LOUIS	4581 Gravois Ave., St. Louis, MO 63116
TACOMA	3411 South Union St., Tacoma, WA 98409
WILMINGTON	510 North Broad Ave., Wilmington, CA 90744

Procedures for Voting

All Seafarers eligible to vote in the union's 2024 election of officers and job holders for the term 2025-2029 may vote by secret ballot from Nov. 1 through Dec. 31, 2024.

Secret ballots, together with self-addressed, stamped envelopes for mailing, will be available at union halls to all eligible voters. As reported elsewhere in this edition, ballots also may be brought to SIU-crewed ships, depending on proximity to hiring halls and availability of staff, and to other areas where members are congregating.

Seafarers are eligible to vote in the union's election if they are full-book members in good standing. Details of the election procedure are spelled out in Article XIII of the SIU Constitution, which is printed on pages 10 and 11 of this issue of the *Seafarers LOG*.

In summary, here is the procedure for voting in the upcoming election:

- Eligible Seafarers may pick up ballot and mailing envelopes from 9 a.m. to noon (local time), Monday through Saturday (excluding legal holidays) from Nov. 1 through Dec. 31, 2024 at designated hiring halls (see list on this page).

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

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

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

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

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

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

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

Notice on Unopposed Candidates

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

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

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

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

Information for the 2024 Election of Officers - SIU Atlantic, Gulf, Lakes & Inland Waters

The section of the union's constitution outlining voting procedures in the SIU's elections, which are conducted every four years, appears here and on page 11 in its entirety.

Article XIII

Elections for Officers, Assistant Vice-Presidents and Port Agents

Section 1. Nominations.

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

This letter shall be dated and shall contain the following:

The name of the candidate.

His home address and mailing address.

His book number.

The title of the office or other job for which he is a candidate, including the name of the Port in the event the position sought is that of Port Agent.

Proof of citizenship.

Proof of seafaring and/or employment as required for candidates.

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

Annexing a certificate in the following form, signed and dated by the proposed nominee:

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

Dated

Signature of Member

Book No.

Printed forms of the certificate shall be made available to nominees. Where a nominee cannot

truthfully execute such a certificate, but is, in fact, legally eligible for an office or job by reason of the restoration of civil rights originally revoked by such conviction or a favorable determination by the Board of Parole of the United States Department of Justice, he shall, in lieu of the foregoing certificate, furnish a complete signed statement of the facts of his case together with true copies of the documents supporting his statement.

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

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

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

Section 2. Credentials Committee.

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

(b) After its election, the Committee shall immediately go into session. It shall determine whether the person has submitted his application correctly and possesses the necessary qualifications. The Committee shall prepare a report listing each applicant and his

book number under the office or job he is seeking. Each applicant shall be marked "qualified" or "disqualified" according to the findings of the Committee. Where an applicant has been marked "disqualified," the reason therefore must be stated in the report. Where a tie vote has been resolved by a special

meeting of the membership, that fact shall also be noted with sufficient detail. The report shall be signed by all of the Committee members and be completed and submitted to the Ports in time for the next regular meeting after their election. At this meeting, it shall be read and incorporated in the minutes and then posted on the bulletin board in each Port.

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

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

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

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

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

(f) Committee members shall receive a per diem in an amount determined by the Secretary-

Treasurer but in no event shall they receive an amount less than the AB Green hourly rate as specified in the current union industry wide contract for eight hours for each day of service commencing with the day subsequent to their election and ending on the day they complete their service or, if applicable, return to the Port from which they were elected.

Section 3. Balloting Procedures.

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

(b) Balloting shall be by mail. The Secretary-Treasurer shall insure the proper and timely preparation of ballots without partiality as to candidates or Ports. The ballots may contain general

information and instructive comments not inconsistent with the provisions of this Constitution. All qualified candidates shall be listed thereon alphabetically within each category with book

number and job seniority classification status.

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

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

also be placed a short statement indicating the nature of the ballot and the voting date thereof.

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

(d) Balloting shall be secret. Only full book members in good standing may vote. Each full book member may secure his ballot at Port offices from the Port Agent or his duly designated representative at such Port. Each Port Agent shall designate an area at the Port office over which should be posted the legend "Voting Ballots Secured Here." When a full book member appears to vote he shall present his book to the Port Agent or his aforementioned duly designated representative. The Port Agent or his duly designated representative shall insert on the roster sheet under the appropriate column the date, the number of the ballot given to such member and his full book number, and the member shall then sign his name on such roster sheet under the

appropriate column. Such member shall have his book stamped with the word, "Voted" and the date, and shall be given a ballot, and simultaneously the perforation on the top of the ballot shall be removed. At the same time the member shall be given the envelope marked "Ballot" together with the prepaid postage-mailing envelope addressed to the depository. The member shall take such ballot and envelopes and in secret thereafter, mark his ballot, fold the same, insert it in the blank envelope marked "Ballot", seal the same, then insert such "Ballot" envelope into the mailing envelope, seal such mailing envelope, sign his name on the upper left-hand corner on the first line of such mailing envelope and on the second line in the upper left-hand corner print his name and book number, after which he shall mail or cause the same to be mailed. In the event a full book member appears to vote and is not in good standing or does not have his membership book with him or it appears for other valid reasons he is not eligible to vote, the same procedure as provided above shall apply to him, except that on the roster sheet under the column "Comments", notation should be made that the member voted a challenged ballot and the reason for his challenge. Such member's membership book shall

be stamped "Voted Challenge", and the date, and such member instead of the abovementioned mailing envelope, shall be given the mailing envelope of a different color marked on the face thereof with the word, "Challenge". At the end of each day, the Port Agent or his duly designated representative shall enclose in the envelope addressed to the depository and marked "Roster Sheets and Ballots Stubs", the roster sheet or sheets executed by the members that day together with the numbered perforated slips removed from the ballots which had been given to the members, and then mail the same to such depository. To insure that an adequate supply of all balloting material is maintained in all Ports at all times, the Port Agent or his duly designated representative, simultaneously with mailing of the roster sheets and ballot stubs to the depository at the end of each day, shall also make a copy of the roster sheet for that day and mail the same to the Secretary-Treasurer at Headquarters. The Port Agent shall be responsible for the proper safeguarding of all election material and shall not release any of it until duly called for and shall insure that no one tampers with the material placed in his custody.

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

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

Section 4. Tallying Committee.

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

(b) The Union Tallying Committee shall consist of twenty (20) full book members. Two (2) shall be elected from each of the ten (10) Ports of Jersey City, Philadelphia, Baltimore, Mobile, New Orleans, Houston, Detroit-Algonac, San Francisco, St. Louis and Piney Point. The election shall be held at the regular meeting in December of the election year or, if the Executive Board otherwise determines prior thereto, at a special meeting held in the aforesaid Ports, on the first business day of the last week of said month. No officer, Assistant Vice-President, Port Agent, or candidate for office, or the job of Assistant Vice-President, or Port Agent shall be eligible for election to this Committee except as provided for in Article X, Section 4. In addition to the duties herein set forth, the Union Tallying Committee shall be charged with the tallying of all the ballots and the preparation of a closing report setting forth, in complete detail, the results of the election, including a complete accounting of all ballots and stubs, and reconciliation of the same with the rosters and receipts of the Port Agents, all with detailed reference to serial numbers and amount and with each total broken down into Port totals. The Union Tallying Committee shall have access to all election records and files for their inspection, examination and

verification. The report shall clearly detail all discrepancies discovered and shall contain recommendations for the treatment of these discrepancies. All members of the Committee shall sign the report, without prejudice, however, to the right of any member thereof to submit a dissenting report as to the accuracy of the count and the validity of the ballots, with pertinent details.

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

(c) The members of the Union Tallying Committee shall, after their election, proceed to the Port in which Headquarters is located, to arrive at that Port no later than January 5th of the year immediately after the election year. Each member of the Committee not elected from the Port in which Headquarters is located shall be reimbursed for transportation, meals, and lodging expenses occasioned by their traveling to and returning from that Port. Committee members elected from the Port in which Headquarters is located shall be similarly reimbursed, except for transportation. Committee members shall receive a per diem in an amount determined by the Secretary-Treasurer but in no event shall they receive an amount less than the AB Green hourly rate as specified in the current union industry wide contract for eight hours for each day of service commencing with the day subsequent to their election and ending on the day they complete their service or, if applicable, return to the Port from which they were elected.

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

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

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

All protests as to any and all aspects of the election and balloting procedures or the conduct of the same

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

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

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

Section 5. Elected Officers and Jobholders.

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

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

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

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

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

Section 7. Election Records.

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

ELECTION NOTICE OF 2024 ELECTION

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

No. 00000

SAMPLE BALLOT

Do not use this ballot for official voting.

For Election of 2025–2028 Officers

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

VOTING PERIOD NOVEMBER 1st, 2024 THROUGH DECEMBER 31st, 2024

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

MARK YOUR BALLOT WITH INK OR INDELIBLE PENCIL

Please note that this is a sample ballot and is not for submission. A "notice of election" for this year's balloting is being individually mailed to SIU members.

See Other Side For Proposed Constitutional Amendments.

