

SPEAKERS AT MTD SESSION



Lane Kirkland
AFL-CIO President



Congressman Richard Gephardt



Senator John Breaux



Major General John Piatak

MTD Executive Board members heard representatives of labor, government and the military speak on the importance of a strong and healthy American merchant marine.

Working over a two-day session, board members developed a series of proposals to present to Congress and the administration. (See story on page 3.)

SIU WEST COAST FISHERMEN CATCH GIANT TUNA



SIU-affiliated fishermen on the West Coast are catching giant tuna. The fish are eight to 20 times larger than normal, weighing 800 pounds or more. Pictured above with one of the huge fish is the crew of the *M/V Margaret F.* They are Skipper Antonio Ingrande, Salvatore D'Orio, Salvatore Sanfilippo, Salvatore Terramagra, Tommy Manzella, Giuseppe Orlando and Antonio Cefalu. (See story on page 6.)

SEAFARERS LOG

Volume 51, Number 3

March 1991

COURT TO HEAR SIU DRUG SUIT

PA

GOOD SHIPPING SEEN FOR LAKES

PA

SIU MEDICAL UNIT SAVES BIG BUCKS

PAGE 20

WAR MEMORIAL TO HONOR SEAMEN

PAGE 8

ON THE CARIBBEAN RUN



Sea-Land Challenger arrives in Port Elizabeth. (See story on page 10.)

JDD0000 L00-03-1038
DANKY, J
STATE HISTORICAL SOCIETY
OF WISCONSIN
816 STATE ST.
MADISON
MI 53706
011

Information on Pre-Employment Drug Testing—Page 7

President's Report

It was most encouraging to observe the strong expressions of support for revitalization of the American maritime industry that emerged from the executive board meeting of the AFL-CIO's Maritime Trades Department a few weeks ago. The well-attended sessions were informative and productive, with a range of issues being addressed that are of concern to American workers generally, as well as those of prime importance to the shipping industry.

Two experienced and exceptionally knowledgeable national figures, Senator John Breaux (D-La.) and Congressman Richard Gephardt (D-Mo.), spoke on the issues affecting American well-being and stressed the importance of an adequate U.S. shipping capability to the national security. And a new member of the House Merchant Marine Committee, Congressman Frank Pallone, was impressive in relating how he intended to help inform and educate his constituents to the need for an effective maritime policy.

Among the many reports and position papers acted on, considerable interest was shown in a presentation on the legal fight being waged by the SIU against the government's plan to institute a costly drug testing program for American seamen. It was made clear that the SIU's principal interest in attacking the plan in court stemmed from its concern over invasion of privacy rights of all seafarers. Additionally, the program discriminates against U.S.-flag ships because foreign seamen sailing vessels into American ports are not subject to the provisions in any way.

Besides seafaring and shipbuilding workers, the MTD board members present represented a broad spectrum of American union members: steel, automotive, airlines, railroad, government as well as the manufacturing and service fields.

Since it was first established under charter from the American Federation of Labor in 1946 by Harry Lundeberg, Paul Hall and representatives of the International Longshoremen's Association, the Federation of Grain Millers, the Radio Officers Union, and the Masters, Mates and Pilots Association, the Department has built a fine record of support for the maritime and the other workers whose unions are affiliated with it.

All signs indicate that the MTD will intensify its commitment to the interests of its member organizations and the trade union movement generally.

Tightening-up Process Begun

These are times to tighten up and increase the efficiency of the union machinery in every way possible. With foreign shipping competition getting tougher and no sign as yet that our government is conscious of the plight of the American-flag industry, we've got to sharpen our ability to wage intelligent efforts to bring about a change.

We've already embarked on a program to do just that, and initial reports indicate that we're on the right road.

We also have instituted a number of changes in the union's structure in order to assure that all of our operations and functions are carried out with maximum efficiency. This has resulted in streamlining of procedures and in communications throughout the organization. All these moves are calculated to make this union as responsive as possible to the needs of the membership.

Other changes and improvements will be made as they are deemed necessary. There are no better union memberships than the SIU's, and its representatives are determined that the security of Seafarers and their families are well served.

The Seafarers LOG

Response to the changes in the appearance of the Seafarers LOG since it appeared in its revised format has been very favorable. The changes were made to make the stories and other material easier to read, more attractive and better organized. As with every other facet of the union's operations, improvement of the LOG will be a continuing objective.

Support for Eastern Machinists

The SIU has joined the AFL-CIO in support of International Association of Machinists now on strike against Eastern Air Lines. The strike is being honored by the pilots and flight attendants. Both the IAM and ALPA, the pilots' union, are fellow members of the MTD. The machinists say this strike is not about wages—at issue is whether management has the right to dismantle a healthy union company to transfer assets to a non-union operation. SIU members and representatives are and will be part of the united union effort to save the jobs of Eastern employees.

Michael Sacco

SIU Scholarship Deadline Is April 14: File Now

The deadline for scholarships for seafarers and their children is April 14. There are seven scholarships available. For further information contact the union hall or write to the Seafarers Welfare Plan, Scholarship Program, 5201 Auth Way, Camp Springs, MD 20746.



The Buffalo (American Steamship), a mid-sized self-unloader, is crewed by SIU Great Lakes seamen. Vessels like the Buffalo, with their ability to navigate all kinds of waterways, are the backbone of the Great Lakes fleet.

GOOD YEAR SEEN FOR LAKES JOBS

ALGNAC . . . Every available piece of SIU-contracted equipment that could float was used last year on the Great Lakes, as Lakes seamen found their best job opportunities in five years.

Iron ore, coal and stone shipments all showed increases over 1987. The nine SIU-contracted companies all worked at near 100 percent capacity from July until mid-December.

Ore shipments totaled almost 68 million tons, up 10 percent from 1987. Coal shipments were up 7.3 percent to 40.5 million tons and stone totaled 27.8 million tons, a jump of 6.6 percent.

"We expect the same or better this year," said Algonac Port Agent Byron Kelley.

He said that any SIU Lakes member who wanted a job last year found one.

The Great Lakes season came to an official close Jan. 17 when the Sault St. Marie, Mich. locks were closed. Shipping on the Lakes usually remains shut down until early April, when ships begin to fitout for another season. But Kelley said some shipping could resume as soon as early March, as utilities begin to stockpile coal.

New Contracts

The 1989 season will be busy in more ways than one. While SIU members should be enjoying

another year of increased job security, SIU officials will be working hard on dozens of new contracts.

The Bob-Lo passenger boats contract is currently in negotiations and all the Great Lakes inland contracts must be hammered out.

In addition, the SIU's Lakes-wide contract with the Great Lakes Association of Maritime Operators is subject to negotiation this year. That pact covers all the jobs on the large Great Lakes ships.

Earliest Fitout in 20 Years

The SIU Great Lakes fleet will begin its earliest fitout in two decades this month. A few Lakes ships began their fitouts March 1. The rest are expected to be sailing by the end of the month.

There are predictions that the 1989 sailing season will top last year's, which was the best season on the Lakes in five years. Last year any SIU Lakes member who wanted a job, found work.

The demand for durable goods has been on the upswing for the past two years. That demand has required increased steel production. The Lakes vessels are the main form of transportation in delivering the coal, iron ore and stone used in the steel making process.

Volume 51, Number 3

March 1989



The LOG (ISSN 0160-2047) is published monthly by the Seafarers International Union; Atlantic, Gulf, Lakes and Inland Waters District; AFL-CIO; 5201 Auth Way; Camp Springs, Maryland 20746. Telephone (301) 899-0675. Second-class postage paid at MSC Prince Georges, Maryland 20790-9998 and at additional mailing offices. POSTMASTER: Send address changes to the LOG, 5201 Auth Way; Camp Springs, Maryland 20746.

President, Michael Sacco; Secretary-Treasurer, Joe DiGiorgio; Executive Vice President, Joe Sacco; Vice President Collective Bargaining, Angus "Red" Campbell; Vice President Atlantic Coast, Jack Caffey; Vice President Gulf Coast, Thomas Glidewell; Vice President West Coast, George McCartney; Vice President Lakes and Inland Waters, John Fay; Vice President Government Services, Roy Mercer.

Communications Department Director, Jessica Smith; Editor, Charles Svenson; Managing Editor, Mike Hall; Associate Editors, Max Hall and Deborah Greene; Design Consultant, Dennis Goris.



Congressman Frank Pallone (D-NJ), a new member of the House Committee on Merchant Marine and Fisheries, says he'll support a strong U.S.-flag merchant marine.



George Becker, vice president—administration of the United Steelworkers of America, speaks on revitalizing the American steel industry.



Transportation Communications Union vice president Jack Otero thanks MTD executive board members for their support of his election as vice chairman for voter registration of the Democratic National Committee.



MTD vice president, and International Union of Operating Engineers, Local 25 business manager, William F. Zenga reports on the dredging industry.

MTD URGES PROMPT ACTION TO BOLSTER AMERICAN-FLAG MERCHANT MARINE

Expressing concern over the dangerous state of the nation's private maritime industry, board members of the AFL-CIO Maritime Trades Department (MTD) urged Congress and the administration to adopt legislation aimed at bolstering the U.S.-flag fleet to protect the nation's economic and national security interests.

The MTD executive board, representing 43 national unions and more than eight million workers in maritime and related fields, heard speakers from Congress, the military and labor during the two-day session held in February prior to the AFL-CIO's Executive Council meetings.

Sacco stresses union cooperation

With the board acting on issues of concern to MTD affiliates representing manufacturing, shipbuilding, service, government and maritime sectors, MTD President Mike Sacco, who also heads the SIU, noted that "we get together to discuss mutual problems and how we can help one another, how we can cooperate as fellow trade unionists."

Lane Kirkland, president of the AFL-CIO and a former member of the U.S. merchant marine, spoke of our national economic and security interests. Kirkland said, "A nation of fewer than 400 merchant vessels cannot secure its future as a world trading power. And because more than 90 percent of men and material needed to sustain a war effort would still have to be carried onboard ships, such a nation certainly cannot adequately protect the security of the free world."

Breaux Wants New Policy

Senator John Breaux (D-La.), chairman of the Senate Subcommittee on the Merchant Marine, told the MTD executive board that the time was now to promote and enact a vigorous national maritime policy. The defense build-up over the Reagan years had completely overlooked the merchant marine and its decline must be turned around, said Breaux.

Addressing the need for fair trade, Congressman Richard Gephardt (D-Mo.) outlined his legislative package to promote American industry and produce good paying jobs for American workers. "The truth behind the glossy headlines of low inflation and low unemployment is that American workers are suffering through wage stagnation and wage decline. It must be our goal to get wages up and improve the standard of living for all Americans," Gephardt said.

Freshman Congressman Frank Pallone (D-NJ), a new member



MTD western area executive board member and International Association of machinists vice president Justin Ostro (left) and Gene Upshaw, president of the National Football League Players Association, follow the proceedings.

of the House Merchant Marine and Fisheries Committee, pledged to educate his electorate on the importance of a strong domestic merchant marine as part of the campaign to rebuild the U.S.-flag fleet. MTD vice-president William F. Zenga thanked Congressman Pallone for being such a good friend to the dredging industry.

Further advocacy for a strong fourth arm of defense came



Michael Sacco, MTD president, welcomes board members.

from Major General John Piatak, director of Plans and Resources of the United States Military

Transportation Command (TRANSCOM). General Piatak told the MTD executive board, "Defense transportation is essential to U.S. national strategy because it provides a credible deterrent to war as well as the safety net for national emergencies."

General says transportation capability essential for peace

Noting the Bush-Quayle campaign's promise to "restoring the United States maritime industry in the interests of economic and national security," MTD board members urged immediate congressional and administration action to reverse the industry's backslide.

The MTD executive board called for:

- expanding the Jones Act to in-

continued on page 4



MTD eastern area executive board member and president of the Seafarers International Union of Canada Roman Gralewicz (right) and Jean Ingrao, MTD executive secretary-treasurer review a policy statement.

MTD URGES ACTION ON U.S. FLEET

continued from page 3

clude all work within the nation's 200 mile Exclusive Economic Zone.

- enforcing existing cargo preference laws,
- requiring foreign cruise ships operating out of U.S. ports to use domestic crews and to perform repairs and shipbuilding in U.S. yards and
- negotiating bilateral access to cargo movements, reserving a substantial share of U.S. trade for U.S.-flag carriers.



Owen Bieber, president of the United Automobile Workers, speaks on the importance of a fair and neutral National Labor Relations Board.

A sound energy policy, encouraging national production for national consumption was advocated by the MTD executive board. Today domestic oil production is down and continuing to fall, the board said, calling on Congress and the administration to extend the export ban on North Slope Alaska oil, thereby ensuring domestic oil for U.S. markets.

The board also urged exploration and development of the oil fields located in the Arctic National Wildlife Refuge (ANWR) in order to meet continuing U.S. consumption when the North Slope oil tapers off.

MTD board members called for legislative initiatives designed to increase fair trade and protec-

tion of the American textile and steel industries. Board members also urged that the National Labor Relations Board once again become the neutral government agency which allows for peaceful resolution of disputes involving employers and their employees. The MTD executive board asked Congress to expand unpaid leave time for employees with young families.

