

# SEAFARERS LOG

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

## Vaccination Efforts Ramp Up

SIU members across the country continue lining up for vaccinations against COVID-19. In Houston (photo at far right), members arrive at the hall for a vaccination event hosted by the union in partnership with a local health care provider. In Jacksonville, Florida (photo below), members arrive at the hall for a vaccination event hosted by the union in partnership with a local health care provider. In Jacksonville, Florida (photo below), SIU Port Agent Ashley Nelson (left) and Patrolman Adam Bucalo (third from right) pose with health clinic personnel after receiving their respective vaccines. In Piney Point, Maryland (photo at immediate right), Paul Hall Center apprentices who want the vaccine are receiving it through an arrangement with the school and local health agency offices. Apprentice Michael Reardon is pictured receiving his first shot. *Page 3*



## Crescent Crews At Three Locations Approve Contracts

SIU boatmen employed by Crescent Towing recently ratified (by overwhelming majorities) new three-year contracts that increase wages and maintain top-tier benefits. The agreements cover members who sail aboard Crescent boats in New Orleans; Mobile, Alabama; and Savannah, Georgia. Members and some of the negotiating committee members are pictured at left. From left are Deckhand Bryce Brown, Deckhand Stephen Gros, Captain Nolte Lincks, Captain Joe Carson, SIU Port Agent Chris Westbrook, Engineer Delegate David Findley, Wheelman/Deckhand Delegate Kevin McDermott, Engineer Bryan Hughes and Engineer Hunter Daniel. *Page 4*

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## President's Report

### PRO Act: Time is Now

You may be aware of polling from the past couple of years that reflects a very favorable view of unions in the United States. Around 65 percent of Americans approve of labor unions, which is the highest percentage in almost 20 years.

I didn't know until recently that those same surveys indicate almost half of non-union/unrepresented workers also say they would vote for a union if given the chance. That's a huge increase compared to when a similar poll was conducted many years ago.



Michael Sacco

Our movement, and indeed our country, have a chance to turn these numbers into something positive for America's working families, specifically by enacting the Protecting the Right to Organize (PRO) Act. That legislation has been passed by the House, and President Biden enthusiastically backs it, including during his recent address to Congress.

If the PRO Act were law, I firmly believe that the recent union election in Alabama, involving workers at an Amazon warehouse, would've turned out differently. By the way, some of the reporting that followed the vote indicated, more or less, that it was a "resounding" defeat for the union. I don't believe that for a second. Those workers endured months of illegal activities by the employer (as charged by the union, in a case that's under review). And it wasn't just any employer, but one with virtually unlimited resources that were used to bully, intimidate and brainwash. All of it happened in the deep south, and yet more than 700 people stood up and voted to join a union. To me, that's something to build on. Let us not forget, it took the UAW several tries to organize Ford, and it took the SIU more than once to organize Cities Service back in the 1950s.

The campaign in Alabama underscored a point that we in the labor movement have made for a long time. If so many workers say they're interested in union membership, why don't they have it? The truth is that our current labor law, which is supposed to not only protect but in fact promote the right of workers in the private sector to organize, in practice makes it an uphill climb. They face too many hurdles while employers can and often do get away with illegal interference, without consequence.

The PRO Act repairs many of the biggest shortcomings with current law. Enacting the legislation would signal a major step forward when it comes to restoring workers' ability to organize and negotiate for better wages, benefits and workplace safety and fairness.

For example, I recently read a fact sheet that said in one out of every five union organizing campaigns, employers fire pro-union workers, because they figure it will scare other workers and harm the campaign. This is flat-out illegal under the National Labor Relations Act, but employers do it anyway, because the penalties usually are minimal or non-existent. Another example: In nearly half of all such campaigns, employers ultimately are charged with breaking the law in one form or another. The PRO Act offers several remedies.

This is a lesser-known problem outside the labor movement, but it's common for employers to challenge the makeup of the bargaining unit, which Amazon did. The bill addresses employer stalling tactics and clearly spells out that the decision about the proper bargaining unit should be made by workers and the NLRB, not rigged by employers.

Far less surprising is that employers often hire third-party, anti-union consultants to push against unionization. This happens in three-quarters of organizing campaigns, and it's not cheap. Employers in recent years have spent an average of \$340 million per year on anti-union consultants, who often stay hidden from the workers (even while pushing their lies). That's a lot more money than it would cost to give workers the wage and benefit increases they seek.

The PRO Act requires timely disclosure of union-busting activities and closes the loophole through which employers and consultants have avoided reporting.

Finally, even when workers vote for a union and the results are certified, it's not uncommon for employers to stall the collective bargaining process. More than half of all workers who vote to form a union still are without a contract a year later.

Once again, the PRO Act solution has a solution – in this case, establishing a mediation and, if necessary, arbitration process that keeps employers from dragging their feet.

Getting the PRO Act passed in the Senate is a challenge, but it's doable. Our country will be much better off when it becomes law.