<p>PRESIDENT (Vote for One)</p> <p>1 <input type="checkbox"/> David W. Heindel, H-1443</p> <hr/> <p>EXECUTIVE VICE PRESIDENT (Vote for One)</p> <p>2 <input type="checkbox"/> Augustin Tellez, T-764</p> <hr/> <p>SECRETARY-TREASURER Vote for One</p> <p>3 <input type="checkbox"/> Michael D. Murphy, M-2483</p> <p>4 <input type="checkbox"/> Thomas Orzechowski, Jr, O-601</p> <hr/> <p>VICE-PRESIDENT IN CHARGE OF CONTRACTS AND CONTRACT ENFORCEMENT (Vote for One)</p> <p>5 <input type="checkbox"/> George Tricker, T-919</p> <hr/> <p>VICE-PRESIDENT IN CHARGE OF THE ATLANTIC COAST (Vote for One)</p> <p>6 <input type="checkbox"/> Joseph T. Soresi, S-2658</p> <hr/> <p>VICE-PRESIDENT IN CHARGE OF THE GULF COAST (Vote for One)</p> <p>7 <input type="checkbox"/> Dean E. Corgey, C-5727</p> <hr/> <p>VICE-PRESIDENT IN CHARGE OF THE WEST COAST (Vote for One)</p> <p>8 <input type="checkbox"/> Nicholas J. Marrone, M-2308</p> <hr/> <p>VICE-PRESIDENT IN CHARGE OF THE SOUTHERN REGION, GREAT LAKES AND INLAND WATERS (Vote for One)</p> <p>9 <input type="checkbox"/> Bryan D. Powell, P-1987</p>	<p>VICE-PRESIDENT IN CHARGE OF GOVERNMENT SERVICES AND FISHING INDUSTRIES (Vote for One)</p> <p>10 <input type="checkbox"/> Joe Vincenzo, V-518</p> <hr/> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF CONTRACTS AND CONTRACT ENFORCEMENT (Vote for One)</p> <p>11 <input type="checkbox"/> Patrick A. Vandegrift, V-488</p> <hr/> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE ATLANTIC COAST (Vote for One)</p> <p>12 <input type="checkbox"/> Amancio Crespo, C-21278</p> <hr/> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE GULF COAST (Vote for One)</p> <p>13 <input type="checkbox"/> Kris A. Hopkins, H-1658</p> <hr/> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE WEST COAST (Vote for One)</p> <p>14 <input type="checkbox"/> Christian Westbrook, W-5787</p> <hr/> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF THE SOUTHERN REGION, GREAT LAKES AND INLAND WATERS (Vote for One)</p> <p>15 <input type="checkbox"/> Michael Russo, R-5772</p> <hr/> <p>ASSISTANT VICE-PRESIDENT IN CHARGE OF GOVERNMENT SERVICES AND FISHING INDUSTRIES (Vote for One)</p> <p>16 <input type="checkbox"/> Samuel Spain, S-2773</p> <hr/> <p>PINEY POINT PORT AGENT (Vote for One)</p> <p>17 <input type="checkbox"/> Mark R. von Siegel, V-612</p>	<p>NEW YORK/NEW JERSEY PORT AGENT (Vote for One)</p> <p>18 <input type="checkbox"/> Raymond Henderson, H-1907</p> <hr/> <p>PHILADELPHIA PORT AGENT (Vote for One)</p> <p>19 <input type="checkbox"/> Joseph T. Baselice, B-2795</p> <hr/> <p>BALTIMORE PORT AGENT (Vote for One)</p> <p>20 <input type="checkbox"/> John Paul Hoskins, H-1630</p> <hr/> <p>MOBILE PORT AGENT (Vote for One)</p> <p>21 <input type="checkbox"/> Jimmy L. White Jr., W-1600</p> <hr/> <p>NEW ORLEANS PORT AGENT (Vote for One)</p> <p>22 <input type="checkbox"/> George W. Owen, O-695</p> <hr/> <p>HOUSTON PORT AGENT (Vote for One)</p> <p>23 <input type="checkbox"/> Joe Zavala, Z-5049</p> <hr/> <p>OAKLAND PORT AGENT Vote for One</p> <p>24 <input type="checkbox"/> Kathy A. Chester, C-1906</p> <p>25 <input type="checkbox"/> Hazel P. Galbiso, G-1458</p> <hr/> <p>ST. LOUIS PORT AGENT (Vote for One)</p> <p>26 <input type="checkbox"/> Chad Partridge, P-2057</p> <hr/> <p>DETROIT-ALGONAC PORT AGENT (Vote for One)</p> <p>27 <input type="checkbox"/> Todd R. Brdak, B-2684</p>
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ELECTION NOTICE OF 2024 ELECTION

FOR ELECTION OF 2025-2028 OFFICERS

Election will be conducted by secret mail ballot.

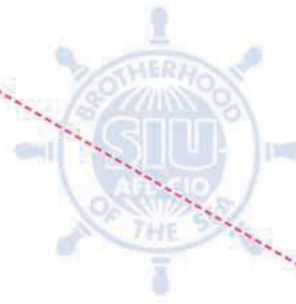
Ballots may be obtained at the following locations from 9:00 A.M. to 12:00 Noon, Monday through Friday and 9:00 A.M. to 12 Noon on Saturdays, 2028 excluding holidays, during the voting period. The voting period shall commence on November 1st, 2024 and shall continue through December 31st, 2024.

ALGONAC 520 St. Clair River Drive, Algonac, MI 48001
ANCHORAGE 721 Sesame Street, Suite 1C, Anchorage, AK 99503
BALTIMORE 2315 Essex Street, Baltimore, MD 21224
FT. LAUDERDALE 1221 South Andrews Avenue, Ft. Lauderdale, FL 33316
GUAM 422 W. O'Brien Dr., Cliffline Office Ctr., Hagatna, Guam 96910
HONOLULU 606 Kalihi Street, Honolulu, HI 96819
HOUSTON 625 N. York Street, Houston, TX 77003
JACKSONVILLE 5100 Belfort Road, Jacksonville, FL 32256
JOLIET 10 E. Clinton Street, Joliet, IL 60432
MOBILE 1640 Dauphin Island Parkway, Mobile, AL 36605
NEW ORLEANS 3911 LaPalco Blvd., Harvey, LA 70058

NY/NJ 104 Broadway, Jersey City, NJ 07306
NORFOLK 115 Third Street, Norfolk, VA 23510
OAKLAND 1121 7th Street, Oakland, CA 94607
PHILADELPHIA 2604 South Fourth Street, Philadelphia, PA 19148
PINEY POINT Seafarers Harry Lundeberg School of Seamanship, 45353 St. George Ave., Piney Point, MD 20674
PUERTO RICO 659 Hillside Street, Summit Hills, San Juan, PR 00920
ST. LOUIS 4581 Gravois Avenue, St. Louis, MO 63116
TACOMA 3411 South Union Street, Tacoma, WA 98409
WILMINGTON 510 North Broad Avenue, Wilmington, CA 90744



OFFICIAL BALLOT 2025 - 2028



The Executive Board of this Union met on January 31, 2024 for the purpose of discussing potential amendments to the constitution of this Union and the duly elected constitutional committee reviewed all proposals and recommended that the following propositions be placed on this ballot:

PLACE "X" IN BOX OF YOUR CHOICE

PROPOSITION #1

To make our union's constitution more inclusive, amend all places in the document where the current word used is linked to one gender such as "he" to "he or she".

Yes No

PROPOSITION #2

In a further effort to make the constitution more current and inclusive, replace the words "crimps and finks" with "manning agents" and add additional classifications to the existing list in the statement of principles against which discrimination will not be tolerated. The list would be amended to include: sexual orientation, national origin, disability and age.

Yes No

PROPOSITION #3

Amend Article III, section 3 (e) to make it easier for members to stay in good standing if they are unable to timely pay dues while on an American flag vessel anywhere in the world and amend Article III by adding a section 3 (f) to indicate that any member on check-off through an employer or the Seafarers Vacation Plan would automatically be in good standing.

Yes No

PROPOSITION #4

Amend Article V, Section 1 (a) as there has not been an increase in dues since 2006, and to enable the union to continue servicing the membership at the level they have come to expect, raise the dues \$25/quarter effective the second quarter of 2025 and then raise it an additional \$25/quarter on January 1, 2027.

Yes No

PROPOSITION #5

Amend Article V, Section 2 to raise the initiation fee paid by new members joining after January 1, 2025 by \$500.

Yes No

PROPOSITION #6

Amend Article V, Section 2 to increase the service fee for the issuance of a full book by \$15.00.

Yes No

PROPOSITION #7

Amend Article VI, Section 4 to make it easier for members to have their rights restored after retiring their books by paying one-quarter dues each year that the book is in retirement during the quarter when their book was retired.

Yes No

PROPOSITION #8

Amend Article VIII. In a further effort to expand services for the union's membership and to help ensure that the union's diversity and educational goals are met, add two new Vice President positions: a Vice President of Diversity, Equity & Inclusion, and a Vice President of Training and Education along with corresponding assistant Vice President positions and allow the new officers to serve as delegates to the union's parent organization in accordance with the constitutional guidelines.

Yes No

PROPOSITION #9

Amend Article X, Section 1 (j) to change the word "shall" to "may" in the constitutional section pertaining to the filling of union officer and representative positions by providing the president with sufficient time to properly fill a vacant office.

Yes No

PROPOSITION #10

Amend Article X, Sections 5, 6, 8, 9, and 12 to make the titles of three existing Vice Presidents' positions more in line with their actual work and the territory they serve by placing the Caribbean region under the Gulf Coast; remove the words "Southern Region and inland waters" from the territory of the Great Lakes Vice President and remove the words "fishing industries" from the responsibilities of the Government Services Vice President.

Yes No

PROPOSITION #11

Amend Article X, Section 12. In keeping with current times, formally allow the executive board to hold meetings virtually to save costs when it is efficient to do so.

Yes No

PROPOSITION #12

Amend Article XIII, Section 1 (g) to help individuals who wish to run for union office and are on a vessel during the period of nominations by allowing them to use an email address and allow the credentials committee the right to reach out via email or expedited mail if it needs to reach a member with any questions.

Yes No

PROPOSITION #13

Amend Article XIII, Section 2 (c) to clarify that any appeals to an action of the credentials committee need to be filed in time for such appeal to be acted upon by the membership at the regular membership meeting following the committee's election and prior to the issuance of its report.

Yes No

PROPOSITION #14

Amend Article XIII, Section 3 (a). In a further effort to engage the membership in union elections and proceedings, expand the voting period by one month to provide more time for members to vote (October through December) which would also entail moving the nominating period & the election and service of the credentials committee back one month to July of the election year.

Yes No

PROPOSITION #15

Amend Article XII, Section 1(c) by including vessels in ROS status among the types of vessels for which sixty-five (65) days of seetime is required rather than the one hundred (100) days of sea time between January 1 and the time of nomination during an election year.

Yes No

PROPOSITION #16

Amend Article XIII, Section 3 (a). In accordance with the wishes of the membership as expressed at membership meetings, make permanent the provision to allow ballots to be brought to vessels subject to guidelines set by the executive board.

Yes No

PROPOSITION #17

Amend Article XIII, Section 3 (a). Considering the proposal to expand the voting period by a month and bringing ballots to vessels, remove Saturday voting at union halls.

Yes No

PROPOSITION #18

Amend Article XIII, Section 3 (e) to make it easier for members to vote absentee if incapacitated by illness or injury.

Yes No

PROPOSITION #19

Amend Article XIII, Section 4 (b) to increase the tallying committee from 20 to 28 members due to the addition of four new constitutional ports and raise the committee's quorum from 10 to 14 members.