Jean Ingrao, MTD executive secretary-treasurer, provided board members with a report of the department's activity over the past year and announced changes in the make-up of the executive board. Ingrao told the board that they face many chal-



President of National Marine Engineers' Beneficial Association C.E. (Gene) DeFries (left) and Air Line Pilots Association president Captain Henry A. Duffy listen to the speakers.

lenges, particularly in the areas of trade and protection of workers' rights. "Unless the Administration does a complete turnaround, we are going to see new assaults on the rights of working people to exercise their rights and we're going to see a further expansion of unfair trade practices," she said.

Stanley Brand, former general counsel of the House of Representatives, addressed the board members. Brand is the attorney in the lawsuit jointly filed by the SIU and the Transportation Institute against the government's drug testing regulations affecting maritime workers.

Brand told the meeting that through the drug testing regulations, government had intruded into the most private affairs of working men and women. Brand said, "The Reagan-Bush admin-



Ray McKay, president of the Marine Engineers Beneficial Association District 2 (left) with Joe DiGiorgio, Seafarers International Union secretary-treasurer.



International Longshoremen's Association president John M. Bowers listens to the NLRB policy statement discussion.

istration has run on and promoted the idea that government ought to get off the backs of its citizens . . . this program puts the government in our bathrooms—a breach of the Reagan administration's promise to lessen government intrusiveness."



Julius Isaacson, president of the International Union of Allied, Novelty and Production Workers, asks union members to follow a "Buy American Made Products" policy.

Julius Isaacson, president of the International Union of Allied, Novelty and Production Workers called on all MTD executive board members to "urge American sports teams to wear and use American made products."

Thanking board members for their support of his successful candidacy for vice chairman of voter registration for the Democratic National Committee, Jack Otero, vice-president of the Transportation Communication Union, pledged to use his new position to further the interests of working people.

AFL-CIO Economic Research Department Director Rudy Oswald and Bert Seidman, director of Occupational Safety, Health and Social Security, addressed the delegates on the effects of eight years of Reagan economic policies. John Perkins, director

of the AFL-CIO's Committee on Political Education and Robert McGlotten, director of legislation spoke on how labor's political lobbying operation could help put working people's concerns back on the top of the legislative agenda.



James Hatfield, president of the Glass, Molders, Pottery, Plastics and Allied Workers International Union introduces MTD statement mourning the loss of Frank Drozak.

Dr. John Calhoun Wells, president of the Gray Labor/Management Institute in Beaumont, Texas, spoke on the future of unions and collective bargaining. "Companies must realize that unions are partners in growth, productivity and change. The adversarial relationship of the past must make way for cooperation between unions and employers in the future," he said.



Stanley Brand, attorney of the law firm Brand and Lowell, explains why the shipping industry is united in its opposition to the new drug testing regulations.

Addressing the issue of health and safety concerns on the job, Donald Elisburg, executive director of the Occupational Health Legal Rights Foundation, said unions can play an important role in helping workers protect themselves before or after exposure to toxic materials where they work.



John J. Barry, president of the International Brotherhood of Electrical Workers (left), Alfred K. Whitehead, president of the International Association of Fire Fighters and Jacob F. West, president of the International Association of Bridge, Structural and Ornamental Iron Workers during the board meeting.

SUMMARY OF MTD ACTIONS

Frank Drozak

Mourned the loss of a friend and leader. Frank Drozak, who served as MTD president until his death in 1988, provided steadfast leadership during the maritime industry's darkest and most difficult years.

A Maritime Policy

Urged the administration and Congress to commence immediately the task of developing programs that will bring about expansion for all segments of the industry. Expressed willingness to develop a broad coalition necessary to secure adoption of a beneficial maritime policy.

Commitment to the Jones Act

Urged that the Jones Act be strengthened and extended to realize a U.S.-flag fleet capable of serving the nation's defense and economic interests. Waivers and other attacks to weaken the Act were condemned. The Jones Act should be broadened to include all work completed within the United States Exclusive Economic Zone.

Cargo Preference Enforcement

Called upon Congress to undertake steps which will bring about maximum U.S.-flag participation in existing cargo reservation programs. Urged increasing the law's scope to include all goods moved by or at the government's request.

Foreign-Flag Cruise Ships

Called for enactment of legislation that will place the American cruise industry on an equal competitive level with its foreign competition. The government must assist in the development of a healthy U.S.-flag industry in the United States, particularly to meet troop transport capabilities in the event of a national defense emergency.

Export Ban on Alaska Oil

Recognizing the benefits of a plentiful domestic supply of oil, the board called for extension of export restrictions covering crude oil produced in Alaska's North Slope.

Development of Oil in ANWR

Urged exploration and development of oil reserves contained in a small portion of the Arctic National Wildlife Refuge (ANWR). By extending the export ban on North Slope oil and by developing ANWR oil, the United States sends a clear message to OPEC that the 1970 shortages will not be relived.

Great Lakes Development

Federal funding and an accelerated construction schedule was urged for the building of a new 1,000-foot Soo lock. Asked for immediate authorization and funding for dredging of the St. Mary's River connecting Lake Superior with Lake Huron.

Maritime Out of GATT Talks

The General Agreement on Tariffs and Trade (GATT) has included maritime services on its agenda. Reiterated its opposition to maritime being part of GATT approved international regulations, citing the danger inclusion in the talks would pose to subsidy programs, loan guarantees, cargo reservation and cabotage laws.

MSC Procurement Policies

Called for congressional and administration examination MSC procurement procedures which focus exclusively on obtaining the lowest possible cost without any consideration of the impact that depressed charter hire rates have on the maritime industry. Government must develop mutually beneficial policies between MSC and the industry in order to further our national defense.

National Labor Relations Board

Called upon the administration to appoint individuals to the NLRB who will act in a fair and neutral manner in order that workers rights to join a union, bargain and strike are restored and once again protected.

Voluntary Restraint Agreements (VRA's) for Steel

Supported a five-year extension of VRA's which require 29 nations to hold their steel exports to a negotiated percentage of our domestic consumption. Called for enactment of legislation to assist the steel industry in its efforts to modernize and retrain laid-off workers.

Minimum Wage Increase

Expressed outrage that the minimum wage of \$3.35 an hour has not increased since 1981, when over the past eight years it has lost 30 percent of its real value. Called for expeditious enactment of legislation to restore the national minimum wage to a level of dignity for all minimum wage earners.

Protecting Domestic Textiles

Recognizing the threat of increased foreign import penetration in the domestic textile trade, the board called upon Congress and the administration to cooperate fully to develop a legislative package providing relief to the American textile and apparel industry.

Social Security and Medicare

All social security and medicare commitments should be respected by Congress. Opposed any efforts to tax social security benefits or abolish cost-of-living adjustments. Medicare should be expanded to cover long-term catastrophic health care expenses. Congress was urged to pass legislation prohibiting physicians from charging Medicare patients far in excess of Medicare-approved rates.

Continued on page 9

AFL-CIO SPEAKERS



Rudy Oswald, Director Department of Economic Research



Bert Seidman, Director Department of Occupational Safety, Health and Social Security



Robert McGlotten, Director Department of Legislation



John Perkins, Director Committee on Political Education

Tracing the disastrous policies of the Reagan Administration, AFL-CIO department directors outline a program to turn the country around.

MTD PHOTO ROUNDUP



Frank Lonardo (left), President of Local 1814 International Longshoremen's Association, Teddy Gleason, president emeritus of the IILA, Ed Panerello, secretary-treasurer of the Maritime Port Council of Greater New York and Vicinity, Ed Turner, executive vice president emeritus of the SIU and Gilbert Gauthier, president of the Canadian Marine Officers Union.



Lenore Miller, president of the Retail, Wholesale Department Store Union.



Joe Sacco, executive vice president of the SIU.



Page Groton (left), vice president of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Bernard Puchalski, president of the Greater Chicago and Vicinity Port Council and Dominic Carnevale, administrative assistant to the president of the United Association of the Plumbing and Pipe Fitting Industry of the United States and Canada.

Continued on page 9

SIU WEST COAST FISHERMEN CATCH RECORD TUNA

SIUNA fishermen of San Pedro have closed out one of the best fishing years in a long time, thanks to the giant tuna.

After a lull of many years, the giant tuna suddenly appeared and no one seems to be able to explain the cause of this phenomenon. The giant tuna, which are eight to 20 times larger than those normally caught in these waters and weighing 800 pounds and more, enabled the San Pedro fishermen to enjoy a dramatic increase in wages.

The San Pedro fishermen are members of the Seafarers International Union of North America affiliated Fishermen's Union of America. The Fishermen's Union represents fishermen of San Diego and Monterey as well as those in San Pedro. The union was the result of a merger in 1975 of three SIUNA west coast fishing unions including the Seine and Line Fishermen of Monterey, an original 1938 affiliate of the international union.

Terry Hoinsky, president of the Fishermen's Union, says the union is concerned with the problem arising out of the liability insurance crisis which is crippling the industry. She said the union is exploring several possible methods for bringing about reduction in high premium costs which are discouraging boat owners in the industry.

Hoinsky, who is a vice president and executive board member of the SIUNA, reports that the union has restructured its three ports to improve membership services and is conducting an organizing drive among non-union boats in San Pedro.

The Fishermen's Union, says Hoinsky, has also upgraded the death benefit paid to members in the San Diego region, bringing its level to parity with Monterey and San Diego fishermen.



Terry Hoinsky (right), president of the SIUNA-affiliated Fishermen's Union of America, with Augustine Felando, President of American Tunaboat Owners, at a fisheries conference in Washington, D.C.

EASTERN'S BAD MANAGEMENT PROVOKES MACHINISTS STRIKE

PILOTS REFUSE TO CROSS PICKET LINES

At 12:01 am, Saturday, March 4 Eastern Air Lines mechanics and ramp operators represented by the International Association of Machinists went on strike. Eastern pilots, members of the Air Line Pilots Association, and flight attendants from the Transport Workers Union refused to cross the picket line, forcing Eastern to halt operations. The SIU quickly demonstrated its support by helping to man picket lines at Eastern hubs.

The Machinists union has done everything in its power to avoid the current strike. In 16 months of bargaining, Eastern management refused to move from its initial wage reduction demands. The union agreed to binding arbitration which would have meant continual negotiations until an agreement was reached. In addition, the union has solicited President Bush to call a Presidential Emergency Board to make recommendations leading towards a settlement. Action by President Bush would stop the strike. Eastern, on the other hand, refused to agree to binding arbitration and asked the President not to get involved.



SIU member Captain Lon Flade talks with Eastern pilot and SIU seaman Charles Collins walks with a striking machinist at Philadelphia's airport.

LOG CELEBRATES 50 YEARS



The Seafarers LOG first appeared on February 10, 1939 and has been continually publishing for fifty years. The front page of the first issue shown above generally reflected the SIU's intense organizing activities and its battles against communist efforts to control U.S. waterfront unions. After the union was founded on October 15, 1938, and until the LOG commenced publication the following February, union members were informed and served through hundreds of bulletins.

IRVING BROWN DIES: LED FIGHT AGAINST COMMIES IN POST-WAR EUROPE

IRVING Brown, whose anti-communist activities in post-war Europe made him a legendary figure in the free trade union movement, died in Paris at the age of 77.

The son of a representative of the International Brotherhood of Teamsters, Brown was born in New York. After graduating from college in 1932, he became an organizer for the United Automobile Workers, becoming a national organizer for the AFL in 1940. In 1942 Brown was appointed as a labor representative to the War Production Board.

Brown's major contribution occurred in the 1950s and 1960s when he set up and led campaigns to prevent communist takeovers of European and international labor organizations. Brown's efforts helped rebuild democratic unions in post-war Europe.

During the post-war reconstruction effort when the United States was delivering Marshall Plan aid cargoes to the democracies, communist-controlled unions attempted to block delivery from the ships at the waterfront.

Brown set up headquarters in Brussels from where he organized committees of dock and other maritime workers to fight the Communist Party calls seeking to block the American aid program. In that period the World Federation of Trade Unions was controlled by communist-led national labor bodies. In 1949 Brown helped create the

International Confederation of Free Trade Unions which broke



Irving Brown

away from the communist-controlled body.

It was during this time that Paul Hall and other representatives of the SIU developed a relationship with Brown. At the time, the SIU of Canada was engaged in a bitter battle to break communist control over Canadian seamen and shipping.

Brown was executive director of the African American Labor Center from 1965 until 1973, when he returned to Paris to head the AFL-CIO's European office. He became director of international affairs for the AFL-CIO in 1982.

INFORMATION ON PRE-EMPLOYMENT DRUG TESTING

Pre-employment drug testing will go into effect June 21, 1989, unless the SIU and Transportation Institute's jointly filed lawsuit halts the government's action.

Because the outcome of the lawsuit is unknown and subject to appeal to a higher court, the SIU is currently taking all necessary steps to protect the individual member's employment rights during the drug testing procedure required by the regulations.

Therefore, until there is a ruling that the regulations are invalid, all maritime workers, including SIU members, must comply with the drug testing rules if they are to be employed on U.S.-flag commercial vessels, deep-sea, Great Lakes and inland waters.