# White House Establishes Pro-Worker Task Force

In late April, President Biden signed an executive order establishing the White House Task Force on Worker Organizing and Empowerment. The task force will be dedicated to mobilizing the federal government's policies, programs, and practices to empower workers to organize and successfully bargain with their employers.

AFL-CIO President Richard Trumka stated, "The fight to strengthen working people's freedoms on the job has never been more urgent, and President Biden is right to give this effort the resources and attention it demands. He understands that unionism is the single most effective tool we have for building a fairer economy and a more just society. Under the leadership of President Biden, Vice President Harris and Labor Secretary (Marty) Walsh, this task force will put organizing and collective bargaining at the center of the federal government — part of their steadfast commitment to worker empowerment. Of course, the most important thing we can do to empower workers is pass the PRO Act, and we look forward to working with the Biden administration to get the job done."

The executive order directs the task force to make recommendations within the first 180 days on two issues: How can existing policies, programs, and practices be used to promote worker organizing and collective bargaining in the federal government; and, where are new policies, associated regulatory and statutory changes needed?

According to the text of the executive order, "President Biden and Vice President Harris have long championed workers' rights. As the President has said: America was built by the middle class, and unions built the middle class. Throughout our country's history, unions have been the driving forces for advancements in workers' rights and improved living standards for union and non-union workers. They have fought for higher wages, greater job security,

safety and health laws, essential benefits like health insurance and retirement plans, and protections from discrimination and sexual harassment for millions of workers across the country. Sixteen million workers in the United States are union members or in a job that provides them union representation. More than six in ten of those workers are women and/or people of color. Union workers earn roughly 13 percent more than non-union workers on a similar job site. They also experience drastically lower rates of labor standards violations, like employers wage theft or workplace safety and health hazards."

Also as cited in the text, "Despite the importance of unions to our economy and democracy, and nearly 60 million workers today saying they would join a union if given the chance, American workers have faced increasing barriers to organizing and bargaining collectively with their employers. Economic change in the United States and globally, technological developments, and the failure to modernize federal organizing and labor-management relations laws so they respond appropriately to the reality found in American workplaces have made worker organizing exceedingly difficult. The result has been a steady decline in union membership in the United States over past decades. In 2020, union members made up just 10.8 percent of the U.S. workforce, down from more than 30 percent in the 1950s.

"Widespread and deep economic inequality, stagnant real wages, and the shrinking of America's middle class are all associated with the declining percentage of workers represented by unions," the executive order continued. "In addition, lower union membership rates have exacerbated the pay gap for women and workers of color. The decline of union density has also weakened our democracy. Unions ensure workers' voices are heard in their workplaces, communities, and government."

## Committee Approves Records

Seven SIU members in early May approved the union's financial records for 2020.

The SIU Constitution requires that a group of rank-and-file Seafarers (elected by fellow members) annually examines the organization's financial records for the previous calendar year. Accordingly, this process began with the financial committee's election in Piney Point, Maryland, and then in the following days when they reviewed the paperwork at SIU Headquarters in Camp Springs, Maryland.

The committee found that the SIU's financial records for 2020 are in good order. Their report, filed with the secretary-treasurer's office, will be read in all ports and presented for approval at the union's June membership meetings.

Serving on the committee were QMED Donald Lumpkins (chairman), Recertified Bosun Earl Castain, AB James M. Osborne, QEE Laura Hollar, QMED Riley Donahue III, Chief Cook Thomas Cyrus and Recertified Steward Lionel Packnett.

They were elected May 3 during the monthly membership meeting at the Paul Hall Center for Maritime Training and Education.

The members handled their tasks in accordance with Article X, Section 14-c of the SIU Constitution, which lists the duties of the annual financial

committee along with rules and procedures for electing the group.

In part, their report reads, "We, the committee, do hereby state that we have examined the procedure for controlling of the funds of the union and have found that the system of internal control is adequate to safeguard them properly.... We find that the headquarters of the union is taking all steps possible to safeguard union funds and to see that the disbursements of the union are in accordance with the authority delegated to them and that, at the same time, there is a striving effort to increase day-to-day efficiency of our operation."

The members reported that they met with representatives from the certified public accounting firm that periodically audits the union's books and records. Those representatives explained their procedures for checking the secretary-treasurer's financial report of the union's records, and they also further discussed the SIU's overall financial operation. SIU Secretary-Treasurer David Heindel also worked with the committee "and made himself and the records of his office available" to the group, according to the report.

Moreover, the union's legal counsel met with the committee and made themselves available should the committee members have any questions.