Yes No

PROPOSITION #20

Due to the addition of four new constitutional ports, increase the number of elected port agents by 4. 1 for Norfolk, 1 for Jacksonville, 1 for Long Beach, and 1 for Tacoma.

Yes No

PROPOSITION #21

Amend Article XXIII to add the four new constitutional ports to the regular membership meeting schedule and move the date when the Algonac meeting is held to the Thursday in the week following its current meeting date.

Yes No

PROPOSITION #22

Amend Article XVII. In keeping with current times, codify the union's ability to use social media to communicate with its members.

Yes No

PROPOSITION #23

Allow the constitution to be amended to take care of non-substantive housekeeping, grammatical and spelling errors throughout the document; such as changing the word "contract" to "collective bargaining agreement", changing the words "under an incapacity" to "incapacitated", changing "in behalf" to "on behalf", etc.

Yes No

Report of the Constitutional Committee

We, the undersigned Constitutional Committee, were elected at a Special Meeting held in Piney Point on June 24, 2024, in accordance with Article XXV, Section 2 of our Constitution. We have had referred to us and studied proposed Constitutional Amendments contained in Resolutions submitted by our Executive Board.

With the exception of one minor proposed amendment, these Resolutions, containing the proposed amendments, prior to their submission to us, were adopted by a majority vote of the membership. The provisions of these Resolutions, including their "WHEREAS" clauses, are contained in this report so that all members have available to them their full text for review and study at the same time that they read this, our Report and Recommendations.

Whereas, the Executive Board of this Union met on January 31, 2024 for the purpose of discussing potential amendments to the constitution of this Union; and

Whereas, after lengthy discussions, the Board members unanimously decided that since the constitution of this union has not been amended since 2013 and, that over the last ten years, there have been many changes in the industry, the labor movement, and this union which, in their opinion, warrant constitutional amendments,

The Executive Board resolved to present the following potential amendments to the membership for their action.

1. To make our union's constitution more inclusive, amend all places in the document where the current word used is linked to one gender such as "he" to "he or she".

2. In a further effort to make the constitution more current and inclusive, replace the words "crimps and finks" with "manning agents" and add additional classifications to the existing list in the statement of principles against which discrimination will not be tolerated. The list would be amended to include: sexual orientation, national origin, disability and age.

3. Amend Article III, section 3 (e) to make it easier for members to stay in good standing if they are unable to timely pay dues while on an American flag vessel anywhere in the world and Amend Article III by adding a section 3 (f) to indicate that any member on check-off through an employer or the Seafarers Vacation Plan would automatically be in good standing.

4. Amend Article III, Section 1 to make it clear that probationary members enjoy certain rights of membership but not all the rights enjoyed by full book members. Your committee believes and is recommending that there is no need to amend this section of the constitution as the Union's consistent practice has always been that probationary book members have the right to express themselves at membership meetings but do not have the right to vote at such meetings with the exception of contract ratifications.

5. Amend Article V, Section 1 (a). As there has not been an increase in dues since 2006, and to enable the union to continue servicing the membership at the level they have come to expect, raise the dues \$25/quarter effective the second quarter of 2025 and then raise it an additional \$25/quarter on January 1, 2027.

6. Amend Article V, Section 2 for the same reasons as the proposed dues increase by raising the initiation fee paid by new members joining after January 1, 2025,

by \$500 and amend Article V section 2 to increase the service fee for the issuance of a full book by \$15.00

7. Amend Article VI, Section 4 to make it easier for members to have their rights restored after retiring their books by paying one-quarter dues each year that the book is in retirement during the quarter when their book was retired.

8. Amend Article VIII. In a further effort to expand services for the Union's membership and to help ensure that the union's diversity and educational goals are met, add two new Vice President positions: a Vice President of Diversity, Equity & Inclusion, and a Vice President of Training and Education along with corresponding assistant Vice President positions and allow the new officers to serve as delegates to the union's parent organization in accordance with the constitutional guidelines.

9. Amend Article X, Section 1 (j) to change the word "shall" to "may" in the constitutional section pertaining to the filling of union officer and representative positions by providing the president with sufficient time to properly fill a vacant office.

10. Amend Article X, Sections 5, 6, 8, 9, and 12 to make the titles of three existing Vice Presidents' positions more in line with their actual work and the territory they serve by placing the Caribbean region under the Gulf Coast; remove the words "Southern Region and inland waters" from the territory of the Great Lakes Vice President and remove the words "fishing industries" from the responsibilities of the Government Services Vice President.

11. Amend Article X, Section 12. In keeping with current times, formally allow the executive board to hold meetings virtually to save costs when it is efficient to do so.

12. Amend Article XIII, Section 1 (g) to help individuals who wish to run for union office and are on a vessel during the period of nominations by allowing them to use an email address and to allow the credentials committee the right to reach out via email or expedited mail if it needs to reach a member with any questions.

13. Amend Article XIII, Section 2 (c) to clarify that any appeals to an action of the credentials committee need to be filed in time for such appeal to be acted upon by the membership at the regular membership meeting following the committee's election and prior to the issuance of its report.

14. Amend Article XIII, Section 3 (a). In a further effort to engage the membership in union elections and proceedings, expand the voting period by one month to provide more time for members to vote (October through December) which would also entail moving the nominating period and the election and service of the credentials committee back one month to July of the election year.

15. Amend Article XII, Section 1 (c) by including vessels in ROS status among the types of vessels for which sixty-five (65) days of seetime is required rather than one hundred (100) days of seetime between January 1 and the time of nomination during an election year. This was suggested due to the possibility of starting the voting period in October which would entail moving the nominating period back by one month. Your committee acknowledges that this particular proposed amendment was not presented to the membership

during the June membership meetings; however, we are recommending that it be included with all the other proposed amendments to help ensure that members who work on ROS vessels who wish to run for union office will be able to do so, assuming they satisfy all other eligibility requirements.

16. Amend Article XIII, Section 3 (a). In accordance with the wishes of the membership as expressed at membership meetings, make permanent the provision to allow ballots to be brought to vessels, subject to guidelines set by the executive board.

17. Amend Article XIII, Section 3 (a). Considering the proposal to expand the voting period by a month and bringing ballots to vessels, remove Saturday voting at union halls.

18. Amend Article XIII, Section 3 (e) to make it easier for members to vote absentee if incapacitated by illness or injury.

19. Amend Article XIII, Section 4 (b) to increase the tallying committee from 20 to 28 members due to the addition of four new constitutional ports and raise the committee's quorum from 10 to 14 members.

20. Again, due to the addition of four new constitutional ports, increase the number of elected port agents by 4: 1 for Norfolk, 1 for Jacksonville, 1 for Long Beach, and 1 for Tacoma.

21. Amend Article XXIII to add the four new constitutional ports to the regular membership meeting schedule and move the date when the Algonac meeting is held to the Thursday in the week following its current meeting date.

22. Amend Article XVII. In keeping with current times, codify the Union's ability to use social media to communicate with its members.

23. Allow the constitution to be amended to take care of non-substantive housekeeping, grammatical and spelling errors throughout the document; such as changing the word "contract" to "collective bargaining agreement", changing the words "under an incapacity" to "incapacitated", changing "in behalf" to "on behalf", etc.

Be it resolved that, if approved by a majority vote of the membership, the foregoing proposed amendments, with the exception of number 4, be placed on the ballot along with the election of officers for use during the upcoming election.

We further recommend, if it is reasonably possible, that a copy of our Committee's Report containing the proposed Resolutions and membership action taken to date, be printed in the Seafarers LOG, August 2024 issue, so that the membership will be kept abreast as to all facts and actions taken as of this time. In addition, we recommend that copies of such LOG issue, to the extent possible, be made available to the membership at all Union offices and Halls during the months of November and December 2024.

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

DATE: June 26, 2024
Fraternally submitted,
Constitutional Committee

2024 SIU Election Absentee Voting Info

Elections for the SIU Atlantic, Gulf, Lakes and Inland Waters are scheduled for later this year. As in past SIU election years, a comprehensive guide will be published in the *Seafarers LOG* prior to the balloting.

In the case of members eligible to vote who believe they will be at sea during the Nov. 1 through Dec. 31, 2024 voting period or who otherwise think they will need absentee ballots, absentee ballots will be available.

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

Here is the procedure to follow when requesting

an absentee ballot:

1. Make the request in writing to the SIU office of the secretary-treasurer, 5201 Capital Gateway Drive, Camp Springs, MD 20746.

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

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

4. The registered or certified mail envelope must be postmarked no later than midnight, Nov. 15, 2024 and must be received at 5201 Capital Gateway Drive, Camp Springs, MD 20746 no later than Nov. 25, 2024.

5. The secretary-treasurer, after confirming eligibility, will send by registered mail, return receipt requested, to the address designated in the request, a ballot, together with an envelope marked "Ballot"

and a mailing envelope no later than Nov. 30, 2024.

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

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

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

9. The mailing envelope must be postmarked no later than midnight, Dec. 31, 2024 and received by the bank depository no later than Jan. 5, 2025.



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Dispatchers' Report for Deep Sea

"Total Registered" and "Total Shipped" data is cumulative from August 16 - September 15, 2024.
"Registered on the Beach" data is as of September 16, 2024.