What follows are questions and answers on the procedure for pre-employment drug testing required by Final Rule: CGD 86-067, issued Nov. 21, 1988 by the Department of Transportation, United States Coast Guard and which went into effect Dec. 21, 1988.

Q. Who is affected by the regulations?

A. All individuals employed upon U.S.-flag commercial vessels are affected by the regulations. This means licensed and unlicensed alike. The Department of Transportation reported in its introduction to the regulations that the drug testing provisions governing maritime indus-

try personnel will affect an estimated 120,000 maritime workers serving on all types of commercial vessels.

Q. When did the pre-employment drug testing regulations go into effect?

A. The regulations went into effect Dec. 21, 1988. The regulations stated that pre-employment drug testing was to be put into operation by June 21, 1989. As a result, by June 21, 1989 operators will only be able to crew vessels with individuals who have complied with the drug testing procedures and whose tests are negative.

Q. How will the 90 day registration and shipping system be affected by the drug regulations?

A. Since drug clearance is now required by the government as a condition of employment for maritime workers on U.S.-flag vessels, the individual shipping through the hiring hall must, by federal regulation, show proof of a negative drug test result. The drug test must be taken in accordance with the procedures outlined in the regulations.

Because of the SIU's 90 day system of registration and shipping, drug testing for SIU members will become effective tentatively the first week of April. On that date, an individual register-

ing in the hiring hall must show proof of a negative drug test result along with the other required documents. Thus, every seaman who will be sailing after June 21, 1989 will be in compliance with the regulations.

Q. What will the pre-employment drug tests analyze?

A. The regulations ask the drug testing laboratory to test for appearance in the urine specimen of the following substances:

- Marijuana,
- Cocaine,
- Opiates,
- Phencyclidine (PCP) and
- Amphetamines.

Q. Beginning tentatively the first week of April how does a SIU deepsea seaman take a drug test?

A. Seafarers Welfare Plan Clinics and contracted physicians will serve as collection sites for urine specimens. An SIU member can go to the clinic or contracted physician to provide a urine specimen for the laboratory.

The SWP clinic will not examine the sample. The clinic will simply function as a collection site, insuring that a member's rights are protected during the collection process.

Q. What will the clinic do with the individual's specimen?

A. Once the specimen is taken at the clinic, the specimen will be sent to the drug testing laboratory.

The drug testing laboratory must be certified by the Department of Health and Human Services (DHHS). DHHS, in turn, is working with the National Institute on Drug Abuse (NIDA). A laboratory only obtains DHHS certification if it meets the highest standards and has a track record which includes no errors in testing results.

Q. What will happen to the urine specimen at the laboratory?

A. The specimen will be submitted to an initial testing. If the result is positive, the specimen will go through a confirmatory testing.

Q. What will the laboratory do with the drug test results?

A. The results of the drug tests will be sent by the laboratory to the Medical Review Officer (MRO). The MRO will review all results.

Q. After taking the test, what should the seaman do next?

Continued on page 8

SIU SUIT AGAINST DRUG TESTING NEARS HEARING

The United States District Court is expected to consider the SIU's charge that the current drug testing regulations are unconstitutional within the next couple of months. By filing a motion for summary judgement with the court on Feb. 28, the SIU is keeping the case on a legal fast track. The government is expected to respond to the SIU's action around March 10. The Union anticipates a court hearing date in April. After the court considers the case, a final decision will be issued.

When the United States Coast Guard, a federal agency in the Department of Transportation, introduced sweeping drug testing regulations for the maritime industry on Nov. 21, 1988, the SIU and the Transportation Institute joined in instituting a suit in federal court to set aside the government-forced procedures. Nonetheless, the Coast Guard's regulations went into effect on Dec. 21, 1988.

The SIU maintains that the drug testing regulations trample on fundamental individual constitutional rights. By allowing unwarranted searches and seizures, the fourth amendment is

violated. The drug testing law also disregards the fifth amendment protection of an individual's privacy, the Union charges.

Representing U.S.-flag companies engaged in foreign and domestic shipping, the Transportation Institute charges the Coast

Foreign-Flag Ships Not Covered

Guard with unnecessarily burdening the U.S.-flag operator with the cost of implementing the drug testing program while allowing foreign-flag vessels, not covered by the regulations, to get away scott free. The costs of implementing the drug testing regulations must be entirely borne by U.S.-flag operators, and are variously estimated from 64 million to 150 million dollars annually.

The lawsuit also says the Coast Guard rule "enlists private employers as unwilling foot soldiers required at their own ex-

pense to violate their own employees' rights."

The Coast Guard, in issuing the regulations, admitted that the agency could not "specifically identify the use of drugs or alcohol as a major causal effect in commercial vessel losses or casualty damage." Yet the Coast Guard contended that it "is reasonable to assume that because there is a drug problem in society, there is also a potential drug problem in the merchant marine." The Coast Guard to date has failed to provide any statistical evidence of high drug usage in the maritime industry.

Prior to issuing any drug testing regulations affecting maritime workers, the Department of Transportation had promulgated drug testing procedures for land and air transportation workers. Legal battles involving these regulations have focused on random testing.

In a trucking case, the federal district judge issued an injunction against random testing, stating that the regulations "lack the requisite element of individualized suspicion." The judge also pointed out that the trucking drug testing regulations "are not

supported by particularized reliable findings about rampant drug use."

Compared to the drug testing regulations affecting land and air transportation workers, the rule covering the maritime industry is far more extensive. Testing of employees in other transportation sectors was limited to safety and security related personnel, while in maritime the regulation is directed at "all individuals engaged onboard a vessel."

The Nov. 21, 1988 drug testing regulations affecting all seamen employed on U.S.-flag commercial vessels were brought about as part of the Reagan administration's symbolic "war on drugs." Congress, however, in its Omnibus Drug Initiative Act of 1988, specifically refrained from authorizing drug testing for safety-sensitive transportation workers.

The SIU does not oppose drug testing when handled as part of the collective bargaining process where an individual member's rights can be protected. The Seafarers Addictions Rehabilitation Center has been dealing effectively with substance abuse problems without forsaking an individual's constitutional rights.

MEMORIAL TO HONOR SEAMEN LOST IN U.S. WARS

A prototype of a new memorial which will honor merchant seamen who lost their lives in the defense of their nation was unveiled at a luncheon in Manhattan last month. The memorial, which was largely funded through donations by merchant seamen and private organizations, is scheduled for completion in 1990.

Like the much-publicized Vietnam War Veterans Memorial in Washington, D.C., this memorial is intended to correct an historical oversight. Forty-four years after the end of World War II and 213 years after the founding of this nation, there is no marker to dignify the burial site of those merchant seamen who lost their lives at sea.

In every war since the inception of this nation, merchant mariners have been in the forefront of the fight to preserve American liberty. In the War of Independence, for example, this nation had no Navy; private merchant vessels added greatly to the war effort by engaging the British fleet at sea.

The War of 1812 was fought over one issue: the impressment of American seamen by British warships. The private merchant fleet was so important to the economic well-being of the new nation that Americans went to war to defend the concept of freedom of the seas.

In recent times, thousands of American seamen lost their lives at sea while manning America's "bridge of ships," which Win-



Pictured above is an artist's rendition of the war memorial, which honors merchant mariners who died while defending their country. All American seamen who gave their lives, from the War of Independence to modern times, are honored.

ston Churchill said turned the tide for the Allies in World War II. But the contributions of those brave men and women were never properly recognized: for 43 years after the war, American seamen were denied veterans' status.

The new monument will be located at the southern tip of Manhattan, south of Pier A, a city-owned Victorian landmark building on the breakwater extension.

The Pier A breakwater was constructed nearly 90 years ago and provided a safe landing for the Ellis Island immigrants being ferried over to the isle of Manhattan.

The design for the new memorial is a result of a competition held by the Battery Park City Authority. The winner, Marisol Escobar, was chosen out of a field of more than 200 contestants.

Escobar's winning design recreates a moving scene depicting four figures of surviving mariners whose ships were lost; one of the seamen is being saved from the sea by a shipmate. The ship will be made of stainless steel.

AFL-CIO President Lane Kirkland, a former officer in the U.S.-flag merchant marine, spoke at the luncheon. SIU Vice President Jack Caffey represented the SIU.

PRE-EMPLOYMENT DRUG TESTING QUESTIONS AND ANSWERS

continued from page 7

A. From the date the test is taken, within three to seven working days, the seaman can pick up a card from the SWP clinic or contracted physician which will serve as proof of the individual's negative drug test result. The card will indicate the seaman is in compliance with Final Rule: CGD 86-067. The MRO will have provided the clinic or designated physician with instructions on which individuals should receive the card.

The card can then be submitted, along with all other documents required by law and the shipping rules, at the time of registration at the hall.

Q. How long is the clearance card good for?

A. The clearance card, indicating the seaman is in compliance with Final Rule: CGD 86-067, is good for a six-month period.

Q. What does the MRO do with a positive result?

A. The drug testing regulations require that a Medical Review Officer evaluate all positive

confirmatory tests. Each individual who tests positive has the right to speak with the MRO by telephone to discuss the test result. The MRO will personally call the individual. *It is very important that individuals filling out the drug test form include their phone numbers.* During the telephone discussion with the MRO, the individual can explain any medical circumstances which may have caused a positive result. After the discussion, the MRO will make a decision as to the accuracy of the test result. Only the MRO makes this decision. Neither the Union or the employer is involved in the review of additional medical evidence or deciding whether the result is correct.

Q. If the confirmatory test is positive after MRO evaluation, what does the MRO do?

A. The MRO is required by the regulation to report the positive test result to the employer or the employer's designated agent.

Q. What does the employer do with the confirmed positive drug test?

A. The employer is required by the regulation to report the results in writing to the nearest Coast Guard Office in Charge, Marine Inspection (OCMI). The individual who tested positive shall be denied employment as a crewmember or removed from duties which directly affect the safety of the vessel's navigation or operations as soon as practicable and shall be subject to suspension and revocation proceedings against his or her license, certificate of registry or merchant mariner's document.

Q. If a seaman, boatman or dredgeman tests positive, how can he or she be reemployed on a U.S.-flag commercial vessel?

A. An individual who has tested positive may not be reemployed aboard a vessel until the Medical Review Officer determines that the individual is drug free and that the risk of subsequent use of drugs by that person is sufficiently low to justify his or her return to work. In

addition, the individual must agree to be subject to increased, unannounced testing for a period determined by the MRO of up to sixty (60) months.

Q. If an individual is interested in rehabilitation programs, who should be contacted?

A. The Seafarers Harry Lundeberg School of Seamanship Addictions Rehabilitation Center (ARC) offers programs for substance abusers who no longer want to be dependent on drugs or alcohol. To apply for ARC, contact your Union hall or write to SHLSS Addictions Rehabilitation Center, Piney Point, Maryland 20674. In addition, rehabilitation programs are offered in many local communities.

Q. What about other kinds of drug testing?

A. The regulations require pre-employment testing to be in place by June 21, 1989. The other forms of drug testing required by the regulations—random, periodic, reasonable-cause and post-casualty (which also includes testing for alcohol use)—are to be implemented by Dec. 21, 1989.

MTD SESSION PHOTO ROUND-UP

continued from page 5



Laundry and Dry Cleaning International Union president Frank Ervolino, who also serves as secretary-treasurer of the Buffalo Port Maritime Council, reads MTD's GATT statement.



International Chemical Workers Union president Frank Martino lists MTD's energy policy priorities.



Dr. John Calhoun Wells (left), president of the John Gray Institute of Beaumont Texas, Larry Jackson, secretary-treasurer of the American Federation of Grain Millers and Donald Elisburg, administrator of the Occupational Health and Legal Rights Foundation.



Vice president emeritus of the American Federation of Grain Millers Peter Rybka, Mel Pelfry (left), president of the Toledo Port Maritime Council and Richard Mantia, president of the Greater St. Louis Area and Vicinity Port Council.



Vice president of the United Food and Commercial Workers Union, Doug Dority.



United Industrial Workers national director Steve Edney asks a question on the new drug testing regulations.

Letters to the Editor

To the Editor:

I need you to do me a big favor.

A fellow SIU deepsea member and very good friend of mine, Dan Bradley, passed away this summer in August.

Everywhere Dan went he made friends. Dan sailed on both the east coast and west coast and made friends in both places.

Dan was liked and loved by everyone who had the pleasure of knowing him.

Dan left behind a beautiful wife and beautiful baby girl, three months old at the time of his departure.

So Dan, may your body and soul rest in peace.

You will be missed by a lot of people, your wife especially and me. We love you and we will all miss you.

Fair sailing on that big ocean in the sky.

John C. Cox
Book C-1779
Los Angeles, CA

Editor's Note: The family of the late brother Daniel Bradley III has asked the LOG that any of his old shipmates who wish to call and talk about Dan to contact the family at 301/725-4699.

Brother Bradley died in a traffic accident August 13, 1988. He was 30 years old.

He was born in Washington, D.C. and grew up in Laurel, MD. He graduated from the Harry Lundeberg School of Seamanship and he made many friends among his union brothers during his sailing years.