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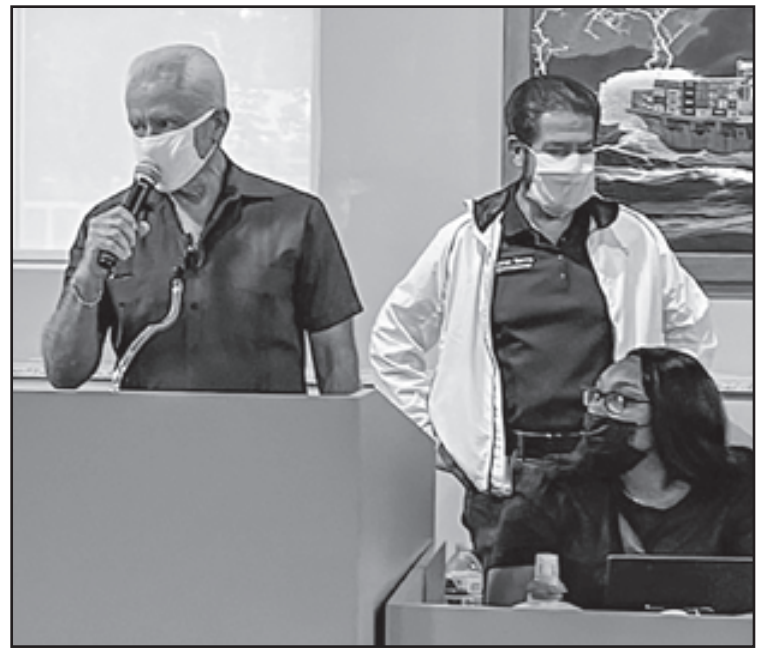


The Seafarers International Union engaged an environmentally friendly printer for the production of this newspaper.



Committee members are pictured with SIU officials after wrapping up their work. Pictured from left are (seated) QEE Laura Hollar, Chief Cook Thomas Cyrus, Recertified Steward Lionel Packnett, (standing) AB James M. Osborne, Recertified Bosun Earl Castain, SIU Asst. VP Pat Vandegrift, QMED Donald Lumpkins, SIU Secretary-Treasurer David Heindel and QMED Riley Donahue III.





Members and guests (photo above, left) are pictured at the Houston hall. In photo at right, SIU VP Gulf Coast Dean Corgey (left) introduces Harris County Commissioner Adrian Garcia.

# Vaccinations Slow Global Pandemic

## Houston Hall Hosts Successful Event for Seafarers, Families

The COVID-19 pandemic is on the decline in the United States, as vaccines become more widely available and restrictions on businesses have relaxed somewhat. However, the COVID-19 virus has taken a serious toll on the country, and the effects aren't done.

As of press time, the pandemic had killed 578,500 in the U.S., and infected 32.5 million Americans. Since the beginning of May, the rolling weekly average of new reported cases has dropped to fewer than 50,000, and 260 million vaccine doses have been administered.

In addition, according to the U.S. Centers for Disease Control and Prevention (CDC), 44 percent of Americans over the age of 18 have been fully vaccinated, with 58 percent having received at least one dose of a multiple-dose vaccine. The percentage of fully vaccinated people over 65 in America is up to 71 percent.

### Houston Hosts Event

Dozens of Seafarers were vaccinated May 3 at the hiring hall in Houston, where the union teamed up with a local health care provider (United Memorial Medical Center) and with Harris County Precinct 2 Commissioner Adrian Garcia to offer the shots.

Health care professionals administered the Pfizer vaccine; a follow-up vaccination event for second doses was scheduled for May 24, also at the hall.

Garcia kicked off the May 3 gathering by thanking the union for hosting it. He also emphasized the need to encourage as many people as possible to get vaccinated.

"For those of you who are taking the vaccine, thank you for the confidence in taking it," he said after being introduced by SIU Vice President Gulf Coast Dean Corgey. "What I need you to do now is to be an ambassador. Let people know that you've taken it. Let people know that they should take it as well. That's how we're going to save lives."

Garcia also thanked the SIU "for all you do. You keep our economy moving, you keep products on the shelves and you keep people employed."

### ICS Answers Common Questions

Recently, the International Chamber of Shipping – the global trade association for shipowners and operators – released a practical guide to COVID-19 vaccinations as they relate to the maritime industry. They included a Q&A, which answered common questions on vaccine safety, efficacy and side effects.

To summarize, the vaccines have been carefully reviewed and studied, and determined to be safe and effective by the appropriate national and international health authorities. All CDC-approved vaccines have been proven to both protect against contracting the virus, and limit the severity of the symptoms if contracted. The vaccines start providing protection against the virus, on average, 12 days after the injection. Side effects are generally

mild to moderate, and can last up to 48 hours. These can include fever, fatigue and pain at the injection site.

As of press time, even if a mariner has been vaccinated for longer than two weeks, the current U.S. Coast Guard requirements state that all mariners must wear masks and take social distancing precautions while aboard a vessel. There are exceptions, including while eating or drinking or in one's own stateroom. Masks also may be removed if they'll interfere with a particular task.