Port	Total Registered All Groups			Total Shipped All Groups			Trip Reliefs	Registered on Beach All Groups		
	A	B	C	A	B	C		A	B	C
Deck Department										
Algonac	18	9	2	5	1	1	1	25	14	4
Anchorage	2	1	0	1	0	0	0	3	3	1
Baltimore	4	2	1	1	3	0	2	4	2	1
Fort Lauderdale	17	11	3	11	9	3	10	37	9	5
Guam	1	1	0	1	1	0	0	2	1	1
Harvey	8	4	3	4	4	1	2	10	8	3
Honolulu	5	2	0	4	1	0	1	13	2	1
Houston	37	19	9	31	19	10	22	54	27	11
Jacksonville	24	23	8	16	23	6	17	41	26	10
Jersey City	16	6	2	14	6	1	6	32	12	4
Joliet	3	1	1	0	1	0	0	4	1	1
Mobile	5	4	3	7	2	1	1	8	4	4
Norfolk	17	14	8	15	12	6	9	29	12	10
Oakland	7	2	3	6	2	2	4	17	3	3
Philadelphia	3	4	0	1	1	0	1	3	4	0
Piney Point	2	3	1	2	0	0	1	1	2	1
Puerto Rico	3	2	0	5	2	0	3	9	5	0
Tacoma	15	3	1	10	5	0	4	27	5	4
St. Louis	1	0	1	0	0	0	0	3	0	2
Wilmington	20	12	2	13	7	2	6	36	12	4
TOTAL	208	123	48	147	99	33	90	358	152	70
Engine Department										
Algonac	4	2	1	4	0	0	2	5	2	2
Anchorage	1	0	0	0	0	0	0	2	0	0
Baltimore	1	3	0	0	2	0	0	1	2	0
Fort Lauderdale	7	6	3	8	6	2	5	12	7	4
Guam	0	1	0	0	0	0	0	1	1	1
Harvey	1	2	1	1	2	0	2	3	2	1
Honolulu	3	1	1	4	0	0	0	7	3	3
Houston	6	9	3	5	11	1	4	14	11	4
Jacksonville	25	15	4	20	8	0	5	28	24	5
Jersey City	10	1	1	4	3	0	1	19	7	1
Joliet	1	1	1	0	0	0	0	2	1	1
Mobile	2	1	1	3	1	0	1	2	0	0
Norfolk	17	11	8	10	6	5	6	18	14	13
Oakland	6	1	4	2	0	1	0	7	2	6
Philadelphia	4	1	0	3	1	0	0	3	0	0
Piney Point	1	4	0	1	1	0	2	1	5	0
Puerto Rico	1	0	0	3	0	0	0	1	0	1
Tacoma	4	4	2	5	4	1	5	8	10	1
St. Louis	2	1	0	1	0	0	0	4	1	0
Wilmington	5	7	4	5	7	0	2	14	8	6
TOTAL	101	71	34	79	52	10	35	152	100	49
Steward Department										
Algonac	4	3	1	3	0	1	1	7	3	0
Anchorage	0	1	0	0	0	0	0	1	2	1
Baltimore	0	0	0	0	0	0	0	0	0	2
Fort Lauderdale	11	4	1	3	1	2	3	15	5	0
Guam	0	1	0	0	1	0	0	1	2	0
Harvey	2	1	1	0	1	1	1	4	1	2
Honolulu	6	0	0	8	2	0	4	8	1	0
Houston	9	2	1	11	5	2	5	16	4	2
Jacksonville	13	22	3	16	12	2	10	25	33	2
Jersey City	7	1	1	2	1	1	1	11	4	0
Joliet	1	0	0	1	0	0	0	1	1	0
Mobile	3	3	0	2	1	0	1	3	5	0
Norfolk	15	12	4	7	9	1	6	27	11	10
Oakland	10	2	2	8	1	1	4	16	3	2
Philadelphia	3	0	1	3	0	0	2	1	1	1
Piney Point	3	4	2	3	4	2	0	4	6	2
Puerto Rico	4	4	1	3	2	0	2	7	4	1
Tacoma	7	6	1	8	3	0	3	9	7	1
St. Louis	1	0	0	0	0	1	0	2	1	0
Wilmington	15	7	1	19	3	1	6	39	13	2
TOTAL	114	73	20	97	46	15	49	197	107	28
Entry Department										
Algonac	1	4	12	2	2	2	2	1	12	20
Anchorage	0	3	1	0	2	0	0	0	2	1
Baltimore	1	3	0	1	4	1	3	0	1	2
Fort Lauderdale	0	4	4	0	4	4	1	1	5	10
Guam	0	0	1	0	0	1	0	0	0	0
Harvey	0	1	0	0	1	1	0	0	6	4
Honolulu	0	3	4	1	0	5	1	0	5	7
Houston	2	15	22	1	17	9	2	7	28	30
Jacksonville	2	26	47	0	13	26	1	3	42	88
Jersey City	0	12	17	2	9	5	1	2	22	22
Joliet	0	1	1	0	1	0	1	0	0	2
Mobile	0	1	3	0	0	3	0	0	1	0
Norfolk	0	7	33	0	7	11	4	0	10	41
Oakland	0	9	10	0	1	8	1	0	13	9
Philadelphia	0	0	2	0	0	1	0	0	1	0
Piney Point	0	4	15	0	2	15	4	0	3	8
Puerto Rico	0	0	2	0	2	1	2	0	0	2
Tacoma	2	7	5	1	8	4	2	5	7	7
St. Louis	0	1	0	0	0	0	0	0	1	0
Wilmington	0	10	20	0	4	6	1	1	11	19
TOTAL	8	111	199	8	77	103	26	20	170	272
GRAND TOTAL	431	378	301	331	274	161	200	727	529	419

October & November Membership Meetings

Piney Point	Monday: Oct. 7, Nov. 4
Algonac	Friday: Oct. 11, Nov. 8
Baltimore	Thursday: Oct. 10, Nov. 7
Guam	Thursday: Oct. 24, Nov. 21
Honolulu	Friday: Oct. 18, Nov. 15
Houston	Tuesday: Oct. 15, Nov. 12
Jacksonville	Thursday: Oct. 10, Nov. 7
Joliet	Thursday: Oct. 17, Nov. 14
Mobile	Wednesday: Oct. 16, Nov. 13
New Orleans	Tuesday: Oct. 15, Nov. 12
Jersey City	Tuesday: Oct. 8, Nov. 5
Norfolk	Friday: Oct. 11, Nov. 8
Oakland	Thursday: Oct. 17, Nov. 14
Philadelphia	Wednesday: Oct. 9, Nov. 6
Port Everglades	Thursday: Oct. 17, Nov. 14
San Juan	Thursday: Oct. 10, Nov. 7
St. Louis	Friday: Oct. 18, Nov. 15
Tacoma	Friday: Oct. 25, Nov. 22
Wilmington	Monday: Oct. 21, Nov. 18

Houston changes due to holiday observances

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

David Heindel, President
 Augustin Tellez, Executive Vice President
 Tom Orzechowski, Secretary-Treasurer
 George Tricker, Vice President Contracts
 Dean Corgey, Vice President Gulf Coast
 Nicholas J. Marrone, Vice President West Coast
 Joseph T. Soresi, Vice President Atlantic Coast
 Joe Vincenzo, Vice President
 Government Services
 Bryan Powell,
 Vice President Lakes and Inland Waters



HEADQUARTERS
 5201 Capital Gateway Drive
 Camp Springs, MD 20746 (301) 899-0675

ALGONAC
 520 St. Clair River Dr., Algonac, MI 48001
 (810) 794-4988

ANCHORAGE
 721 Sesame St., #1C, Anchorage, AK 99503
 (907) 561-4988

BALTIMORE
 2315 Essex St., Baltimore, MD 21224
 (410) 327-4900

GUAM
 P.O. Box 3328, Hagatna, Guam 96932
 Cliffline Office Ctr. Bldg., Suite 103B
 422 West O'Brien Dr., Hagatna, Guam 96910
 (671) 477-1350

HONOLULU
 606 Kalihi St., Honolulu, HI 96819
 (808) 845-5222

HOUSTON
 625 N. York St., Houston, TX 77003
 (713) 659-5152

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

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

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

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

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

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

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

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

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

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

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

ST. LOUIS/ALTON
 4581 Gravois Ave., St. Louis, MO 63116
 (314) 752-6500

TACOMA
 3411 South Union Ave., Tacoma, WA 98409
 (253) 272-7774

WILMINGTON
 510 N. Broad Ave., Wilmington, CA 90744
 (310) 549-4001/4002

Inquiring Seafarer

This month's question was answered by steward department upgraders at the SIU-affiliated Paul Hall Center for Maritime Training and Education, located in Piney Point, Maryland.

Question: What was one of your favorite voyages, and what made it so?



Emanuel Spain
Recertified Steward

To Singapore on a Crowley ship. I had never been there before. It's a beautiful place to be and I had a great time. The ship was there for around 45 days. I got to see another part of the world, and it was amazing.



Lamont Faulks
Recertified Steward

Taking the *Maersk Peary* to Antarctica. I got a chance to work again with the guy who trained me. I had already been sailing steward, but I bumped back down to sail with him.



Johnson Ashun
Recertified Steward

My favorite voyage was going through the Malacca Strait on the way to Singapore from India. We got information about a pirate ship in the area, so we kept watch all night to be prepared to protect ourselves, which was exciting. They attacked the ship in front of us but they didn't attack our ship. Navy ships escorted us through the night. It was interesting the way news travelled quickly so they could come and protect our American flag ship.



Cayetano Toledo
Recertified Steward

In Europe, in Belgium, because I was able to see an old church that was built around six centuries B.C. I also was able to taste all of those chocolate goodies. This was on a car carrier, a TOTE ship – the *Resolve*.



Delia Peters
Recertified Steward

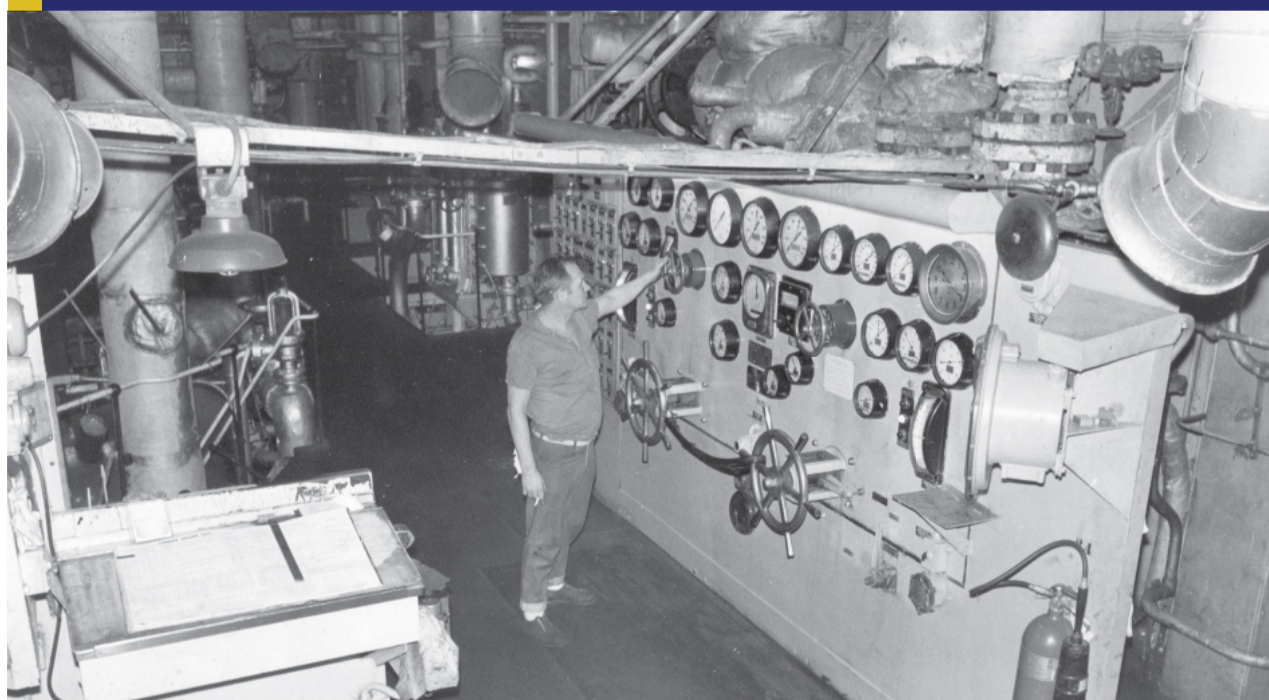
The *USNS Effective*. We were in Russia during the beginning of the war between Russia and Ukraine, so the atmosphere was very scary. The steward department was able to work together and make due with the 60-day food supply on board without being sent a replenishment and we were later awarded from the admiral.