Surviving are his wife, the former Nancy Corbitt, and a daughter, Alaina Clarke Bradley, both of Hampstead, MD, his parents, Muriel and Daniel Bradley, Jr., and a brother, Andrew, all of Laurel, MD, two sisters, Lydia Umlandt of Severna Park, MD and Sheila Geist of Laurel, MD, and a grandfather, Mason E. Wallace, Sr. of Silver Spring, Md.



Dan Bradley III and his wife Nancy at the wheel of the family sailboat on the Chesapeake Bay.

SUMMARY OF MTD ACTIONS

continued from page 5

Marine Emissions

Called for an amendment to the Clean Air Act to establish uniform national standards for marine emissions.

Japan Air Lines

Japan Air Lines (JAL) was blasted for violating the rights of employees who work in Chicago's Nikko Hotel, a JAL-owned operation. Vowed to bring pressure on JAL through contact with U.S. representatives engaged in trade negotiations with Japan.

Staten Island Navy Base

Adopted the Maritime Port Council of New York's resolution to support the Navy's new surface action group base at Stapleton, Staten Island.

Family and Medical Leave

Supported legislation which addresses the needs and aspirations

of modern American families, such as a congressional proposal for a national leave policy providing job-protected, unpaid time off to meet parental responsibilities and health conditions.

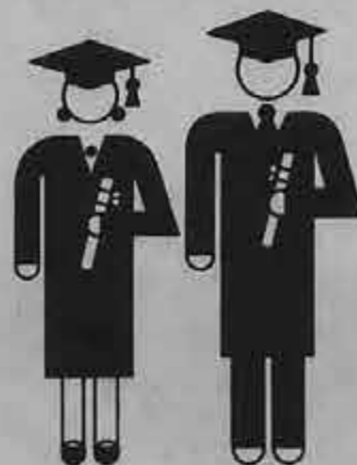
Occupational Diseases

Legislation which promotes early detection and treatment of occupational diseases should be enacted by Congress.

Maritime and National Defense Report

A detailed analysis of the maritime industry's critical role in securing a strong national defense was released at the MTD meeting. The report cited the contribution seagoing personnel, shipbuilders, longshoremen and industrial workers would make in the event of a national emergency.

SIU Scholarship Deadline is April 14 Apply Now



The application deadline for scholarships for seafarers and their families is April 14. Four scholarships

of \$10,000 each are offered to dependents. One \$10,000 and two \$5,000 scholarships will be awarded to union members. Scholarship awardees will be announced in May. To receive information on eligibility requirements call 301/899-0675 or write Seafarers Welfare Plan Scholarships, 5201 Auth Way, Camp Springs, Maryland 20746.

ON THE NEW YORK-CARIBBEAN RUN

The *Sea-Land Challenger* is one of several Lancer class vessels Sea-Land acquired from the bankrupt U.S. Lines three years ago.

The *Challenger* recently finished one of its regular runs, San Juan, P.R. to Rio Hana, Dominican Republic to Jacksonville to Port Elizabeth. SIU Patrolman Kermett Mangram met the crew for a payoff, where these pictures were taken.



AB Amos Angel Perez Jr. stands ready at the winch controls on the *Sea-Land Challenger*. Perez is a graduate of Pinney Point.



AB Tuck Bentz has been going to sea for 36 years. The deck delegate on the *Challenger* makes sure the gangway is secured.



DEU Jose Rodriguez gets ready to throw a heaving line. Rodriguez has been sailing for 28 years.



With more than 70 years of experience among them, the *Challenger's* steward department knows how to keep a crew well-fed. They are (l. to r.) Chief Steward George Gibbons, Chief Cook Darryl Goggins and Steward Assistant Jose Santiago.



OMU Ralph Gonzalez takes readings in the engine room. The San Juan resident has been going to sea for nine years.



DEU Eladio Cruz checks steam and oil valves. A ship's delegate, the *New Yorker* has been sailing for 14 years.



OMU James Sieger, a 15-year deepsea veteran, checks a fuel oil strainer in the *Challenger's* engine room.



Pictured above is the *Challenger's* committee at payoff. They are (l. to r.) SIA Jose Santiago, AB Tuck Bentz, New York Patrolman Kermett Mangram, Bosun Roy Williams and DEU Eladio Cruz.

FIRST SIU RUN FOR GREEN VALLEY

Seafarers crewed a new SIU-contracted ship when they went aboard the *Green Valley* at the Tampa Shipyard. The LASH vessel, chartered by Waterman Steamship, was scheduled to sail across the Gulf to New Orleans, where she would load cargo for an 80-85 day round trip to Africa.

SIU Representative Al Calder and James (Bo) Koesy from the Jacksonville hall met the crew during the sign-on in Tampa. The crew reported that they were busy getting ready to sail and were looking forward to getting underway.



A large part of the crew of the *Green Valley* relax in the crew's lounge. They are (l. to r.) OS Alfred DeAgro, AB Joe Grocco, Bosun David Murray, AB Walter Petty, AB Christopher Dye, Elect. Francis Quebedeaux, AB Joe Bryan, QMED James Slay and OS Wilton Stokes.



Bosun David Murray (right) signs off on a report while Chief Cook Frank DeCarlo Jr (left) and AB Joe Grocco look on.



QMED George Johnson, Chief Cook Frank DeCarlo Jr., Port Employee Al Calder and SIA Mark Stevenson discuss an article in the Seafarers LOG.



Here's part of the steward department on the *Green Valley* (l. to r.) SIA Alfred Martin, Steward/Baker Ed de Parlier and SIA Phillip R. Watson.



On deck of the *Green Valley* are (l. to r.) Elect. Francis Quebedeaux, Patrolman James B. Koesy and SIA Phillip Watson.



Oiler/QMED George Johnson signs the articles.



Harry Lundeborg School of Seamanship

STEWARDS GRADUATE ADVANCED CLASS

Ten SIU members successfully completed the Stewards Recertification Course held from January 31 to March 3 at the union's school in Piney Point. The graduates now join the top-of-the-line ranks of union stewards.

The stewards completed classes which will enhance their computer and typing skills. The group learned new techniques for menu planning, portion control and food costs. Microbiology and sanitation classes were also part of the course curriculum. Ice carving, a culinary art form, was taught by Executive Chef Romeo Lupinacci.

Union education was a top priority for the stewards through meetings with representatives of the various plans, the contract department the political department and the LOG, stewards had an opportunity to ask questions and learn more about their union.

The stewards also visited Capitol Hill, to track legislation vitally important to the SIU and the maritime industry. The trip included a tour of the Capitol building and an explanation of the legislative process.

Executive Chef Lupinacci said of the group, "They have been an excellent class. They are prepared to put out an excellent meal while running an efficient, cost-conscious operation."

The recertified stewards are skilled at menu planning and portion control, an important part of a modern-day steward's duties, Lupinacci said.



Recertified stewards (first row, left to right) Roderick Bright, Janet Price, Cyril Spence, Jr., Romeo Lupinacci (executive chef), (second row) Joseph P. Emidy, Pedro Sellan, Peter Schulz, (third row) Nathaniel Thomas, John A. Pratt, Jimmie Russell, D.A. Brown, Robert L. Scott, Sr.



Recertified stewards brave wind and rain to learn the art of ice carving from executive chef Romeo Lupinacci.



Stewards try their hand at ice carving.

LIFEBOAT CLASS COMPLETES COURSE



Chris Farrell (left), Dave Cameron and Ralph Alexander completed the tough lifeboat course taught by instructor Ben Cusic. The course, which lasts two weeks, can be particularly difficult during the late winter months which can be very cold and wet in Piney Point. At least three hours each day are spent outdoors in the lifeboats doing practical exercises such as rowing/coxwain training, and davit operations.

COOK AND BAKER GRADUATE



Shane Preston, a graduate of the Cook and Baker course at SHLSS, proudly displays the cake he decorated for the Graduating Trainee Class #434. Cook and Baker instructor Bill Seidenstricker invites his advanced students to create a specially decorated cake as an extra credit project which is added to the students' final grade. The cake decorating project allows the student to exercise both his creativity and professional expertise.

Seafarers International Union Directory

Michael Sacco, President
Joseph Sacco, Executive Vice President

Joe DiGiorgio, Secretary-Treasurer
Angus "Red" Campbell, Vice President of Contracts
Jack Caffey, Vice President
Thomas Glidewell, Vice President
George McCartney, Vice President
John Fay, Vice President
Roy A. Mercer, Vice President
Steve Edney, Vice President

HEADQUARTERS
5201 Auth Way
Camp Springs, MD 20746
(301) 899-0675

ALGONAC
520 St. Clair River Dr.
Algonac, MI 48001
(313) 794-4988

BALTIMORE
1216 E. Baltimore St.
Baltimore, MD 21202
(301) 327-4900

DULUTH
705 Medical Arts Building
Duluth, MN 55802
(218) 722-4110

HONOLULU
636 Cooke St.
Honolulu, HI 96813
(808) 523-5434

HOUSTON
1221 Pierce St.
Houston, TX 77002
(713) 659-5152

JACKSONVILLE
3315 Liberty St.
Jacksonville, FL 32206
(904) 353-0987

JERSEY CITY
99 Montgomery St.
Jersey City, NJ 07302
(201) 435-9424

MOBILE
1640 Dauphin Island Pkwy.
Mobile, AL 36605
(205) 478-0916

NEW BEDFORD
50 Union St.
New Bedford, MA 02740
(508) 997-5404

NEW ORLEANS
630 Jackson Ave.
New Orleans, LA 70130
(504) 529-7546

NEW YORK
675 Fourth Ave.
Brooklyn, NY 11232
(718) 499-6600

NORFOLK
115 Third St.
Norfolk, VA 23510
(804) 622-1892

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

PINEY POINT
St. Mary's County
Piney Point, MD 20674
(301) 994-0010

SAN FRANCISCO
350 Fremont St.
San Francisco, CA 94105
(415) 543-5855

SANTURCE
1057 Fernandez Juncos St.
Stop 16
Santurce, PR 00907
(809) 725-6960

SEATTLE
2505 First Ave.
Seattle, WA 98121
(206) 441-1960

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

WILMINGTON
510 N. Broad Ave.
Wilmington, CA 90744
(213) 549-4000

Know Your Rights

FINANCIAL REPORTS. The constitution of the SIU Atlantic, Gulf, Lakes and Inland Waters District makes specific provision for safeguarding the membership's money and Union finances. The constitution requires a detailed audit by Certified Public Accountants every three months, which are to be submitted to the membership by the Secretary-Treasurer. A quarterly finance committee of rank and file members, elected by the membership, makes examination each quarter of the finances of the Union and reports fully their findings and recommendations. Members of this committee may make dissenting reports, specific recommendations and separate findings.

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

SHIPPING RIGHTS. Your shipping rights and seniority are protected exclusively by the contracts between the Union and the employers. Get to know your shipping rights. Copies of these contracts are posted and available in all Union halls. If you feel there has been any violation of your shipping or seniority rights as contained in the contracts between the Union and the employers, notify the Seafarers

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

Angus "Red" Campbell
Chairman, Seafarers Appeals Board
5201 Auth Way and Britannia Way
Prince Georges County
Camp Springs, Md. 20746

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

CONTRACTS. Copies of all SIU contracts are available in all SIU halls. These contracts specify the wages and conditions under which you work and live aboard your ship or boat. Know your contract rights, as well as your obligations, such as filing for OT on the proper sheets and in the proper manner. If, at any time, any SIU patrolman or other Union official, in your opinion, fails to protect your contract rights properly, contact the nearest SIU port agent.

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

PAYMENT OF MONIES. No monies are to be paid to anyone in any official capacity in the SIU unless an official Union receipt is given for same. Under no circumstances should any member pay any money for any reason unless he is given such receipt. In the event anyone attempts to require any such payment be made without supplying a receipt, or if a member is required to make a payment and is given an official receipt, but feels that he should not have been required to make such payment, this should immediately be reported to 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 you feel any member or officer is attempting to deprive you of any constitutional right or obligation by any methods such as dealing with charges, trials, etc., as well as all other details, then the member so affected should immediately notify headquarters.

EQUAL RIGHTS. All 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 and national or geographic origin. If any member feels that he is denied the equal rights to which he is entitled, he 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, notify the Seafarers Union or SPAD by certified mail within 30 days of the contribution for investigation and appropriate action and refund, if involuntary. Support SPAD to protect and further your economic, political and social interests, and American trade union concepts.

If at any time a member feels that any of the above rights have been violated, or that he has been denied his constitutional right of access to Union records or information, he should immediately notify SIU President Mike Sacco at Headquarters by certified mail, return receipt requested. The address is 5201 Auth Way and Britannia Way, Prince Georges County, Camp Springs, Md. 20746.

WELL KNOWN SEAFARER



Retired seafarer Joe Powers, one of the union's legendary old timers, continues to lead an active life. An avid New York Mets fan, he is pictured second from the left with some friends at the Diamond Club in Shea Stadium. Joe, a long time correspondent of the Seafarers LOG, has also been among its major contributors.