### Shipping Companies Weigh In

As a whole, the American maritime community has been staying on top of the issue of COVID-19 vaccine availability and distribution to mariners. Working closely with the union, the SIU's contracted operators have taken many steps to ensure both the safety of the mariners working aboard their vessels, as well as the availability of vaccines. While mariners are still advised to seek out the Johnson & Johnson brand, single-dose vaccine, any of the CDC-approved vaccines are safe and effective.

Mariners are encouraged to schedule their single-dose vaccine appointments a few days before they are shipping out, to avoid having to work through the common side effects that can occur the day after being vaccinated against COVID-19. It is also advisable to schedule all of a mariner's required vaccinations while that mariner is ashore, to allow for two weeks between the COVID-19 vaccine and any other required shots.



SIU Port Agent Ashley Nelson (seated in photo at left) gets his vaccine in Jacksonville, Florida. Paul Hall Center Apprentice Ricky Williams (photo above) receives a vaccination in southern Maryland.





The Mobile negotiating committees included (from left) Crescent Mobile Operations Manager Travis Stringfellow, SIU Mobile Port Agent Jimmy White, Crescent Senior Consultant Tad Willcutt, SIU Capt. Delegate Chris Walker, Crescent Exec. VP Keith Kettenring, SIU Engineer Delegate Patrick McKibbon, SIU New Orleans Port Agent Chris Westbrook, SIU Wheelman/Deckhand Delegate R.J. Walker, Crescent VP Eddie Pinner, Crescent Senior Operations Manager Ben Morvant and Crescent Marine Administrator Steven Reeg.



Serving on the New Orleans bargaining committees were (from left) Crescent Marine Administrator Steven Reeg, SIU Engineer Delegate David Findley, Crescent Senior Consultant Tad Willcutt, SIU Captain Delegate Terry Murley, SIU New Orleans Port Agent Chris Westbrook, Crescent Exec. VP Keith Kettenring, SIU Wheelman/Deckhand Kevin McDermott, Crescent VP Eddie Pinner and Crescent Senior Operations Manager Ben Morvant. Not pictured, but also serving on the committee, were Crescent VP Hays Clark and SIU Wheelman/Deckhand Delegate Chris Sikes.

# SIU Crescent Towing Crews Ratify Contracts

Add another pandemic-era first for SIU boatmen employed by Crescent Towing.

As the nation continues grappling with challenges associated with COVID-19, the SIU recently finalized two new three-year contracts covering Crescent crews in New Orleans; Mobile, Alabama; and Savannah, Georgia. Members ratified the agreements in mid-April, by nearly unanimous majorities.

The contracts, covering approximately 200 SIU members, are practically identical, and they include annual wage gains while maintaining top-of-the-line benefits. One agreement covers members in New Orleans and Savannah, while the other applies to boatmen in Mobile.

The pandemic didn't stop union and company personnel from bargaining in person, though the respective negotiating committees isolated in hotels beforehand, and additional precautions were taken. Voting took place aboard the boats.

"Most of the people involved have been vaccinated," pointed out SIU New Orleans Port Agent Chris Westbrook, who led the union's committee. "This COVID thing has been really challenging for everybody, but it's amazing how the crews have operated through all of it. They have done the work and never had to shut down.

"A lot of that stability is a testament to the long tenures of the employees and the quality of the crews," he added. "Crescent tends to get good, long-term employees, and I think the pandemic is a testament to why that's important. And with that as a backdrop, we were able to negotiate a very fair package that in this day and age, a lot of other people aren't seeing. Hopefully this will be the one and only time we negotiate during a pandemic."

Westbrook noted that the seven rank-and-file delegates who served on the bargaining committees have a combined 188 years of employment with Crescent (an average of slightly less than 27 years per member).

The SIU's committee for the New Orleans/Savannah contract consisted of Captain Del-

egate **Terry Murley**, Engineer Delegate **David Findley**, Wheelman/Deckhand **Kevin McDermott**, Wheelman **Chris Sikes** and Westbrook. The Mobile group included Westbrook, SIU Mobile Port Agent Jimmy White, Captain Delegate **Chris Walker**, Engineer Delegate **Patrick McKibbon** and Wheelman/Deckhand Delegate **R.J. Walker**.

Bargaining took place April 6-9 for the New Orleans/Savannah contract and then April 14 for the Mobile pact. Ratification happened April 9-16.

In addition to securing wage gains and maintaining medical and pension benefits, the union negotiators also bolstered seniority clauses, enhanced bereavement benefits, added to vacation benefits for employees with at least 15 years of service, and established a training committee. That group, consisting of representatives from the union (including rank-and-file members) and company, is slated to convene within the next 90 days to identify "fair and equitable ways to train employees," Westbrook said. "There's no doubt the industry is becoming more technical and requires more training."

"It's a good contract," said Murley, who started his SIU career in 1978 after finishing the trainee program in Piney Point, Maryland. "We were prepared and we tried to be reasonable with our expectations. I think we got a pretty good contract for the next three years and I think Crescent came out on top, too. It's kind of a partnership, and at the end, you shake hands and everybody goes back to work."