Jesus Pacheco
Recertified Steward

My favorite voyage, I would say, was to northern Europe or when I was on an APL ship and we went to the Asia region. Another good voyage was when I traveled to South America and Argentina. I love seeing new things and going to different places. Pretty much everywhere I've been, even inside the U.S., has been great. I'm a traveler, straight up.

Pic from the Past



Seafarer David Cameron works aboard the tanker *National Defender* in 1973. At the time of its 1959 christening, the ship – at a length of 810 feet – was the largest American-flag tanker ever built.

Welcome Ashore!

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

DEEP SEA

DAVID AKPOVIRI

Brother David Akpoviri, 70, joined the union in 2001 and initially sailed aboard the *Cape Vincent*. He worked in the deck department and upgraded at the Piney Point school on multiple occasions. Brother Akpoviri last shipped on the *Horizon Anchorage* and makes his home in Houston.

ANTONIO CENTENO

Brother Antonio Centeno, 65, started sailing with the SIU in 1998 and first worked on the *USNS Algol*. He shipped in the deck department and upgraded at the Paul Hall Center on multiple occasions. Brother Centeno last shipped on the *North Star*. He resides in Jacksonville, Florida.



ARMAN DEBLOIS

Brother Arman Deblois, 66, became a member of the Seafarers International Union in 1989 and first sailed aboard the *Independence*. He upgraded at the Piney Point school on multiple occasions and sailed in the engine department. Brother Deblois most recently shipped aboard the *Pride of America* and settled in Waipahu, Hawaii.



KIM DEWITT

Brother Kim Dewitt, 69, embarked on his career with the SIU in 1979 when he sailed on the *Overseas Ulla*. He shipped in the steward department and upgraded at the Paul Hall Center on multiple occasions. Brother Dewitt last sailed aboard the *Intrepid*. He lives in Austin, Texas.



RANDOLPH JEMMOTT

Brother Randolph Jemmott, 69, signed on with the union in 2009. He first sailed aboard the *Ocean Atlas* and worked in the deck department. Brother Jemmott upgraded at the union-affiliated Piney Point School on multiple occasions. He most recently shipped on the *Maersk Detroit* and is a resident of Brooklyn, New York.



RAY JOHNS

Brother Ray Johns, 66, joined the SIU in 1997, first sailing aboard the *Allegiance*. A deck department member, he upgraded at the Paul Hall Center on multiple occasions. Brother Johns most recently sailed aboard the *Seabulk Challenge*. He lives in Wilmington, Delaware.



JAMES KELLY

Brother James Kelly, 51, began his career with the Seafarers International Union in 1994, initially sailing on the *USNS Invincible*. He worked in the steward department and upgraded often at the Piney Point school. Brother Kelly's final vessel was the *USNS Denebola*. He resides in Leonardtown, Maryland.



SYLVESTER MERRITT

Brother Sylvester Merritt, 72, donned the SIU colors in 1986. He first sailed aboard the *USNS Chauvenet* and worked in the steward department. Brother Merritt upgraded at the Paul Hall Center on several occasions. He last sailed on the *Maersk Kinloss* and settled in Katy, Texas.



GEORGE MONSEUR

Brother George Monseur, 63, started sailing with the SIU in 1989 and first worked on the *Independence*. He shipped in the steward department and upgraded at the Piney Point school on multiple occasions. Brother Monseur most recently shipped on the *Maersk Columbus*. He resides in Wilkes Barre, Pennsylvania.



ELPIDIO TOYCO

Brother Elpidio Toyco, 59, signed on with the SIU in 1998 when he sailed aboard the *Sea Fox*. He worked in the deck department and upgraded often at the Paul Hall Center. Brother Toyco last shipped on the *Matson Tacoma*. He is a resident of Fife, Washington.



WILBERT WOOD

Brother Wilbert Wood, 66, joined the Seafarers International Union in 2001 and first sailed aboard the *Gemini*. He upgraded at the Piney Point school on several occasions and sailed in the deck department. Brother Wood concluded his career aboard the *American Liberty* and settled in Port St. Lucie, Florida.



FITSUM YOHANNES

Brother Fitsum Yohannes, 69, embarked on his career with the SIU in 1990 when he sailed on the *Constellation*. He shipped primarily in the deck department and upgraded at the Paul Hall Center on numerous occasions. Brother Yohannes most recently shipped aboard the *Maersk Columbus*. He makes his home in Houston.



INLAND

RAY ADAMS

Brother Ray Adams, 62, joined the SIU in 2003. A deck department member, he upgraded at the Piney Point school on multiple occasions. Brother Adams was employed with Crowley Towing and Transportation for the duration of his career. He resides in Larose, Louisiana.



RICHARD CROWLEY

Brother Richard Crowley, 64, embarked on his career with the Seafarers in 1979 when he worked with Alaska Constructors Inc. He sailed in the engine department and upgraded at the Paul Hall Center on several occasions. Brother Crowley was employed by Crowley Towing and Transportation for the majority of his career. He lives in San Juan Capistrano, California.

BENJAMIN ELMORE

Brother Benjamin Elmore, 65, signed on with the union in 1979. He sailed in the engine department and upgraded on multiple occasions at the Piney Point school. Brother Elmore was employed by G&H Towing for the duration of his career. He makes his home in Dickinson, Texas.

ROBERT GENDRON

Brother Robert Gendron, 70, joined the union in 2011. An engine department member, he worked with G&H Towing for the entirety of his career. Brother Gendron lives in Corpus Christi, Texas.



FRANK ISBELL

Brother Frank Isbell, 69, began sailing with the SIU in 1978. A member of the deck department, he upgraded his skills at the Paul Hall Center in 1983. Brother Isbell worked for Crowley Towing and Transportation for his entire career. He resides in Reno, Nevada.

GREGORY JARVIS

Brother Gregory Jarvis, 62, joined the union in 1981. He was a member of the deck department and upgraded at the Piney Point school on numerous occasions. Brother Jarvis was employed with Crowley Towing and Transportation for the duration of his career. He lives in Seal Beach, California.



ROBERT MCCOY

Brother Robert McCoy, 62, signed on with the Seafarers in 1992 when he shipped with Orgulf Transport. He sailed in the deck department and remained with the same company for the duration of his career. Brother McCoy resides in Hardinsburg, Kentucky.

JAMES MURPHY

Brother James Murphy, 62, donned the SIU colors in 1996. A shore gang member, he was employed by Crowley for his entire career. Brother Murphy lives in Sewell, New Jersey.

RAYMOND NAQUIN

Brother Raymond Naquin, 67, became a member of the Seafarers International Union in 1993 when he worked for Moran Towing of Texas. A deck department member, he upgraded his skills at the Paul Hall Center in 2001. Brother Naquin was employed with the same company for the duration of his career. He makes his home in Port Neches, Texas.

DAVID RATLIFF

Brother David Ratliff, 63, began sailing with the SIU in 2000. He sailed in the deck department and worked for Crowley Towing and Transportation for his entire career. Brother Ratliff settled in Jacksonville, Florida.



WILLIAM WILLIAMS

Brother William Williams, 61, started his career with the SIU in 1996, initially sailing with Moran Towing of Texas. He shipped in the deck department and upgraded at the Piney Point school in 2001. Brother Williams was last employed with G&H Towing. He lives in Spicewood, Texas.



Final Departures

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

DEEP SEA

DALE ALLEN

Pensioner Dale Allen, 86, died February 18. He signed on with the SIU in 1971 when he sailed on the *Steel Apprentice*. Brother Allen sailed in the deck department and last shipped on the *Oakland* in 1984. He began collecting his pension in 2008 and resided in Clearwater, Florida.

ABRAHAM CARBAJAL

Pensioner Abraham Carbajal, 87, passed away May 11. He joined the Seafarers International Union in 1969 when he shipped on the *Overseas Explorer*. Brother Carbajal shipped in both the deck and engine departments. He last sailed on the *Robert E. Lee*, before becoming a pensioner in 1999. Brother Carbajal made his home in Metairie, Louisiana.



PATRICK CORLESS

Pensioner Patrick Corless, 85, died May 31. He embarked on his career with the Seafarers in 1990, initially sailing aboard the *Cape Florida*. Brother Corless sailed in the engine department, lastly aboard the *Steven L. Bennett*. He retired in 2004 and made his home in Cape Coral, Florida.



FRANK DISTEFANO

Pensioner Frank Distefano, 88, passed away July 6. He joined the SIU in 1962. A steward department member, Brother Distefano initially shipped on the *Santa Maria*. He concluded his career aboard the *Kainalu* and began collecting his pension in 1995. Brother Distefano resided in San Francisco.

TIMOTHY FLEMING

Pensioner Timothy Fleming, 80, died May 8. He signed on with the union in 1970 and first worked aboard the *La Salle*. A steward department member, Brother Fleming most recently shipped on the *San Juan* in 1988. He went on pension in 2008 and lived in Worcester, Massachusetts.

JOHN GREUBEL

Pensioner John Greubel, 66, passed away June 14. He became a member of the SIU in 2000 and first sailed aboard the *Patriot*. A steward department member, Brother Greubel concluded his career aboard the *American Liberty*. He retired in 2023 and settled in Conway, South Carolina.



EUGENE NICOLAE

Brother Eugene Nicolae, 69, died June 18. He embarked on his career with the SIU in 1997, initially sailing aboard the *Faust*. Brother Nicolae worked in the engine department and last shipped on the *Fidelio*. He resided in Long Beach, Washington.