SIU HONORS M. L. KING



In San Francisco, the SIU and other maritime unions marched in that city's Martin Luther King Day parade. Pictured above (L-R) SIU Vice President George McCartney, SUP President Paul Dempster, Seafarer Vince Coss and SIU Patrolman Gentry Moore.

NEW BEDFORD SIU FISHERMEN



SIU fishermen in New Bedford help secure vast quantities of our nation's seafood supply. Pictured above, by the F/V Alem-Mar, are the boat's mate, Antonio Pereira (left) and New Bedford SIU Port Agent Henri Francois.

SEAFARERS WELFARE PLAN NOTICE

COBRA: Continuation Health Coverage

If you or your dependents lose your eligibility for health care coverage under the Rules and Regulations of the Seafarers Welfare Plan, you and your dependents may be eligible to purchase, at a premium, Welfare coverage directly from the Plan. If you find that you have lost your eligibility for Plan coverage, you must notify the Plan office immediately to find out whether or not you or your dependents may elect to continue your benefits under this program.

If you want more information concerning this program you can call the membership services office.

1-800-CLAIMS-4 (1-800-252-4674)

or write

COBRA Program
Seafarers Welfare Plan
5201 Auth Way
Camp Springs, Maryland 20746

NOTE: A detailed article explaining this program appeared in January, February and March 1989 issues of the "LOG". You may want to refer to it for future information.

ELEVEN SEAFARERS JOIN UNION'S PENSION RANKS

The SIU Pension Plan announced that 11 seafarers became retirees. The members, ten from the deepsea division and one from the inland waters, are the union's most recent retirees.

HASSIN ALEIDAROOS

Hassin Aleidaros, 55, joined the SIU in December 1965. He received his book May 10, 1971 in the port of Baltimore. Brother

Aleidaros sailed as a FOWT in the engine department, shipping out of the port of New York. Born in Saudi Arabia, Aleidaros, formerly of Detroit, Mich., now makes his home in Brooklyn, N.Y.

GEORGE W. ALEXANDER

George W. Alexander, 58, started sailing as a messman with the Marine Cooks and Stewards Union in 1957 and got his SIU book in 1963 in the port

of New York. Born in Perquimans County, N.C., Brother Alexander later sailed as an AB, shipping out of the port of Norfolk, Va. Alexander makes his home in Elizabeth City, N.C.

GRADY K. BROWN



Grady K. Brown, 65, joined the SIU July 23, 1947 in the port of New York. He sailed in the engine department as an OMU, most recently out of the port of Houston. Brother Brown now lives in Bremond, Texas.

FRANCIS BUHL



Francis Buhl, 62, started sailing in the deck department in 1946. His membership book was issued in 1947 in the port of Baltimore. Born in Boston, Mass., Brother Buhl lives in Orlando, Fla. He sailed out of the port of Jacksonville, Fla.

JOSEPH A. GRBAC

Joseph A. Grbac, 65, sailed out of the port of Houston since joining the Union in 1951. Brother Grbac continues to live in Houston.

PAUL E. HOLLOWAY

Paul E. Holloway, 63, began sailing in the deck department out of the port of New York in 1964. Born in North Carolina, Brother Holloway will continue to live there in retirement.

JAMES D. McCART

James D. McCart, 66, sailed out of the port of San Francisco, where he presently resides.

JAMES H. MOORE

James H. Moore, 59, sailed out of the port of Wilmington, Calif. Brother Moore, who lives in Las Vegas, Nev., sailed as an AB in the deck department.

WILLIAM S. RUDD

William S. Rudd, 60, joined the SIU in 1955 and sailed both inland and deepsea out of the port of Norfolk, Va. Born in Norfolk, Brother Rudd resides in Virginia Beach, Va.

TELESFORO VAZQUEZ



Telesforo Vazquez, 60, sailed out of the port of Houston, Texas as an AB. Brother Vazquez, now resides in Pasadena, Texas.

Dispatchers Report for Inland Waters FEBRUARY 1-28, 1989

Port	*TOTAL REGISTERED All Groups			TOTAL SHIPPED All Groups			**REGISTERED ON BEACH All Groups		
	Class A	Class B	Class C	Class A	Class B	Class C	Class A	Class B	Class C
DECK DEPARTMENT									
New York	0	0	0	0	0	0	0	0	0
Philadelphia	2	0	0	1	0	0	1	0	0
Baltimore	0	0	0	0	0	0	1	0	0
Norfolk	34	2	0	14	0	0	55	21	0
Mobile	0	0	2	0	0	2	0	0	0
New Orleans	0	0	0	0	0	0	0	0	0
Jacksonville	1	0	12	1	0	5	3	0	23
San Francisco	0	0	0	0	0	0	0	0	0
Wilmington	0	0	13	3	8	23	5	4	41
Seattle	0	0	0	0	0	0	0	0	0
Puerto Rico	0	0	0	0	0	0	0	0	0
Houston	6	0	3	2	0	4	5	0	2
Algonac	18	2	0	0	0	0	31	16	0
St. Louis	0	0	0	0	0	0	0	0	0
Piney Point	0	0	0	0	0	0	1	0	0
Totals	61	4	30	21	8	34	102	41	66
ENGINE DEPARTMENT									
New York	0	0	0	0	0	0	0	0	0
Philadelphia	1	0	1	0	0	0	1	0	0
Baltimore	0	0	0	0	0	0	0	0	0
Norfolk	3	4	0	1	0	0	15	3	0
Mobile	0	0	0	0	0	0	0	0	0
New Orleans	0	0	0	0	0	0	1	0	0
Jacksonville	0	0	1	0	0	0	0	0	4
San Francisco	0	0	0	0	0	0	0	0	0
Wilmington	0	0	0	0	0	0	0	0	0
Seattle	0	0	0	0	0	0	0	0	0
Puerto Rico	0	0	0	0	0	0	0	0	0
Houston	0	1	0	0	0	0	3	1	0
Algonac	9	2	0	0	0	0	17	11	0
St. Louis	0	0	0	0	0	0	0	0	0
Piney Point	0	0	0	0	0	0	0	0	0
Totals	13	7	2	1	0	0	37	15	4
STEWARD DEPARTMENT									
New York	0	0	0	0	0	0	0	0	0
Philadelphia	0	0	0	0	0	0	0	0	0
Baltimore	0	0	0	0	0	0	0	0	0
Norfolk	3	2	0	1	0	0	10	3	0
Mobile	0	1	0	0	1	0	0	0	0
New Orleans	0	0	0	0	0	0	0	0	0
Jacksonville	0	0	1	0	0	1	1	0	3
San Francisco	0	0	0	0	0	0	0	0	0
Wilmington	0	0	1	0	0	1	1	0	3
Seattle	0	0	0	0	0	0	0	0	0
Puerto Rico	0	0	0	0	0	0	0	0	0
Houston	0	0	0	0	0	0	0	0	0
Algonac	3	0	0	0	0	0	6	6	0
St. Louis	0	0	1	0	0	1	0	0	0
Piney Point	0	0	0	0	0	0	0	0	0
Totals	6	3	3	1	1	3	18	9	6
Totals All Departments	80	14	35	23	9	37	157	65	76

*"Total Registered" means the number of men who actually registered for shipping at the port last month.
 ***"Registered on the Beach" means the total number of men registered at the port at the end of last month.

Inland

ROLAND B. MASON



Roland B. Mason, 64, sailed as a captain out of the port of Norfolk, Va. Brother Mason received his book in 1965 in that port and now makes his home in Chesapeake, Va.

Keep your claim facts number handy
1-800/CLAIMS-4
(1-800/252-4874)
 Your welfare plan answer is a phone call away

Dispatchers Report for Deep Sea

FEBRUARY 1-28, 1989

Port	*TOTAL REGISTERED All Groups			TOTAL SHIPPED All Groups			Trip Reliefs	**REGISTERED ON BEACH All Groups		
	Class A	Class B	Class C	Class A	Class B	Class C		Class A	Class B	Class C
DECK DEPARTMENT										
New York	43	7	3	30	5	1	3	97	17	2
Philadelphia	2	1	1	0	1	0	0	5	1	3
Baltimore	3	4	3	3	3	2	1	7	9	1
Norfolk	14	6	4	9	3	2	0	31	11	4
Mobile	15	11	4	7	3	3	1	18	13	3
New Orleans	28	10	5	15	8	6	6	59	11	7
Jacksonville	18	5	7	24	6	4	6	46	6	10
San Francisco	29	14	8	19	11	6	3	51	19	6
Wilmington	15	3	7	14	6	3	5	34	7	10
Seattle	33	8	5	33	2	3	8	58	16	7
Puerto Rico	9	1	0	8	0	0	0	22	3	0
Honolulu	4	12	7	4	5	7	6	7	20	4
Houston	30	5	4	26	9	3	5	57	3	7
St. Louis	1	1	1	1	1	2	0	0	2	0
Piney Point	4	3	4	4	1	4	0	1	5	2
Totals	248	91	63	197	64	46	44	493	143	66
ENGINE DEPARTMENT										
New York	17	4	0	11	2	0	4	42	9	1
Philadelphia	3	4	1	0	0	1	0	7	4	0
Baltimore	10	2	1	1	0	2	0	16	5	0
Norfolk	5	6	0	2	6	1	0	14	5	0
Mobile	9	2	0	5	2	0	0	13	5	0
New Orleans	18	7	1	11	2	0	2	35	12	4
Jacksonville	12	5	3	18	3	2	1	19	4	3
San Francisco	19	0	4	14	2	4	3	39	5	10
Wilmington	14	2	0	14	7	0	3	15	2	3
Seattle	12	6	3	17	6	2	3	26	7	3
Puerto Rico	5	0	0	3	0	0	0	14	0	0
Honolulu	4	8	6	4	14	9	4	3	6	3
Houston	15	5	1	12	3	1	3	46	5	5
St. Louis	0	1	0	0	0	0	0	1	1	0
Piney Point	0	1	1	1	1	2	0	2	10	0
Totals	143	53	21	113	48	24	23	292	80	32
STEWARD DEPARTMENT										
New York	25	7	3	10	6	3	4	50	10	2
Philadelphia	0	2	1	0	1	0	1	1	2	1
Baltimore	3	5	0	4	4	0	0	6	4	1
Norfolk	4	1	1	5	1	0	1	6	2	2
Mobile	9	4	0	5	4	0	2	12	6	1
New Orleans	8	2	1	7	1	0	1	28	1	3
Jacksonville	10	6	0	9	3	0	3	17	8	0
San Francisco	41	4	4	26	2	1	6	79	12	6
Wilmington	6	4	0	6	5	1	5	14	6	0
Seattle	18	3	0	6	2	0	5	35	6	2
Puerto Rico	3	0	0	2	0	0	0	6	0	1
Honolulu	4	18	17	2	23	25	61	7	33	20
Houston	14	1	0	16	0	0	4	24	2	1
St. Louis	1	0	0	0	0	0	0	1	1	0
Piney Point	4	3	2	2	2	4	1	5	3	0
Totals	150	60	29	100	54	34	94	291	96	40
ENTRY DEPARTMENT										
New York	20	12	5	8	8	2	0	38	30	10
Philadelphia	1	0	0	0	0	0	0	2	3	1
Baltimore	3	2	0	1	0	0	0	5	7	0
Norfolk	9	5	7	2	2	2	0	14	11	12
Mobile	4	6	0	2	0	0	0	5	11	4
New Orleans	5	9	13	6	2	7	0	24	23	18
Jacksonville	0	5	9	1	4	8	0	4	10	12
San Francisco	25	6	15	12	5	7	0	55	18	24
Wilmington	9	10	6	10	3	6	0	14	13	6
Seattle	22	6	5	17	7	1	0	32	16	11
Puerto Rico	7	7	0	6	3	0	0	14	12	3
Honolulu	1	72	156	2	78	143	0	5	85	168
Houston	9	8	2	5	3	1	0	14	8	8
St. Louis	1	0	2	0	0	0	0	1	0	2
Piney Point	0	6	3	0	2	1	0	0	6	4
Totals	116	154	223	72	122	178	0	227	253	281
Totals All Departments	657	358	336	482	288	282	161	1,303	572	421

***Total Registered** means the number of men who actually registered for shipping at the port last month.
 ***Registered on the Beach** means the total number of men registered at the port at the end of last month.
 Shipping in the month of February was down from the month of January. A total of 1,213 jobs were shipped on SIU-contracted deep sea vessels. Of the 1,213 jobs shipped, 482 jobs or about 40 percent were taken by "A" seniority members. The rest were filled by "B" and "C" seniority people. A total of 161 trip relief jobs were shipped. Since the trip relief program began on April 1, 1982, a total of 9,504 jobs have been shipped.

Monthly Membership Meetings Deep Sea, Lakes, Inland Waters

- Piney Point
Monday, April 3
- New York
Tuesday, April 4
- Philadelphia
Wednesday, April 5
- Baltimore
Thursday, April 6
- Norfolk
Thursday, April 6
- Jacksonville
Thursday, April 6
- Algonac
Friday, April 7
- Houston
Monday, April 10
- New Orleans
Tuesday, April 11
- Mobile
Wednesday, April 12
- San Francisco
Thursday, April 13
- Wilmington
Monday, April 17
- Seattle
Friday, April 21
- San Juan
Thursday, April 26
- St. Louis
Friday, April 14
- Honolulu
Friday, April 14
- Duluth
Wednesday, April 12
- Jersey City
Wednesday, April 19
- New Bedford
Tuesday, April 18

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

Personals

Kevin Bertel

Please contact Chris Killeen (2nd pumpman, Cities Service Miami), 83 Wetmore Ave. #2, Morristown, N.J. 07960, or call: (201) 292-0155.