McDermott agreed that members have ample reason to be pleased with the contract, and he also credited Westbrook for leading the group.

"It's a good contract, and Mr. Westbrook is a beast," McDermott said. "Chris does his homework, and he gave us useful insights. I think we got a spectacular contract compared to what's going on elsewhere during the pandemic. We couldn't ask for anything else."

Chris Walker said the agreement is "a good, fair contract for the men. Everybody was able

to get a little bit of something out of it. Bargaining was fairly quick. The company understood what we wanted to put on the table, and we understood what they wanted."

"The crews were pleased," said White. "Based on what we obtained, the guys were excited about it. Because of the COVID situation, they weren't sure whether the company would be in position to do anything positive. But, through negotiations, it turned out well."

Crescent operates 17 boats in New Orleans, five in Savannah and three in Mobile, with

four-person crews that generally adhere to a schedule of seven days on followed by seven days off. The boats are used for ship-docking operations.

### Note to Readers

Virtually without exception, the individuals pictured on this page have been vaccinated against COVID-19, or had recently tested negative before the photos were taken, or both. The respective bargaining committees isolated in hotels prior to the start of bargaining.



From left, Delegates Kevin McDermott and David Findley discuss the contract with Capt. Joe Carson and Engineer Hunter Daniel.



Members sign in before voting on the Mobile contract.



SIU members sail aboard Crescent Towing's fleet of 25 boats, including the ones pictured above



Mobile-area SIU boatmen are pictured with SIU Port Agents Jimmy White and Chris Westbrook. Standing left to right are Taylor Hurst, White, Cameron Cooper, Roy Saranthus Sr., Daniel Nicolaidis, Chris Walker, Bo Tucker (rear), R.J. Walker, Westbrook, Ronnie Walker, Jose Angel Ojeda, Patrick McKibbon, Darrin Anderson and Grayson Sheppard.



# AFL-CIO Releases Death on the Job Report

The AFL-CIO on May 1 released the 2021 edition of *Death on the Job: The Toll of Neglect*, a report on the state of safety and health protections for America's working families. The release marked the 30th year that the federation has produced the narrative.

Since the passage of the Occupational Safety and Health Act 50 years ago, significant progress has been made toward improving working conditions and protecting workers from job injuries, illnesses and deaths, the federation pointed out. Federal job safety agencies have issued many important regulations on safety hazards, silica, coal dust and other health dangers, strengthened enforcement and expanded worker rights. These initiatives have undoubtedly made workplaces safer and saved lives, but much more progress is needed, according to the AFL-CIO.

The federation further noted that the previous administration worked to dismantle these advancements, attacking workplace safety protections and longstanding structures for issuing future protections, cutting agency budgets and staff, and failing to respond to the COVID-19 pandemic in many workplaces.

The Democratic majority in the House of Representatives helped improved oversight, accountability and action on critical worker protections, and took opportunities to oppose anti-worker attacks by the previous administration, according to the report. However, the Senate blocked much-needed protections

and reforms in job safety. Now, with a Democratic majority in both houses of Congress, there are more opportunities for action on long-needed worker protection legislation, the federation noted.

"The recent election of President Biden brings promise and hope to a nation and world decimated by the COVID-19 pandemic, and to working people who have struggled for years under anti-worker policies that make their workplaces more dangerous," the AFL-CIO said when announcing the report.

Following are 18 key findings from the 2021 *Death on the Job* report. In 2019:

- 275 U.S. workers, on average, died each day from hazardous working conditions.
- 5,333 workers were killed on the job in the United States.
- An estimated 95,000 workers died from occupational diseases.
- The overall job fatality rate was 3.5 per 100,000 workers, the same as the previous year.
- Latino and Black worker fatalities increased; these workers are at greater risk of dying on the job than all other workers.
- Employers reported nearly 3.5 million work-related injuries and illnesses.
- Musculoskeletal disorders continue to make up the largest portion (30%) of work-related injuries and illnesses.
- Underreporting is widespread – the true toll of work-related injuries and illnesses is 7 million to 10.5 million each year.

■ States with the highest fatality rates in 2019 were: Alaska, Wyoming, North Dakota, Montana and West Virginia.

■ Industries with the highest fatality rates in 2019 were: agriculture, forestry, and fishing and hunting; mining, quarrying, and oil and gas extraction; transportation and warehousing; construction; and wholesale trade.

■ America's workplaces have been a primary source of COVID-19 outbreaks, with thousands of workers infected and dying. However, information on workplace infection and outbreak is limited because there is no national surveillance system.