WOODIE SCOTT

Pensioner Woodie Scott, 83, passed away June 20. He signed on with the union in 1968 and first worked aboard the *Peary*. A deck department member, Brother Scott most recently shipped on the *Ultra-mar*. He began collecting his pension in 2012 and lived in Oxford, Alabama.

MOHAMED SOLIMAN

Pensioner Mohamed Soliman, 73, died January 19. He joined the Seafarers in 2000 and first worked on the *USNS Henson*. Brother Soliman sailed in the deck department. He concluded his career aboard the *Maersk Idaho* and became a pensioner in 2016. Brother Soliman made his home in Brooklyn, New York.



GREAT LAKES

TAHA ELNAHAM

Pensioner Taha Elnaham, 76, passed away June 20. He donned the SIU colors in 1969 and initially sailed aboard the *American Seacoast*. Brother Elnaham shipped in all three departments and last sailed aboard the *Richard J. Reiss* in 1988. He went on pension in 2010 and resided in Detroit.



THOMAS PALMER

Pensioner Thomas Palmer, 86, died May 31. He began sailing with the union in 1971 when he worked on the *Detroit Edison*. Brother Palmer was a deck department member and most recently sailed aboard the *St. Clair*. He retired in 2008 and lived in Rocky River, Ohio.



INLAND

ANDREW ADAMS

Pensioner Andrew Adams, 95, passed away June 30. He joined the SIU in 1956. Brother Adams worked for Moran Towing of Maryland for the duration of his career. He began collecting his pension in 1988 and resided in Bel Air, Maryland.

EDWIN GARCIA NEGRON

Pensioner Edwin Garcia Negron, 69, died June 2. He started his SIU career in 1976 when he sailed with Crowley Puerto Rico Services. Brother Garcia Negron shipped in the deck department and remained with the same company until 1991. He became a pensioner in 2016 and settled in Kissimmee, Florida.



WILLIAM MCCORKLE

Pensioner William McCorkle, 83, passed away July 6. He began sailing with the Seafarers International Union in 1976. A deck department member, Brother McCorkle first sailed on the *Overseas Aleutian*. He was last employed by Crowley and became a pensioner in 2003. Brother McCorkle resided in Redley Park, Pennsylvania.

JESSE SCHUMPERT

Pensioner Jesse Schumpert, 81, died May 30. He signed on with the SIU in 1988 and shipped in the deck department. Brother Schumpert sailed with Crescent Towing and Salvage for his entire career. He began collecting his pension in 2008 and lived in Ellabell, Georgia.

NMU

EDDIE BARBIER

Pensioner Eddie Barbier, 97, passed away July 4. Brother Barbier was a steward department member. He concluded his career aboard the *Margaret Lykes* and retired in 1996. Brother Barbier lived in Baton Rouge, Louisiana.



JANIE BODWELL

Pensioner Janie Bodwell, 87, died June 21. Sister Bodwell began sailing in 1978. Her first vessel was the *Glen Eagle* and she sailed in the steward department. Sister Bodwell's final vessel was the *Charlotte Lykes*. She went on pension in 1996 and lived in Corpus Christi, Texas.



VICTOR DIAZ

Pensioner Victor Diaz, 91, passed away June 16. Brother Diaz shipped in the steward department. He last sailed on the *Export Freedom* and began collecting his pension in 1996. Brother Diaz resided in Trujillo Alto, Puerto Rico.

BOBBY GILMORE

Pensioner Bobby Gilmore, 96, died June 3. Brother Gilmore worked in both the deck and engine departments. He became a pensioner in 1992 after sailing on his final vessel, the *Golden Gate*. Brother Gilmore lived in Long Beach, California.

BERNARD LAPE

Pensioner Bernard Lape, 89, passed away May 19. Brother Lape sailed in the deck department and concluded his career aboard the *Almeria*. He began collecting his pension in 1997 and called Brownsville, Texas, home.

JAMES RAVIZEE

Pensioner James Ravizee, 93, died May 23. He sailed in both the deck and engine departments, and concluded his career aboard the *Denali*. Brother Ravizee retired in 1995 and settled in Perry, Georgia.

EDDIE ROGERS

Pensioner Eddie Rogers, 88, passed away June 27. Brother Rogers worked in both the deck and engine departments. He last shipped on the *Edward M. Queeny* and became a pensioner in 1992. Brother Rogers was a Houston resident.

CHARLES SMITH

Pensioner Charles Smith, 90, died May 23. He worked in the engine department and first sailed aboard the *Santa Ana*. Brother Smith's final vessel was the *Admiral W.M. Callaghan*. He went on pension in 2001 and made his home in Miami Lakes, Florida.



RICARDO ZELAYA

Pensioner Ricardo Zelaya, 103, passed away June 4. Brother Zelaya worked in the deck department. He last sailed aboard the *Tillie Lykes* before becoming a pensioner in 1968. Brother Zelaya made his home in West Park, Florida.



Online Security Tips

Editor's note: The following list was issued by the U.S. Department of Labor, and has been reprinted with permission.

You can reduce the risks of fraud and the loss of personal data and assets from your health, welfare, or retirement account by following these basic rules:

REGISTER, SET UP AND ROUTINELY MONITOR YOUR ONLINE ACCOUNT

- Maintaining online access to your retirement account allows you to protect and manage your investment.

- Regularly checking your health/retirement account reduces the risk of fraudulent account access.

- Failing to register for an online account may enable cybercriminals to assume your online identity.

USE STRONG AND UNIQUE PASSWORDS/PASSPHRASES

- Don't use common passwords.

- Don't use letters and numbers in sequence (no "abc", "567", etc.).

- Don't write passwords down.

- Consider using a secure password manager to help create and track passwords.

- Use 14 or more characters.

- Change passwords annually, or if there's a security breach.

National Institute of Standards and Technology guidance suggests favoring longer passwords/passphrases instead of

requiring regular and frequent password resets

- Don't share, reuse, or repeat passwords.

KEEP PERSONAL CONTACT INFORMATION CURRENT

- Update your contact information when it changes, so you can be reached if there's a problem.

- Select multiple communication options.

CLOSE OR DELETE UNUSED ACCOUNTS

- The smaller your on-line presence, the more secure your information. Close unused accounts to minimize your vulnerability.

- Sign up for account activity notifications.

BE WARY OF FREE WI-FI

- Free Wi-Fi networks, such as the public Wi-Fi available at airports, hotels, or coffee shops pose security risks that may give criminals access to your personal information.

- A better option is to use your cellphone or home network.

BEWARE OF PHISHING ATTACKS

- Phishing attacks aim to trick you into sharing your passwords, account numbers, and sensitive information, and gain access to your accounts. A phishing message may look like it comes from a trusted organization, to lure you to click on a dangerous link or pass along confidential information.

Common warning signs of phishing attacks include:

- A text message or email that you didn't expect or that comes from a person or service you don't know or use.

- Spelling errors or poor grammar.

- Mismatched links (a seemingly legitimate link sends you to an unexpected address).

Often, but not always, you can spot this by hovering your mouse over the link without clicking on it, so that your browser displays the actual destination.

- Shortened or odd links or addresses.

- An email request for your account number or personal information (legitimate providers should never send you emails or texts asking for your password, account number, personal information, or answers to security questions).

- Offers or messages that seem too good to be true, express great urgency, or are aggressive and scary.

- Strange or mismatched sender addresses.

- Anything else that makes you feel uneasy.

USE ANTIVIRUS SOFTWARE AND KEEP APPS AND SOFTWARE CURRENT

- Make sure that you have trustworthy antivirus software installed and updated to protect your computers and mobile devices from viruses and malware. Keep all your software up to date with the latest patches and upgrades. Many vendors offer automatic updates.

KNOW HOW TO REPORT IDENTITY THEFT AND CYBERSECURITY INCIDENTS

- The FBI and the Department of Homeland Security have set up valuable sites for reporting cybersecurity incidents:

- <https://www.fbi.gov/file-repository/cyber-incident-reporting-united-message-final.pdf/view>

- <https://www.cisa.gov/reporting-cyber-incidents>

Recent NMC Notices

Editor's note: The following news releases were issued by the U.S. Coast Guard's National Maritime Center.

MMC Application Fee Exemptions

On August 6, 2024, the Coast Guard published a final rule titled Exemption for Active-Duty Uniformed Service Members from Merchant Mariner Credentialing Fees. The rule provides for an exemption from the fees associated with an application for a Merchant Mariner Credential (MMC) for active duty and selected reserve members of the uniformed services (FR 63830 USCG-2021-0288).

The Office of Merchant Mariner Credentialing (CG-MMC) Assistant Commandant for Prevention Policy (CG-5P) has published CG-MMC Policy Letter 03-24, Exemption from Fees Associated with Merchant Mariner Credential Applications for Active Duty and Selected Reserve Members of the Uniformed Services. This policy letter implements and provides guidance on the final rule, including expanding the ways in which mariners may document their eligibility for an exemption from MMC fees.

The Final Rule and the policy letter are effective on November 4, 2024, at which time CG-MMC Policy Letter 02-20, which provides for a waiver of fees associated with applications for an MMC, is cancelled.

This policy letter is available at Merchant Mariner Credentialing Policy Letter web page.

Mariners and other interested parties should contact the Mariner Credentialing Program Policy Division at MMCPolicy@uscg.mil or (202) 372-2357 with any questions or feedback.

Tips for Customer Service Contact

We understand that contacting the National Maritime Center (NMC) Customer Service Center (CSC) can sometimes be challenging, especially during peak hours. To better assist you, we offer several alternatives:

- Call Early in the Morning: The CSC experiences its busiest times around midday. To avoid longer

wait times, we recommend calling early in the morning when phone lines are less busy. The CSC is open 8:00 a.m. to 4:30 p.m. ET, Monday through Friday. The NMC phone number is 1-888-IASKNMC (427-5662).

- Use Live Chat: Our Live Chat is a faster alternative to calling. This service connects you with our support team quickly and efficiently. Additionally, our Chatbot can assist with many inquiries, providing immediate answers without the need to wait for a representative.

- Check Your Application Status Online: Save time by using the Check Your Status tool on our website. This feature allows you to verify the status of your application instantly, without needing to call in.

- Credential Verification Tool: If you need to verify the validity of your credential, use our online Credential Verification Tool. This quick and easy-to-use resource provides immediate confirmation of your credential's status.