James Felix Clark

Anyone knowing the whereabouts of James Felix Clark is asked to get in touch with his son, James Felix Clark Jr. You may write him at 4102 Orange Ave., Long Beach, Calif. 90807 or call (213) 427-6831.

Hubert Joshua Hale

Your niece, Valerie Hall Zack, would like to get in touch with you. Please call her at (919) 467-4348 or write her at 1104 Ralph Dr., Cary, N.C. 27511.

Joe Zelay

Please call Dempsey Burleson at (817) 924-6310.

COBRA: A WAY TO CONTINUE HEALTH COVERAGE

In December of 1988, the Seafarers Welfare Plan sent a letter to all plan participants describing a new program called "COBRA." COBRA allows an employee to purchase health care benefits when he or she becomes ineligible to receive health and welfare from the Plan.

This benefit program is part of a law called The Consolidated Omnibus Budget Reauthorization Act or COBRA. Congress passed COBRA to provide individuals with the opportunity to purchase their health insurance in the event of losing eligibility for benefits under health care plan.

The law spells out what events have to happen before a person can buy the health benefits. Participants who lose plan coverage after January 1, 1989 will be able to purchase benefit coverage for themselves and their dependents. Under certain circumstances it is also possible for dependents to purchase health plan coverage for themselves. Below is the complete text of the letter.

Dear Participant:

A new law requires the Seafarers Welfare Plan to give you and your dependents the opportunity to extend your health care coverage in situations where you have lost your eligibility for benefits. These situations are called "qualifying events." This letter will explain how the new law applies to you and your family and how to use this program should you become ineligible for benefits under the Seafarers Welfare Plan.

In order to understand the new law, you need to know a few special terms. Please make sure that you and your spouse read this letter carefully so you will be able to take advantage of this program should you need it.

Definitions

1. **COBRA**—The short name for the federal law which gives Plan participants the right to purchase Welfare Plan coverage.
2. **QUALIFYING EVENT**—A situation which causes the employee to lose Welfare Plan coverage because they no longer work for an employer who must make contributions to the Plan on their behalf. A list of qualifying events will be explained on the following pages.
3. **ELECTION**—An election is your decision to tell the Plan whether you would like to purchase Welfare Plan coverage under the COBRA program.
4. **COST OF CONTINUING COVERAGE**—This is the amount of money you are required to send to the Plan office so your health care coverage will be continued. This payment is like an insurance premium. It is necessary because the employer for whom you worked before the qualifying event happened, is no longer required to make contributions on your behalf.

What type of situation is a qualifying event under COBRA?

The next part of this letter will explain what type of situations will allow you to continue your health care coverage under the COBRA program of the Seafarers Welfare Plan. As explained above, these situations are called "qualifying events." When one of these events happens to you, it means that you, your wife or dependent children will lose coverage under the Plan and can elect to continue coverage by purchasing benefits.

The "qualifying events" are:

1. Your being fired from your job. You may elect to continue your health benefits if you were fired for any reason *unless* you were fired for gross misconduct.
2. You were unable to continue to work enough time to be eligible to continue your benefits under the Rules and Regulations of the Plan.
3. Your death, which would entitle your spouse and dependent children to continue coverage.
4. Your divorce, or legal separation from your spouse which would entitle your spouse and dependent child to continue coverage.
5. Your eligibility to receive Medicare benefits. For example, you are age 65 but still actively employed, making the Seafarers Welfare Plan the provider of your welfare benefit coverage rather than the Medicare program.
6. Your dependent child loses eligibility under the Plan because (1) he or she reaches age 19 or (2) he or she does not fall into the category of dependents under the age of 25 and enrolled in a full time school program leading to a college degree.

How will I know if I am eligible to continue welfare plan coverage under the COBRA program?

When the Plan receives notice from you or your employer that one of the "qualifying events" listed above has happened, the Plan office will send you a letter with complete instructions about how to continue coverage.

In the event of death, divorce, legal separation, receipt of Medicare benefits or when a dependent child is no longer eligible for Welfare Plan coverage, you or your spouse should notify the Plan at the address given at the end of this letter. Your employer will notify the Plan if you are terminated, if your job with the company has ended, or if your hours have been reduced.

If any of the "qualifying events" happens to you, it is also important that you notify the Plan of the change. Since seafaring employees are able to end jobs and get other work without generally notifying the Plan, it is very difficult to determine when a participant will lose his or her eligibility. The Plan is here to serve you, but we need your help.

If you have not worked and you know you are ineligible for plan benefits, contact the plan's COBRA department to see if you can elect to continue your welfare benefits under this program.

What type of benefits will I receive if I elect to continue benefits under the COBRA?

If you elect to participate in the COBRA program and pay the costs, you will receive the same type and level of benefits as you did before you lost your eligibility. You will receive these benefits as long as you are not already receiving Medicare benefits from the government, or you are not working for another employer who has a medical benefits program.

How long will health care coverage through the COBRA program last?
The maximum period of time you, your spouse or dependent children will be able to continue health care benefits under the COBRA program depends on your "qualifying event."

If you lose eligibility because you were fired or laid off from your job or did not work enough time to establish eligibility, your maximum coverage period is 18 months from the date of the event. If you lose your eligibility for any other "qualifying event," the maximum coverage period will be 36 months from the date of the qualifying event.

What happens if I have two qualifying events?

If you experience two "qualifying events," it is possible to extend your coverage through the COBRA program for up to 36 months instead of 18 months. The time period is measured from the date of the *first* qualifying event.

In order to receive an extension of participation in the COBRA program the following must have happened:

1. Your first "qualifying event" must have been a termination of employment or a reduction in your days of employment which caused you to lose your eligibility.
2. Your second "qualifying event" must take place while you are receiving Plan benefits which you have purchased through the COBRA program. Your second "qualifying event" must also be (1) the death of your covered spouse; (2) divorce or legal separation; (3) your eligibility for Medicare; (4) your dependent child's loss of eligibility under the Seafarers Welfare Plan because he or she has reached the maximum age for benefit coverage.

Can my COBRA coverage end before the 18th or 36th month maximum period?

Yes. Your COBRA coverage can end before the maximum period if the following events take place:

- (1) Your monthly payment to the Plan for the COBRA coverage is not timely.
- (2) You get another job which has health care benefits for you. Even if those benefits are less complete than those you are receiving from the COBRA coverage, you can no longer receive benefits from the COBRA program.
- (3) You become entitled to receive Medicare benefits.

What is the election period and how does it work?

Once again, the "election" is your decision to tell the Plan whether you wish to purchase COBRA benefit coverage in the event you lose Seafarers Welfare Plan coverage. Depending on the "qualifying event," the Plan will send you notice, or you or your family member will send a letter to the Plan.

Once the "qualifying event" has happened and the Plan sends you an "election" letter, you and your family will have 60 days to decide whether to purchase benefits through the COBRA program. The election period will end 60 days from:

- (1) The date you experience your "qualifying event" which caused you to lose eligibility time for benefit coverage from the Seafarers Welfare Plan *or*
- (2) the date the Plan tells you that you have a right to participate in the COBRA program, whichever date is later.

How much will COBRA coverage cost?

The cost of COBRA benefit coverage depends on what level of Plan benefits you were receiving at the time you or your dependents lost eligibility for Seafarers Welfare Plan coverage. Because the cost to participants will vary, you will be notified of the cost to you, or if you are married, for you and your family.

After notification of a "qualifying event," the Plan will send you a letter which contains specific information for your situation. This letter will explain the cost of the COBRA benefit coverage and other important information. If you choose to buy benefit coverage through the COBRA program, the first payment you make will cover the cost of your benefits, for the period before your election. After that, you will make a payment once a month.

Can my spouse elect to continue health care benefits?

Yes. Each family member is entitled to make an election. If you make the election, your spouse and dependent children will be automatically included. If your spouse makes the election it will automatically include dependent children.

What if my payment for COBRA coverage is late?

If you choose to participate in the COBRA program your first check must be received by the Plan no later than 45 days after you elect to participate in the program. You then must pay a premium every month to keep your COBRA benefits.

You do have a 30-day grace period for making late payments. The grace period expires 30 days from the first day of the month during which your coverage is extended. If you do not pay within this grace period you will lose welfare benefit coverage.

When will the program start?

The COBRA program will be in effect on January 1, 1989. If you need more information you can call Membership Services at 1-800-CLAIMS-4 (1-800-252-4674). You may also write to COBRA Program, Seafarers Welfare Plan, 5201 Auth Way, Camp Springs, Maryland 20746.

Leo Bonser
Plans Administrator

Correction

In the January, 1989 issue of the LOG, page 18, the question reading "Can my COBRA coverage end before the 24th or 36th month maximum period?" should have read "Can my COBRA coverage end before the 18th or 36th month maximum period?"

CPL LOUIS J. HAGUE, JR., (Maersk Lines), December 6—Chairman April de Bourgluere, Educational Director Michael Martin, Deck Delegate Edward C. Kaufman, Steward Delegate John Stoster. Some disputed OT was reported in the deck and steward departments. Denis McGuinness was elected ship's treasurer. He will try to get an anchor pool going to add to the \$38 now in the ship's fund. It was requested that the *Hauge* be sent booklets about the Union's pension and health and welfare plans, as well as shipping rules and more copies of the LOG. In its report to the Seafarers LOG, the *Hauge* crew writes, "We are proud to announce the first female ship's chairman for Maersk Lines in Diego Garcia. She is April de Bourgluere who sails in the steward department out of the port of New Orleans. Fellow brothers and sisters, we have arrived!" Next port: Diego Garcia.

GALVESTON BAY (Sea-Land Service), January 22—Chairman Paul Butterworth, Secretary Terry Smith, Educational Director A. Rhymes, Deck Delegate Keith Thompson, Engine Delegate Donald Bush, Steward Delegate Fredrick E. Otto. Some disputed OT was reported by the engine department delegate. There is \$50 in the ship's movie fund. Several suggestions were made to improve life aboard ship. One was to get a microwave oven and a new rug for the crew lounge. Another was to have the 12/4 watch do sanitary again. A third was to talk to the captain about having early breakfast when arriving in port and to check with him about the bad timing in putting out the draws. It was also requested that each crewmember's room have a phone installed. [In each of these cases, the issue has been addressed and, if not already corrected, is in the process of being so.] Next ports: Charleston, S.C. and Port Everglades, Fla.

LIBERTY SPIRIT (Liberty Maritime Corp.), January 22—Chairman Bob O'Rourke, Secretary Joe L. Johnson. The chief mate is keeper of the video fund which currently has \$219. The chairman reports excellent cooperation by all hands during this voyage. Several problems were noted, however. One was that there are two stowaways from Karachi aboard ship, and the chief mate insists that they work on deck each day. Another was that the captain has said that the company does not use DEUs for docking or undocking, nor does it recognize Martin Luther King Day as a holiday at sea. [In response to these beefs, a dispatch was sent out from headquarters, informing the ship's chairman that a letter has been sent to the company requesting that they advise the captain that he is in violation of the contract.] A safety consultant spent several weeks aboard the *Liberty Spirit*. His lectures and drills on safety and firefighting were interesting and informative. All hands were urged to apply for upgrading courses at Piney Point. A special vote of thanks was given to Joe L. Johnson and the steward department for a job well done. Next port: Capetown, South Africa.

LIBERTY WAVE (Liberty Maritime Corp.), January 22—Chairman A. Campbell, Secretary R. Kennedy, Deck Delegate W. Penney, Engine Delegate M. Lawrence, Steward Delegate W. Bloodworth. Some disputed OT was reported in the steward department. [At payoff, this was settled by the boarding patrolman as per the three-man steward department guide.] The QMED was of the

opinion that he did not have to paint and chip. [This, too, was squared away at payoff, with the patrolman clarifying that the QMED is required to do painting in the engine room as per the memo of agreement with Liberty Maritime Corp.] There is \$380 in the captain's safe, earmarked for the ship's treasury. A question was raised regarding cost of living raises. And it was felt that the crew needs the rules of agreement for Liberty Maritime Corp. [These items were discussed and squared away.] A vote of thanks was given to the steward department which, despite a foul-up in stores, continued to feed the crew through the end of the voyage.

OVERSEAS CHICAGO (Maritime Overseas), January 29—Chairman Ervin Bronstein, Secretary/Deck Delegate Clyde Kreiss, Educational Director M. Williams, Engine Delegate C. Pickren, Steward Delegate Charles Hall. No beefs or disputed OT reported. The chairman announced there would be a payoff on arrival in Nederland, Texas. He requested each crewmember to do his part in making sure that plastic items are separated from other trash and placed in the compactor in accordance with the new regulations. He also reminded all hands to help keep the common areas clean. A motion was made by one member to raise the pension according to the cost of living. Another motion was to make Martin Luther King's birthday a Union holiday since it already is with the longshoremen in port. The steward department was given a vote of thanks for a job well done.

cook for the good menus and food preparation. Next port: Jacksonville, Fla.