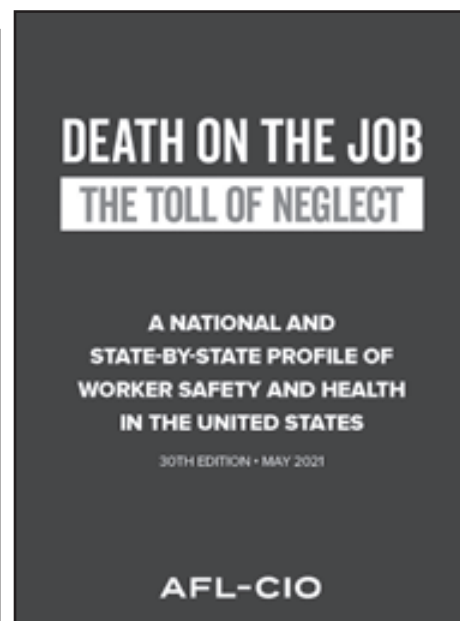
■ Workplace violence deaths increased to 841 in 2019, while more than 30,000 violence-related lost-time injuries were reported.

■ Workplace violence is the third-leading cause of workplace death. There were 454 worker deaths that were workplace homicides.

■ Women workers are at greater risk of violence than men; they suffered two-thirds of the lost-time injuries related to workplace violence, and were five times more likely to be killed by a relative or domestic partner in the workplace than men.

■ Deaths among all Latino workers increased in 2019: 1,088 deaths, compared with 961 in 2018. Some 66% of those who died were immigrants.

■ The Black worker fatality rate of 3.6 per 100,000 workers continues to be higher than the national average.



In 2019, 634 Black workers died on the job—the highest number in more than two decades.

■ Workers 65 or older have nearly three times the risk of dying on the job as other workers, with a fatality rate of 9.4 per 100,000 workers in 2019.

■ The cost of job injuries and illnesses is enormous – estimated at \$250 billion to \$330 billion a year.

The full report is available at <https://afl-cio.org/reports/death-job-toll-neglect-2021>.

## SIU, MTD Urge White House To Overturn CBP Ruling

The SIU, along with the Maritime Trades Department (MTD) and its Port Maritime Councils, have written letters to President Biden, urging his administration to change a recent ruling by U.S. Customs and Border Patrol (CBP) that violates the Jones Act.

As stated in a letter sent by SIU President Michael Sacco (who is also president of the MTD), "On January 27, 2021, one month after the passage of the National Defense Authorization Act for Fiscal Year 2021 that included a provision affirming that all federal laws, including the Jones Act, would apply to offshore wind energy sites in the United States Exclusive Economic Zone ("EEZ") of the Outer Continental Shelf, CBP issued a letter ruling to Great Lakes Dredge & Dock Company (GLDDC), an SIU-contracted company that employs American mariners on Jones Act vessels. That letter ruling confirmed GLDDC's understanding that, under the new law, the transportation of scour-protection rock to the pristine seabed in the U.S. EEZ would be covered under the Jones Act. Less than two months later, on March 25, CBP reversed this finding and instead concluded that the Jones Act would not apply in the scenario for which GLDDC requested guidance."



SIU President Michael Sacco

The letter from the SIU continued, "Regardless of the reasoning for the change in guidance, this letter ruling has the potential to cause considerable disruption in GLDDC's and other American ship operators' plans to build and operate vessels designed to help install, maintain, and supply offshore wind energy farms in the US EEZ. GLDDC and other American companies have already committed significant resources to help launch these efforts and we expect this work to create hundreds of good paying, middle class jobs for working families across America. Under this letter ruling, that work would instead be done, in large part, by foreign companies using foreign-built ships and foreign crews. This is exactly the scenario that the NDAA provision was designed to thwart, and it is diametrically opposed to the policy of the federal government as stated in Executive Order #14005.

Sacco added, "We are greatly appreciative of the efforts your Administration has made supporting working families across America, and it is no exaggeration to say that your efforts on behalf of the U.S. Merchant Marine, both as president and in your long career in public service, have been exemplary. With that in mind, we strongly urge you to direct CBP to correct these mistakes."

Since that letter was sent, every Port Maritime Council has also sent letters to the Biden administration on this subject.



AFL-CIO President Richard Trumka speaks during a February 2020 Congressional press conference on the PRO Act. (Photo courtesy of AFL-CIO)

## Federation's Push to Pass PRO Act Continues in Events Coast to Coast

Demands for passage of the Protecting the Right to Organize (PRO) Act continue to make headlines across the country as the AFL-CIO's phone-banking initiative targeting voters and urging them to call their senators has kicked into full swing.

Initially launched April 26, the "PRO Act Blitz" took center stage May 1 during May Day marches, teach-ins and other actions from coast to coast. The AFL-CIO reported more than 700 events were planned, and suggested that count may be low, because individual unions checked in with their own marches, meetings and other assorted activities.

As previously reported in the *Seafarers LOG*, the U.S. House of Representatives on March 9 passed H.R.2474 – the PRO Act of 2021. The legislation is considered by many to be the most wide-ranging, pro-worker rewrite of labor law since the original National Labor Relations Act of 1935. It previously was approved by the House in 2020, but the then Republican-controlled Senate failed to take it up. The House passed it again in early March by a vote of 225-206, largely along party lines. Five Republicans voted for the bill, while one Democrat opposed it.