- Email for Status and Questions: If you are unable to reach us by phone, you can also e-mail us for a status update or questions at IASKNMC@uscg.mil. Be sure to include your full name, mariner reference number, and any relevant details to help avoid delays in processing your request. Note, processing times at the NMC vary based on e-mail volume.

We hope these options make it easier for you to get the assistance you need. Thank you for your understanding and cooperation.

Verification Scan Code for Merchant Mariner Credentials

On September 18, 2024, the U.S. Coast Guard began issuing Merchant Mariner Credentials (MMCs) with an embedded credential verification scan quick-response (QR) code.



The QR code, located in the upper-right corner of each MMC photograph/personnel page, can be scanned using a smart phone camera. The unique code, when scanned, will open the U.S. Coast Guard's Homeport credential verification page of the mariner associated with the MMC. This new feature will allow you to quickly and easily determine the validity of the credential in hand without the need for any data entry beyond the initial code scan.

To validate an MMC without a smart phone, use the U.S. Coast Guard's credential verification tool (MMLD Credential Verification (uscg.mil)). For a document search, select "MMC" as the document type and enter the document number. On the new MMC, the document number can be found on the cover beneath the corresponding barcode and will have the prefix "Z".

If you have any questions, contact the NMC Customer Service Center by e-mailing IASKNMC@uscg.mil or calling 1-888-IASKNMC (427-5662).

Digest of Shipboard Union Meetings

The Seafarers LOG attempts to print as many digests of union shipboard minutes as possible. On occasion, because of space limitations, some will be omitted. Ships' minutes first are reviewed by the union's contract department. Those issues requiring attention or resolution are addressed by the union upon receipt of the ships' minutes. The minutes are then forwarded to the Seafarers LOG for publication.

LIBERTY PRIDE (Liberty Maritime Corp), April 21 – Chairman **Keithan Bland**, Secretary **Claudia Mauricio-Brice**, Deck Delegate **Joseph Dupre**, Engine Delegate **Abubakar Bockarie**, Steward Delegate **Dorothy Samuel-Harris**. Crew discussed qualifications for AB unlimited. Ship fund available for gym equipment, fans and TVs. No beefs or disputed OT reported. Members asked for 26 for 30 vacation pay. Issues with air conditioning reported in some state rooms. Crew requested new mattresses, new refrigerators and updated Wi-Fi. Next port: Portland, Oregon.

EMPIRE STATE (Intrepid Personnel & Provisioning), April 26 – Chairman **Paulin Augustin**, Secretary **Michael Page**, Educational Director **Chukwudi Alfred**, Deck Delegate **Angel Nunez**, Engine Delegate **Eshrak Dewan**, Steward Delegate **Andres Brown**. Coast Guard fees are increasing and paperwork processing taking longer than usual, per chairman. Educational director emphasized the importance of upgrading at the Paul Hall Center. Members asked for increased pension benefits and 22 for 30 vacation pay. Next port: Honolulu.

LIBERTY GLORY (Liberty Maritime Corp), April 28 – Chairman **Timothy Kauble**, Secretary **Isabel Sabio Guity**, Educational Director **Fredy**

Bernardez, Steward Delegate **Engracio Moratin**. Crew reviewed a recent vacation beef. Members acknowledged newly acquired cabin chairs, refrigerators and waste receptacle and discussed proper use of ship's internet service. Bosun talked about upcoming changes to the MMC, upcoming shipyard period, crew travel and the soon-to-be-installed ship video surveillance system. He also thanked crew for a job well done. Educational director reminded crew to ensure their physicals are up to date through any class dates they might have. No beefs or disputed OT reported. Crew continued discussing the new mandates for ship surveillance and how implementation will affect crew privacy. They also again talked about the new format of the MMC. Captain is continuing his installation of cabin TVs. Members would like the ability to choose seats on flights or to upgrade flights, but travel services used by shipping companies seldom allow changes. Next port: Istanbul, Turkey.

LOUISIANA (Seabulk Crew Management, LLC), April 30 – Chairman **Albert Mensah**, Secretary **Christopher Amigable**, Educational Director **Kevin Hall**, Deck Delegate **Tareq Ahmed**, Steward Delegate **Yolanda Martinez**. Secretary thanked crew for their help keeping the mess hall clean and reminded them to leave fresh, clean linen for reliefs. Educa-

tional director advised members to upgrade at the Piney Point school and keep their papers current. Members should allow for extra time to take care of documents and STCW. No beefs or disputed OT reported. Crew discussed shipping rule and how it applies to all crew members. They asked for increased vacation pay through collective bargaining with employers. Members suggested setting clear goals and defining specific objectives such as increasing vacation day accrual rates.

LIBERTY PRIDE (Liberty Maritime Corp), May 26 – Chairman **Keithan Bland**, Secretary **Nikia Stripling**, Steward Delegate **Dorothy Samuel-Harris**. All members now have refrigerators and will be getting TVs in rooms soon, per chairman. Educational director provided insightful ways to take advantage of the upgrading opportunities at the Paul Hall Center. No beefs or disputed OT reported. Crew requested more days of vacation pay and higher wages for Liberty ships. Members also asked for better Wi-Fi. Next port: Ulsan, Korea.

LOUISIANA (Seabulk Crew Management), June 7 – Chairman **Albert Mensah**, Secretary **Christopher Amigable**, Educational Director **Christopher Kirchhofer**, Deck Delegate **Tareq Ahmed**, Steward Delegate

Yolanda Martinez. Members reviewed the importance of creating and maintaining a safe and respectful work environment as well as addressing any negative behavior that would reflect otherwise. Members were encouraged to foster a culture of inclusivity and empathy as well as practice open communication. Secretary thanked crew for keeping mess hall clean. Educational director reminded members to upgrade at the Piney Point school and to take BST and LNG courses. No beefs or disputed OT reported. All departments were praised for outstanding work and dedication and thanked for a job well done.

OVERSEAS TAMPA (Overseas Ship Management), June 30 – Chairman **Jovan Williams**, Secretary **Jumaane Allen**, Deck Delegate **Lawrence Hernandez**, Engine Delegate **John Raquipiso**. Members asked for fans in all cabin rooms and reimbursement for boots and travel costs. Chairman thanked steward department for great food. Educational director advised members to upgrade at the Piney Point school and to update documents well in advance. No beefs or disputed OT reported. Crew requested additional internet data and ship T-shirts and suggested increasing both life insurance and pay rates to match increased costs of living. Crew needs new mattresses and a new hot water/coffee maker.

Know Your Rights

FINANCIAL REPORTS. The Constitution of the SIU Atlantic, Gulf, Lakes and Inland Waters makes specific provision for safeguarding the membership's money and union finances. The constitution requires a detailed audit by certified public accountants every year, which is to be submitted to the membership by the secretary-treasurer. A yearly finance committee of rank-and-file members, elected by the membership, each year examines the finances of the union and reports fully their findings and recommendations. Members of this committee may make dissenting reports, specific recommendations and separate findings.

TRUST FUNDS. All trust funds of the SIU Atlantic, Gulf, Lakes and Inland Waters District are administered in accordance with the provisions of various trust fund agreements. All these agreements specify that the trustees in charge of these funds shall equally consist of union and management representatives and their alternates. All expenditures and disbursements of trust funds are made only upon approval by a majority of the trustees. All trust fund financial records are available at the headquarters of the various trust funds.

SHIPPING RIGHTS. A member's shipping rights and seniority are protected exclusively by contracts between the union and the employers. Members should get to know their shipping rights. Copies of these contracts are posted and available in all union halls. If members believe there have been violations of their shipping or seniority rights as contained in the contracts between the union and the employers, they should notify the Seafar-

ers Appeals Board by certified mail, return receipt requested. The proper address for this is:

George Tricker, Chairman
Seafarers Appeals Board
5201 Capital Gateway Drive
Camp Springs, MD 20746

Full copies of contracts as referred to are available to members at all times, either by writing directly to the union or to the Seafarers Appeals Board.

CONTRACTS. Copies of all SIU contracts are available in all SIU halls. These contracts specify the wages and conditions under which an SIU member works and lives aboard a ship or boat. Members should know their contract rights, as well as their obligations, such as filing for overtime (OT) on the proper sheets and in the proper manner. If, at any time, a member believes that an SIU patrolman or other union official fails to protect their contractual rights properly, he or she should contact the nearest SIU port agent.

EDITORIAL POLICY — THE SEAFARERS LOG. The *Seafarers LOG* traditionally has refrained from publishing any article serving the political purposes of any individual in the union, officer or member. It also has refrained from publishing articles deemed harmful to the union or its collective membership. This established policy has been reaffirmed by membership action at the September 1960 meetings in all constitutional ports. The responsibility for *Seafarers LOG* policy is vested in an editorial board which consists of the executive board of the union. The executive board may delegate, from among its ranks, one individual to carry out this responsibility.

PAYMENT OF MONIES. No monies

are to be paid to anyone in any official capacity in the SIU unless an official union receipt is given for same. Under no circumstances should any member pay any money for any reason unless he is given such receipt. In the event anyone attempts to require any such payment be made without supplying a receipt, or if a member is required to make a payment and is given an official receipt, but feels that he or she should not have been required to make such payment, this should immediately be reported to union headquarters.

CONSTITUTIONAL RIGHTS AND OBLIGATIONS. Copies of the SIU Constitution are available in all union halls. All members should obtain copies of this constitution so as to familiarize themselves with its contents. Any time a member feels any other member or officer is attempting to deprive him or her of any constitutional right or obligation by any methods, such as dealing with charges, trials, etc., as well as all other details, the member so affected should immediately notify headquarters.

EQUAL RIGHTS. All members are guaranteed equal rights in employment and as members of the SIU. These rights are clearly set forth in the SIU Constitution and in the contracts which the union has negotiated with the employers. Consequently, no member may be discriminated against because of race, creed, color, sex, national or geographic origin.

If any member feels that he or she is denied the equal rights to which he or she is entitled, the member should notify union headquarters.

SEAFARERS POLITICAL ACTIVITY DONATION (SPAD). SPAD is a separate segregated fund. Its proceeds are used to further its objects and purposes including, but not limited to, furthering the political, social and economic interests of maritime workers, the preservation and furthering of the American merchant marine with improved employment opportunities for seamen and boatmen and the advancement of trade union concepts. In connection with such objects, SPAD supports and contributes to political candidates for elective office. All contributions are voluntary. No contribution may be solicited or received because of force, job discrimination, financial reprisal, or threat of such conduct, or as a condition of membership in the union or of employment. If a contribution is made by reason of the above improper conduct, the member should notify the Seafarers International Union or SPAD by certified mail within 30 days of the contribution for investigation and appropriate action and refund, if involuntary. A member should support SPAD to protect and further his or her economic, political and social interests, and American trade union concepts.