SEA-LAND DEVELOPER (Sea-Land Service), January 14—Chairman Roger Pinkham, Secretary L. Ware, Educational Director Mike Donlon, Deck Delegate James Frost, Engine Delegate Domingo Milla, Steward Delegate Joseph Gibbons. There is one day's wages in dispute in the deck department. The ship's movie fund contains \$150. While the chief electrician is on vacation, the money will be turned over to a responsible person for safekeeping. Several suggestions were made. One was to have three entrees on the menu for lunch and dinner. Crewmembers requested the "old fashioned type of prime rib" as an option, stating, "We prefer the bone with the prime rib." Another was that members would like the old shipping rule of six months to be reconsidered, instead of the new eight-month shipping rule. Crewmembers also requested that the Union grant emergency trips (relief) in cases of death, sickness of close family members and official court and government business. Next port: Tacoma, Wash.

SEA-LAND ENDURANCE (Sea-Land Service), January 8—Chairman Ted Tolentino, Secretary D. GaNung, Educational Director G. Evosovich, Deck Delegate J. Debos, Engine Delegate R. Jones, Steward Delegate Fagalilo Maliga. No beefs or disputed OT reported. AB Scotty Boatright lost two fingertips by trying to stop a door from the wrong end dur-

D.L. McCorvey, Secretary T. Wybo, Educational Director H. Smith, Steward Delegate Adolphus Brown. No beefs or OT reported. Everything is running pretty smoothly onboard the *Senator*, however, the ship has not received any reports from headquarters in a long time, with the exception of the Seafarers LOG. A motion was made and seconded to raise the retirement to \$1,000 per month plus any cost of living increases. Next port: Port Everglades, Fla.

STAR OF TEXAS (Seahawk Management), January 29—Chairman Gene Paschal, Secretary H. Jones, Educational Director G.K. Darney. No beefs or disputed OT reported. The voyage went very well, according to the chairman, who also announced that the ship will pay off Feb. 2, 1989. All eligible members were urged to attend upgrading courses at Piney Point. Also, if any member has a drinking or drug problem, the Union's Addictions Rehabilitation Center can help. A vote of thanks was given to the steward department for a job well done. Next port: Beaumont, Texas.

In addition to the minutes published above, the SIU received official ships minutes from the following ships:

- COVE LEADER
- PATRIOT
- SEA-LAND DEFENDER
- SEA-LAND EXPLORER
- SEA-LAND NAVIGATOR
- SEA-LAND PACIFIC
- SEA-LAND TRADER
- ULTRAMAR

Digest of Ships Meetings

The following ships minutes are just a sampling of the many meeting reports the SIU receives each month from its ships around the world.

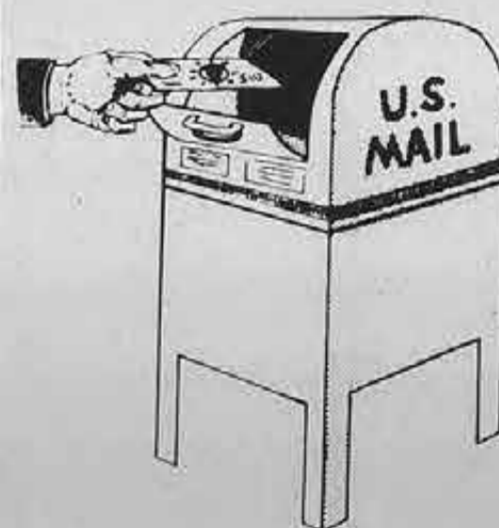
Ships minutes are reviewed by the Union's Contract Department. Those issues requiring attention or resolution are addressed by the Union upon receipt of the ships minutes.

PRESIDENT TAYLOR (under charter to Waterman), December 11—Chairman Joe Moore, Secretary Lee de Parlier, Educational Director Lauren Bryant. No beefs or disputed OT reported. The ship delivered a full load of bagged wheat to Ethiopia as part of the famine relief. It was the third such trip for the *President Taylor*. There is no news yet about the next cargo, if any. The vessel will arrive in Jacksonville, Fla. on the 13th for repairs and payoff. At that time, it was stressed that members go to the Union hall and vote for the election of our Union officials. The educational director noted that there are a number of younger members in this crew and they should be urged to take advantage of the upgrading opportunities at Piney Point. It was requested that those members watching TV in the lounge try to keep the noise level down as watchstanders rooms are in the area. The steward asked the Union to see the company about providing a daily news sheet and sport scores since the Armed Forces Radio Service has gone satellite and no longer broadcasts shortwave. The deck crew was thanked by the steward delegate for cleaning up the messroom in the morning. And a vote of thanks was returned to the steward and chief

ing a heavy roll. The ship had to return to Yokohama after being at sea for two days. Scotty held up really well, thanks to the support he received from a lot of the crew. All crewmembers were cautioned to watch out for their safety aboard ship. The bosun urged all eligible Seafarers to consider the opportunities available at Piney Point to upgrade their skills. Information on courses and schedules is available in each month's Seafarers LOG. The educational director reported that there is a rumor going around the ship stating that Union members "have lost the one day and a quarter for every day after 3,000 in the pension." [Vice President "Red" Campbell responded that these rumors are unfounded. There is no change in the rule since it was proposed by the members attending the Crew's Conference in Piney Point in April 1984. The credit of an additional quarter day applies to all days worked after June 16, 1984, above 3,000 days.] One minute of silence was stood in memory of our departed brothers and sisters. A vote of thanks was given to the steward department for all their hard work.

SENATOR (Coordinated Caribbean Transport), January 22—Chairman

WANT TO BE HEARD?



Send your Letters-to-the-Editor, articles, photographs, cartoons and questions to the LOG.



Politics is Porkchops
Contribute to SPAD

Final Departures

Deep Sea

CHARLES L. ALDRIDGE

MSC Pensioner Charles L. Aldridge, 74, passed away on November 12, 1988 at the Gardena Memorial Hospital in Los Angeles, Calif. Brother Aldridge belonged to the Sailors Union of the Pacific and later the Marine Cooks and Stewards. He began sailing in 1951 and retired in March 1978. Seafarer Aldridge is survived by his sister, Rebecca A. Thomas of Los Angeles.

GERARD ARREDONDO

Gerard Arredondo, 31, died October 18, 1988. He joined the SIU in July 1979 in the port of Piney Point, Md. Seaman Arredondo sailed in the steward department on many Sea-Land ships. Brother Arredondo attended Cook & Baker Classes at SHLSS in Piney Point in November 1987, MSC Firefighting in December 1987, Sea Lift Operations and Maintenance course in January 1988 and Chief Cook classes in April 1988. Seafarer Arredondo was born in East Chicago, Ind. and resided in San Pedro, Calif. Surviving is his mother Evelia Arredondo of San Pedro.

KATHRYN McFAUL ELDER

MCS Pensioner Kathryn McFaul Elder, 87, died December 31, 1988 at Whidbey General Hospital in Coupeville, Wash. She belonged to the Marine Cooks and Stewards Union and retired in March 1969. Yeoman Elder was born in Wisconsin. She sailed with Oceanic Steamship Lines and Matson. Services were held at Burley Funeral Chapel, Oak Harbor, Wash. She is survived by her son, Hiel Van Campen of Oak Harbor.

JAMES W. GALLOWAY



James W. Galloway, 51, died January 24, 1989. He was born in Winchester, Va. and resided in Berryville, Va.

Brother Galloway joined the SIU in September 1964 in the port of New York. He sailed in the deck department and last sailed as Quartermaster. He sailed with Puerto Rico Marine Management and Interocean Management. Seaman Galloway served in the U.S. Navy and the Virginia National Guard. He is survived by his widow, Mary Taylor Galloway, and a nephew, Randy Rogers. Funeral Services were held at Omps Funeral Home in Winchester.

MARVIN G. JOHNSON

Pensioner Marvin G. Johnson, 71, died January 23, 1989 at the Presbyterian Medical Center in

San Francisco, Calif. Brother Johnson belonged to the Marine Cooks and Stewards Union and he sailed in the steward department. He shipped primarily with Matson and retired in June 1978. He served in the U.S. military from 1942 to 1952. Brother Johnson was born in Texas and resided in Hayward, Calif. for 20 years. Surviving is his widow, Leila Johnson. Funeral services were held at the Thompson Funeral Home, and burial took place at the Valley Home Cemetery in Escalon, Calif.

JOSEPH MOUTON



Pensioner Joseph Mouton, 79, died January 31, 1989. He joined the SIU in October 1972 in the port of San Francisco. Prior to that time he was a member of the Marine Cooks and Stewards Union. Brother Mouton sailed in the steward department and retired in March 1985. He resided in San Francisco. Brother Mouton was born in Louisiana and served in the U.S. Army from February 1941 to April 1946. Surviving is his sister, Lilian L. Mouton of Greydan, La.

to that time he was a member of the Marine Cooks and Stewards Union. Brother Mouton sailed in the steward department and retired in March 1985. He resided in San Francisco. Brother Mouton was born in Louisiana and served in the U.S. Army from February 1941 to April 1946. Surviving is his sister, Lilian L. Mouton of Greydan, La.

RICHARD F. ROBERTS

Pensioner Richard F. Roberts, 61, died February 2, 1989. Brother Roberts joined the SIU in October 1947 in the port of Norfolk, Va. and sailed in the deck department. He last sailed aboard the *Sea-Land Producer*. Brother Roberts served in the U.S. Navy from 1944 to 1945. He was born in Michigan. Surviving is his brother Donald E. Roberts of Three Rivers, Mich.

JOHN P. O'TOOLE



Pensioner John P. O'Toole, 69, passed away February 1, 1989 at his home in Baltimore, Md. Brother O'Toole joined the SIU in

April 1953 in the port of Baltimore. Born in Maryland, Seaman O'Toole sailed in the engine department and retired in 1975. Surviving is his widow, Dorothy L. O'Toole. Funeral services were held at the George F. Gonce Funeral Home, and burial took place at Glen Haven Memorial Park in Glen Burnie, Md.

BILLY RAY SCOTT



Billy Ray Scott, 60, died January 2, 1989. He began sailing in 1953 and joined the SIU in 1964 in the port of Wilmington,

Calif. Brother Scott sailed in the deck department and served as Ship's Chairman on the vessels. Seafarer Scott attended the Edu-

cation Conference at Piney Point in 1972; completed both the Bosun's Recertification course at Piney Point and the MSC Firefighting School at Earle, N.J. in 1976. Bosun Scott was born in Texas and was resident of California. He is survived by his widow, Donna Jean Scott of Compton, Calif.

ISIDORE C. WEISBROT



Pensioner Isidore C. "Curly" Weisbrot, 68, passed away December 8, 1988 at Tulane University Medical Center in New Orleans, La. Brother Weisbrot joined the SIU in September

1955 in the port of New York. He sailed in the steward department. After retirement in August 1981, he worked as a volunteer bartender at dinners in the SIU hall. Seaman Weisbrot was born in New York and was a resident of New Orleans. Surviving is his brother, Jack Weisbrot of Camarillo, Calif.

Inland

JOHN O. JOHANSEN

Pensioner John O. Johansen, 95, died January 3, 1989 at the Palm Garden Nursing Home in Port St. Lucie, Fla. He joined the Inland Boatman's Union of the SIU in June 1961 in the port of Philadelphia. Prior to this time Brother Johansen had sailed as a derrick captain for Philadelphia Derrick & Salvage Corp. and Merritt Chapman & Scott Corp. Brother Johansen retired in February 1963. He was born in Fredrikstad, Norway; became a U.S. citizen and resided in Philadelphia. Funeral services were held at Aycock Funeral Home in Jensen Beach, Fla. and burial took place at the All Saints Cemetery in Jensen Beach. Surviving is his daughter, Anne Schwartz of Port St. Lucie, Fla.

ARVID VALENTINE KUUN

Pensioner Arvid V. Kuun, 81, passed away on September 19, 1988 in Bayside Hospital in Virginia. Brother Kuun was born in Estonia and made his home in Virginia. He retired as a Captain with Curtis Bay, the company he began working for in 1948. Brother Kuun is buried in the Forest Lawn Cemetery in Norfolk, Va. Survivors include his wife, Eleonara Klaus Kuun of Virginia Beach, Va. and daughter, Aimi Kuun Brown of Flagler Beach, Fla.

JOSEPH O. LEGE

Joseph O. Lege, 67, passed away in late 1988. Born in Guey-

dan, La., Brother Lege joined the Union in Port Arthur, Texas in 1964. Brother Lege worked in the steward department for Higman and Slade towing companies. He made Louisiana his home. Surviving Lege are his widow, Margie Lege, and his daughter Linda.

JAMES MURRAY

Brother James Murray, 83, passed away in late 1988. Brother Murray joined the Railroad Marine division of the Union in 1963 when he worked in the deck department of Erie Lackawanna. Born in Liverpool, England, Brother Murray later made New York City his home. He is survived by his wife Jane Murray of New York City.