The measure currently is stalled in the U.S. Senate, where winning approval figures to be difficult, unless Democrats in that chamber do away with or evade the filibuster. The filibuster would allow a minority of senators to hamstring the bill by requiring 60 votes for passage. This scenario provided the impetus for the federation's phone banking initiative as well as the other activities taking place across the country.

"We're not going to let a minority in the Sen-

ate stop" the PRO Act, AFL-CIO President Richard Trumka vowed in a video press conference with lawmakers and the Leadership Conference on Civil and Human Rights just before House debate on the PRO Act began.

"If people (lawmakers) know corporations are too strong and workers are not strong enough" economically, "and they make corporations stronger" anyway, by defeating the PRO Act, "they do so at their peril," Trumka warned. "And in an era of extreme polarization, nearly two-thirds of Americans – 65% -- approve of labor unions, so it's not surprising workers would form unions if they were given the chance. That's 60 million people knocking on our doors. The PRO Act would let them in."

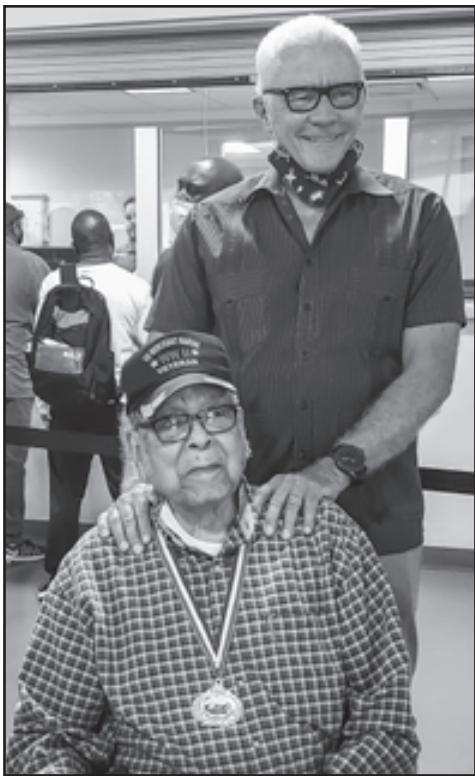
President Biden during his first address before a joint session of Congress on April 28 called for the passage of the PRO Act and for a \$15 federal minimum wage.

"The American Jobs Plan is a blue-collar blueprint to build America, that's what it says. And, it recognizes something I've always said. The guys and women on Wall Street ... didn't build this country. The middle class built this country. And unions build the middle class," Biden said.

"And that's why I'm calling on Congress to pass the Protect the Right to Organize Act, the PRO Act, and send it to my desk to support the right to unionize. By the way, while you're thinking about sending things to my desk, let's raise minimum wage to \$15," he added. "No one, no one working 40 hours a week should live below the poverty line."



# At Sea and Ashore with the SIU



**HONORING WWII MARINER** – In a ceremony conducted at the Houston hall, WWII Mariner Charles Mills (seated, with SIU VP Gulf Coast Dean Corgey) was presented with the Convoy Cup Medallion in recognition of his service. The Convoy Cup salutes efforts made by mariners during World War II, who served as part of the critical supply convoys from North American Ports to Risør, Norway. As stated in a letter by Convoy Cup Foundation Chairman Steinar Engeset, “Thank you for the great service that you provided during World War II, which allows us to enjoy the peace we do today.” The chairman of the American Merchant Marine Veterans International Affairs Committee, Jens Inge Egeland, also conveyed the organization’s gratitude in a letter to Mills, saying, “It was a great honor and a privilege for me to nominate you to be honored with the Convoy Cup Medal for your service in the Allied Convoys of WWII. We can never thank you and your fellow sailors enough for what you did to restore freedom to our lands. You are truly the greatest generation.”

**ABOARD USNS RED CLOUD** – Recertified Bosun Gerry Gianan says the galley gang aboard the Patriot-operated ship “is the most awesome group I’ve ever sailed with.” The bosun, captain and chief engineer all recently commended the steward department personnel for their hard work and excellent menus. Among those pictured in the photos above and below are Chief Steward Dennis Dizon, Chief Cook Solymar Herrera, SA Emily Lepley and SA Hezam Al Shabaei.



**TRAINING IN PINEY** – Paul Hall Center apprentices stand aboard the training vessel *Freedom Star*. Pictured from left are Garrett Williams, Jade Ezera, John P. Mauras and Alan Butkow. They’re completing vessel familiarization prior to the next phase of the program.



**WELCOME ASHORE IN JERSEY** – AB Frank Vogler (left) receives his first pension check at the hall in Jersey City, New Jersey. He’s pictured with SIU Port Agent Ray Henderson.