NOTIFYING THE UNION — If at any time a member feels that any of the above rights have been violated, or that he or she has been denied the constitutional right of access to union records or information, the member should immediately notify SIU President David Heindel at headquarters by certified mail, return receipt requested. The address is:

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

Paul Hall Center Upgrading Course Dates

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

Latest Course Dates



Title of Course	Start Date	Date of Completion
DECK DEPARTMENT UPGRADING COURSES		
Able Seafarer - Deck	November 4	November 22
ENGINE DEPARTMENT UPGRADING COURSES		
Welding	October 28	November 15
STEWARD DEPARTMENT UPGRADING COURSES		
Certified Chief Cook	November 4	December 6
ServSafe Management	October 28 December 2	November 1 December 6
Advanced Galley Ops	November 18	December 13
SAFETY/OPEN UPGRADING COURSES		
Basic Training Revalidation	October 28 November 18 December 2 December 6	October 28 November 18 December 2 December 6
Government Vessels	November 4 December 9	November 8 December 13
Tank Ship Familiarization - DL	October 21	October 25



UPGRADING APPLICATION

Name _____
 Address _____
 Telephone (Home) _____ (Cell) _____
 Date of Birth _____
 Deep Sea Member Lakes Member Inland Waters Member

If the following information is not filled out completely, your application will not be processed.

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

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

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

COURSE	START DATE	DATE OF COMPLETION
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

LAST VESSEL: _____ Rating: _____
 Date On: _____ Date Off: _____
 Signature: _____ Date: _____

NOTE: Transportation will be paid in accordance with the scheduling letter only if you present original receipts and successfully complete the course. If you have any questions, contact your port agent before departing for Piney Point. Not all classes are reimbursable. Return completed application to: Paul Hall Center for Maritime Training and Education Admissions Office, Email: upgrading@seafarers.org Mail: 45353 St. George's Ave., Piney Point, MD 20674 Fax: 301-994-2189.

The Seafarers Harry Lundeberg School of Seamanship at the Paul Hall Center for Maritime Training and Education is a private, non-profit, equal opportunity institution and admits students, who are otherwise qualified, or any race, nationality or sex. The school complies with applicable laws with regard to admission, access or treatment of students in its programs or activities.

Paul Hall Center Class Photos



Paul Hall Center for Maritime Training and Education
Lifeboat Class
 911

APPRENTICE WATER SURVIVAL CLASS #911 – Graduated July 19: Iman Afffi, Tyler Brown, Tito Butler Jr., Alex Cancel, Korgan Chalker, Lorraine Champagne, Terrance Clark Jr., Jamison Coronel, Darien Davis, Zainab Dexter, Victor Diaz, Edwin Edjeani, Garrett Giella, Cody Gore, James Jackson III, Wesley Jones, Susan Kennedy, Matthew Lehnen, Ike Okparaeke, Dakota Sletten, James Smiley, Andrew Smith, Casper Wilson and Zachary Wilson.



RFPNW – Graduated August 2 (above, not all are pictured): Bryden Beadle, Raekwon Brooks, Israel Christian-Grace, Caleb Estrada, Nathaniel Gancarz, Brandon Haffner, DeCarlo Harris Jr., Ahmad Quarles Jr., Orlando Quirantes, Malik Rainey, Xavier Roberts, Gary Rushing Jr., John Smith, Syncere Swinson, Wesley Tingle, Kiefer Vanderbilt, Marshall Whitcraft and Desiree Wilson.



WELDING – Graduated Aug 2: Melody Mitchell. Instructor Chris Raley is at left.



FAST RESCUE BOAT – Graduated August 23: Alexander Bennett, Cameron Mitchell and Derek Willis.



CERTIFIED CHIEF COOK – Graduated August 16: Marsheta Brooks, Michelle Conage, Madie Devaughn, Shelly Ford, Orin Godfrey Jr., Benito Solano, Tahisha Watson, Eddie Wells Jr. and Tyus White.

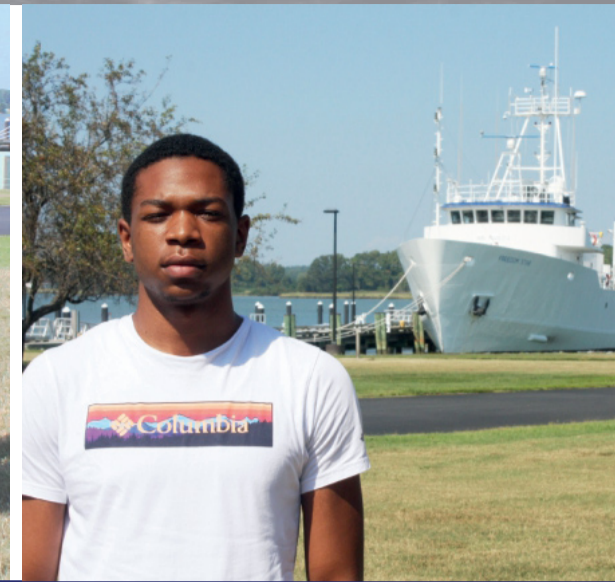


GOVERNMENT VESSELS – Graduated August 9 (not all are pictured): Vladimir Baez, Patrick Barry, Jordan Brown, Rayshard Brown, D'angelo Dickson, Eugene Evans Jr., Shardaysha Giles, Justo Guity, Michael Iverson, Ivan Kondakov, Martin Krins III, Connor Lumpkin, Kion Miller, James Mixon, Josefino Ramirez, Abdulfata Shammam, Shawn Smith, Derrick Sullivan, Calvin Taylor, Jon Tipton, Destin Tolbert and Kevin Willis.



TANK SHIP (LG) – Graduated August 16 (above, not all are pictured): Bryden Beadle, Yunlay Bridges, Raekwon Brooks, Israel Christian-Grace, Caleb Estrada, Nathaniel Gancarz, Brandon Haffner, DeCarlo Harris Jr., Ivan Kondakov, Damiano McLaughlin, Shakaylah Miller, Younis Nasser, Ricardo Petilo, Orlando Quirantes, Malik Rainey, Xavier Roberts, Gary Rushing Jr., John Smith, Syncere Swinson, Wesley Tingle, Kiefer Vanderbilt and Marshall Whitcraft.

Paul Hall Center Class Photos



GOVERNMENT VESSELS – Graduated August 30: Maximilian Bates, Robert Bergstedt Jr., Brian Bolden Jr., Daqwuan Cleveland, Jordan Cruz, Eric Davidson, Andre Dixon Jr., Yetiani Fernandez, Erik Galasso, Kilby Graham Jr., Adam Hassebrock, Kevin Hopkins, David Jackson, Azya Johnson, Jeremy Marte, Desawn Murray, Scott Nygaard, Joseph Paulin, Chad Peters, Ahmad Quarles Jr. (above, right) and Bryan Whiter.



MSC STOREKEEPER – Graduated August 30: Stacy Davis, Tammy Gammage, Walter Lewis Jr., Kion Miller, and Ali Yahia.



RFPEW – Graduated August 23 (above, not all are pictured): John Bowen Jr., Esteban Cisneros-Trevino, Elliot Dietrich, Austin Driggers, Adam Ferkula, Robiana Murphy, Chelan Peterson, Emmanuel Santos Capulong, Taylor Smith, Michael Sutton and Alfred Washington.



CHIEF STEWARD – Graduated August 9: Devin Brashear, Yunlay Bridges and Brittany Steward.



TANK SHIP FAMILIARIZATION (DL) – Graduated August 23 (above, not all are pictured): Bryden Beadle, Raekwon Brooks, Israel Christian-Grace, Caleb Estrada, Nathaniel Gancarz, Brandon Haffner, DeCarlo Harris Jr., Ahmad Quarles Jr., Orlando Quirantes, Malik Rainey, Xavier Roberts, Gary Rushing Jr., John Smith, Syncere Swinson, Wesley Tingle, Kiefer Vanderbilt and Marshall Whitcraft.



RFPNW – Graduated August 16: Jamal Boyette, Lamonica Daniels, Nicholas Howard, Jonathan Jewett, Jock Litzinger, James Mihay, Noah Neal, Mario Odom Jr., Travon Pinnekins, Isaiah Riascos, Malachi Riggs, Sangoutit Saliphan, Jonathan Schmitt, Eric Simmons, Wolsey Thomas Jr., Catyria Wilson and Vincent Winter II.



SEAFARERS LOG

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

Port of Tacoma Hosts Annual BBQ

The Port of Tacoma continued a tradition in hosting a BBQ for the membership on August 23, as a "thank you" for their participation in this year's Paint Tacoma Beautiful philanthropic effort. Roughly 40 members, retirees and their families came out for the event, which was held at the Tacoma hiring hall.

Port Agent Warren Asp said, "Typically, the Port of Tacoma tries to have an annual BBQ after the August membership meeting. It's partly to say thank you to the membership for painting a house with Paint Tacoma Beautiful earlier in the year. We've been back to having it annually, after the pandemic shut everything down. This year, we had the two main players from the Paint Tacoma Beautiful program bring a cake to the event and say thank you to the membership for supporting the program."

Asp also remarked that he plans to host the BBQ annually going forward, as it also serves as the kickoff event for the hall's yearly Santa's Castle toy drive. Details of that event will be featured in an upcoming edition of the *Seafarers LOG*.



Patrolman Dennison Forsman, at podium, reads his report at the union meeting immediately prior to the celebration.



Stopping in to express their thanks to the members who pitched in during the annual Paint Tacoma event were special guests (center, left to right) Alissa Humbert and Jessie Thompson from Associated Ministries.



Recertified Steward Amanda Suncin (left) helps serve BBQ to the members, friends and guests in line.



Oiler Charles Bishop (left) and QMED Samuel Fagerness



Port Admin Joni Bradley (left) and Recertified Bosun Sanjay Gupta



From left to right: AB Ekaterina Jansone, QEE Nicolae Marinescu, QEE Aleksey Vigovskiy and AB Ayan Cabasag.



Left to right: Retired Recertified Stewards Scott Opsahl, Duane Bergeson and Dennis Skretta.



Sister act: Steward Mary Maddox (left) and Recertified Steward Ingra Maddox help prepare the BBQ.