ANTHONY ORLANDO

Fisherman Anthony Orlando, 76, died December 12, 1988 in Beverly Hospital, Beverly, Mass. Brother Orlando fished out of the port of Gloucester, Mass. and retired before the merger. Brother Orlando is survived by his wife, Jeannie Orlando of Gloucester.

ARIE VISSER

Pensioner Arie Visser, 75, passed away in late 1988. Brother Visser was born in Rotterdam and made Baltimore his home. He joined the Union in 1960 in the port of Baltimore. Brother Visser shipped in the steward department. He worked primarily for Harbor Towing and later Interstate Oil. Surviving Brother Visser is his wife, Elizabeth Visser.

TOLIVER P. WARD

Brother Toliver P. Ward, 71, passed away in late 1988. Brother Ward joined the Union in 1964 in the port of St. Louis. He worked in the engine department of Inland Tugs Co. and later ACBL. Born in Spartanburg, S.C., Brother Ward made his home in Pearlington, Miss. Prior to joining the SIU, Brother Ward had been a member of MEBA. Surviving Brother Ward are his widow Nona and children, Jeren D. Williamson and Donna F. Oman.

CHARLES YATES

Brother Charles Yates, 64, passed away in late 1988. Brother Yates joined the Union in 1957 in the port of Houston. Brother Yates worked in the deck department of G & H Towing. Born in Cape Girardeau, Mo., Brother Yates made his home in Houston. Brother Yates also shipped briefly in the SIU Deepsea District in 1950.

Correction

The January LOG incorrectly spelled the last name of Brother Theodore Macris.

1989 UPGRADING COURSE SCHEDULE

Programs Geared to Improve Job Skills And Promote U.S. Maritime Industry

April—June 1989

The following is the current course schedule for April—June 1989 at the Seafarers Harry Lundeberg School of Seamanship. The course schedule may change to reflect the membership's and industry's needs.

PLEASE NOTE: All members are required to take firefighting when attending SHLSS.

Deck Upgrading Courses

Course	Check-In Date	Completion Date
Able Seaman	May 15	June 23
First Class Pilot (Organized self study)	Open-ended (Contact Admissions Office for starting date)	"
Radar Refresher/Renewal	"	"
Radar Recertification	"	"
Tankerman	May 15	June 9
Lifeboat	May 1	May 12
	May 29	June 9
LNG—Self Study Safety Course	April 3	April 14

This course is not offered as a separate course, but may be taken while attending any of the regularly scheduled courses.)

Upon completion of course must take four (4) week Sealift Operations & Maint. Course.

Steward Upgrading Courses

All Steward Upgrading Courses are open-ended. Contact the Admissions Office for starting dates.

All students in the Engine and Steward Departments will have 2 weeks of Sealift Familiarization at the end of their regular course.

Engine Upgrading Courses

Course	Check-In Date	Completion Date
QMED—Any Rating	April 17	July 7
Refrigeration Systems, Maint. & Operations	April 3	May 12
Refrigerated Containers Advanced Maint.	June 12	July 7
Variable Speed DC Drives	April 3	May 12
Welding	May 8	June 2
Diesel Engine Technology	March 6	March 31
Hydraulics	April 4	April 28
Electro-hydraulics	May 22	June 30
Pumproom Maint. & Ops	April 3	May 12

All students in the Engine and Steward Departments will have 2 weeks of Sealift Familiarization at the end of their regular course.

Adult Education Courses

Course	Check-In Date	Completion Date
High School Equivalency (GED)	April 3	May 25
Adult Basic Education (ABAE)	April 3	May 25
English as a Second Language (ESL)	April 3	May 25
	July 3	August 12

The Adult Education Courses for 1989 will be six weeks in length.

The Developmental Studies Class (DVS) will be offered one week prior to some of the upgrading classes.

Developmental Studies (DVS) April 10 April 14

ABE/ESL Lifeboat Preparation Course April 10 April 28

This Three week course is an Introduction to Lifeboat and is designed to help seafarers prepare themselves for the regular Lifeboat course which is scheduled immediately after this course. This class will benefit those seafarers who have difficulty reading, seafarers whose first language is not English, and seafarers who have been out of school for a long time.

College Programs

Course	Check-In Date	Completion Date
Associates in Arts or Certificate Program	May 30	July 21

SEAFARERS HARRY LUNDEBERG SCHOOL OF SEAMANSHIP

Upgrading Application

Name _____ Date of Birth _____
(Last) (First) (Middle) Mo./Day/Year

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

Deep Sea Member Lakes Member
Inland Waters Member Pacific

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

Social Security # _____ Book # _____

Seniority _____ Department _____

Veteran of U.S. Armed Forces: Yes No

Home Port _____

Endorsement(s) or License(s) Now Held _____

Are you a graduate of the SHLSS Trainee Program:

Yes No

(If yes, fill in below)

Trainee Program: From _____ to _____

Last grade of school completed _____ (dates attended)

Have you attended any SHLSS Upgrading Courses:

Yes No

(if yes, fill in below)

Course(s) Taken _____

Do you hold a letter of completion for Lifeboat: Yes No

Firefighting: Yes No CPR: Yes No

Date Available for training _____

Primary Language Spoken _____

With this application COPIES of your discharges *must* be submitted showing sufficient time to qualify yourself for the course(s) requested. You *must* also submit a COPY of the first page of your union book indicating your department and seniority, as well as, a COPY of your clinic card. The Admissions Office **WILL NOT** schedule until this is received.

VESSEL	RATING HELD	DATE SHIPPED	DATE OF DISCHARGE

SIGNATURE _____ DATE _____

I am interested in the Following Course(s) Checked Below or Indicated Here if Not Listed

DECK

- AB/Sealift
- 1st Class Pilot
- Third Mate
- Radar Observer Unlimited
- Master Inspected Towing Vessel
- Towboat Operator Inland
- Celestial Navigation
- Simulator Course

ENGINE

- FOWT
- QMED—Any Rating
- Variable Speed DC Drive Systems (Marine Electronics)
- Marine Electrical Maintenance
- Pumproom Maintenance & Operation

- Refrigeration Systems Maintenance & Operation
- Diesel Engine Technology
- Assistant Engineer/Chief Engineer Motor Vessel
- Original 3rd Engineer Steam or Motor
- Refrigerated Containers Advanced Maintenance
- Electro-Hydraulic Systems
- Automation
- Hydraulics
- Marine Electronics Technician

STEWARD

- Assistant Cook Utility
- Cook and Baker
- Chief Cook
- Chief Steward
- Towboat Inland Cook

ALL DEPARTMENTS

- Welding
- Lifeboatman (Must be taken with another course)

ADULT EDUCATION DEPARTMENT

- Adult Basic Education (ABE)
- High School Equivalency Program (GED)
- Developmental Studies (DVS)
- English as a Second Language (ESL)
- ABE/ESL Lifeboat Preparation

COLLEGE PROGRAM

- Associates in Arts Degree
- Certificate Programs

No transportation will be paid unless you present original receipts and successfully complete the course.

RETURN COMPLETED APPLICATION TO:

Seafarers Harry Lundeberg Upgrading Center, Piney Point, MD. 20674

ALERT SIU UNIT SAVES MEDICAL PLANS BIG BUCKS

A crack watchdog unit which monitors medical and hospital bills submitted for care of Seafarers and their families is saving the SIU Welfare Plan hundreds of thousands of dollars annually.

Thanks to the constant vigilance and expertise of the SIU's medical audit staff, the enormous savings on improper and erroneous billings help to assure the Welfare Plan's continued solvency. Money trimmed from bills in this manner is then available for proper and legitimate expenses.

With hospitalization and medical expenses reaching all time highs, the SIU's Welfare Plan pays out millions of dollars a year to cover treatment of Seafarers and their families. In January of this year, the medical audit staff reviewed close to \$500,000 in medical bills of members. As a result of intensive investigation, detective work and battling with hospitals and doctors, the SIU medical audit staff pared \$45,000 from the bills that otherwise would have gone through undetected.

Dr. Maria Dumlao, who heads the medical audit team, and her two assistants, Mary Warren and Pat Arnetti, both nurses, flag every bill that looks suspicious or is in the high figures. Then with the benefit of their medical backgrounds and knowledge, they thoroughly examine every item and intensively check out all facts.

A stirring example of how Dr. Dumlao and her staff perform was demonstrated recently when bills were submitted for treatment of an SIU member who was hospitalized with heart problems.



When the Plans receive a medical bill the SIU's medical audit staff automatically investigates the charges to make sure the Union and the member are not being overcharged. Above, (L-R), Pat Arnetti, Dr. Maria Dumlao and Mary Warren, who comprise the audit staff, look over a bill.

During the course of his treatment, a pacemaker was inserted in his chest to keep his heart beating in regular rhythm. When the Seafarers patient was discharged from the hospital, a bill was submitted for hospitalization, surgical procedures and the pacemaker. The charge for the pacemaker was listed on the bill at \$21,000.

The bill, of course, was subject to the scrutiny of Dr. Dumlao's medical audit team and, not liking what they saw, the team went to work. "Pacemakers," they agreed, "don't cost \$21,000." They took a hard look at the other charges.

A direct call to the manufacturer revealed that the pacemaker sold for \$4,850. Dr. Dumlao got on the phone to the hospital and demanded to know

how a \$4,850 pacemaker could be billed at \$21,000. Moreover, she wouldn't approve payment.

As a result of the audit staff's work, the Seafarer's bill was reduced by \$16,000, a substantial salute to the efforts of Dr. Dumlao and Nurses Warren and Arnetti.

In 1988, the medical audit unit was able to reduce the bills submitted by hospitals and doctors by \$358,000. During the four years the audit system has been operating, Dr. Dumlao says they have developed "a good idea of which hospitals are pretty straightforward and the ones you have to watch carefully."

Doctors' fees are watched just as closely. In most cases where fees are questioned, the audit team is successful in winning agreement to reductions in the

charges. In many cases, Dr. Dumlao says they will negotiate for more acceptable charges.

She recommends that SIU members, for their own protection, especially if they face hospitalization, should check the SIU Welfare Plan booklet to see what is covered and the extent of its benefits. The booklets are available at all SIU halls, or may be obtained by writing to the Administrator, SIU Welfare Plan, 5201 Auth Way, Camp Springs, Maryland 20746.

CHECK YOUR HOSPITAL BILLS—SAVE YOURSELF SOME MONEY

THE SIU's medical audit unit saves you and the Union Welfare Plan hundreds of thousands of dollars a year. You can do the same, on a smaller scale, and put some money back in your pocket for your efforts.

The program is called Self Auditing and it applies to hospital bills under \$10,000. Here's how to participate:

- ★ Make sure the hospital gives you a daily bill which includes all your charges.
- ★ Take a close look at the bill. If you think you are being charged for medication, treatments or tests you did not receive, contact the Welfare Plan's medical audit staff.
- ★ After the medical audit unit contacts the hospital, and the hospital agrees a mistake was made and takes it off the bill, you will receive 25 percent of the savings, up to \$500.

Monitoring your hospital bills will pay off. Studies show that more than 90 percent of all hospital bills contain some kind of error.

The medical audit staff has drawn up some guidelines to use in checking hospital bills. If you are interested in receiving a copy, contact the Medical Audit Unit, Seafarers Welfare Plan, 5201 Auth Way, Camp Springs, Maryland 20746.

80 IN HOUSE CO-SPONSOR BAN ON ALASKA OIL EXPORT

CONGRESS MOVES ON ALASKA OIL EXPORT BAN

SIU-backed legislation to indefinitely extend the ban on the export of Alaskan oil has won more than 80 co-sponsors in the House of Representatives.

The SIU is playing a major role in the campaign to keep this valuable cargo and energy resource from foreign exploitation. Now, all the oil from Alaska must be transported on U.S.-flag tankers. The SIU is fighting to keep the U.S.-flag requirement.

The representatives, from all around the country, are backing the bill (HR 567) which would protect hundreds of SIU jobs on the tankers working in the Alaskan oil trade.

The oil from the 49th state has saved West Coast consumers bil-

lions of dollars at the gas pumps, decreased the nation's reliance on imported oil and preserved a domestic merchant fleet.

New Exploration of Oil

In a related development, the SIU is backing a bill introduced by Rep. Don Young (R-Alaska) which would allow careful and tightly regulated oil exploration in the Alaska National Wildlife Reserve (ANWR).

Exploration of the ANWR would show if there are large and valuable oil reserves there, which could be used to replace North Slope oil, which is expected to dwindle in the coming years.

The administration supports the careful exploration of the ANWR, but some environmental groups have said they will fight any exploration in the ANWR.

BAY RIDGE SHIP'S COMMITTEE



In Long Beach, Calif., the big tanker Bay Ridge (Bay Tankers Inc.) paid off after a voyage from Alaska. The Bay Ridge is one of many SIU-crewed tankers which depends on the Alaskan oil run. Pictured above is the Ship's Committee. They are (l. to r.) Deck Delegate Abdul Ali, Engine Delegate Alex Stankewicz, Bosun Terrel Anderson, Steward Delegates Aedulaziz Omar and Jack Spencer and Engine Delegate Angeleo Psomos.