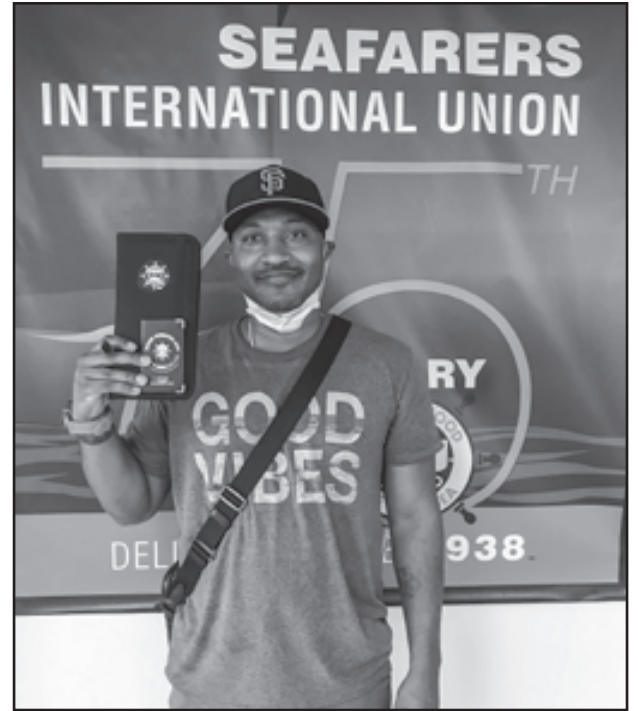




**FROM PUERTO RICO TO PINEY** – Three Seafarers who ship from the San Juan hall recently completed upgrading training at the Paul Hall Center in Piney Point, Maryland. Pictured at the union-affiliated school are (from left) Chief Cook Derick Morales, Chief Steward Elston Yu-Mateo and Chief Cook Pauline Crespo-Guillen.



**ALOHA-STATE SEAFARERS** – Three SIU members recently picked up their respective full B-books at the hiring hall in Honolulu. In photo above, Chief Cooks Kevin and Kent Arroyo give additional meaning to the motto, "Brotherhood of the Sea." ACU Frank Adkins is in the other snapshot



## At Sea and Ashore with the SIU



**FULL BOOKS IN FLORIDA** – Four Seafarers receive their respective full B-books at the April 8 membership meeting in Jacksonville, Florida. Pictured from left in the group photo above are S/B John Billington, OS Ben Squire, AB Joey Benosa and SIU Safety Director Joseph Koncul. The snapshot at right features AB Chandler Dixon (right) and Koncul.



**FULL BOOKS IN HOUSTON** – STOS Mark Malicki (right in photo above) receives his full B-book from SIU Patrolman Kelly Krick at the hiring hall. In the photo at right, AB Michael Gore (left) takes the oath from SIU Patrolman J.B. Niday before picking up his full book.



### CIVMARS HELP MAKE HISTORY

– Members of the SIU Government Services Division did their parts April 21 when the USNS Medgar Evers (top) participated in the first-ever vertical replenishment ammunition offload involving the aircraft carrier USS Gerald R. Ford (foreground). The operation took place in the Atlantic Ocean. (U.S. Navy photo by Mass Communication Specialist 1st Class Julie R. Matyascik)



**SAN JUAN SPRUCE-UP** – Pitching in with some painting and other light maintenance at the hiring hall in Puerto Rico are (from left) Chief Steward Luis Santiago, GVA Argelio Perez and SIU Port Agent Amancio Crespo.



## SHBP Offers COBRA Continuation Coverage to Union Members

The Seafarers Health and Benefits Plan (SHBP) is notifying you of the right to elect to purchase continuation of health coverage if you lose coverage, or experience a reduction in coverage due to certain qualifying events. This continuation of coverage is known as COBRA.

Generally, if you are the employee, you will be eligible to purchase COBRA coverage for a certain period of time if you lost coverage because you did not have enough days of covered employment (unless the job was lost due to gross misconduct). If you are the family member of a covered employee,

you may also elect COBRA for a certain period of time when the employee loses coverage; or if you are going to lose coverage because of a divorce or the death of the employee; or in the case of a child of an employee, the child reaches an age at which the Plan no longer considers him or her to be a "dependent child." In the case of a divorce or the death of an employee, you must notify the Plan within 60 days of the divorce or death in order to be eligible to purchase continuation coverage. If you do not notify the Plan in a timely manner, you may not be eligible to receive further coverage. If you are the

spouse or dependent child of an employee, you may also elect COBRA if you experience a reduction in coverage when the employee retires.

When you retire, if you were eligible for benefits from the SHBP at the time of your retirement, you will be eligible to purchase COBRA continuation coverage for yourself and/or your family members, even if you are eligible for retiree health benefits. This will enable you and/or your family to continue to receive the same level of benefits that you had prior to your retirement for a certain period of time. If you meet the eligibility requirements for

retiree health benefits, you will begin to receive those benefits when the COBRA period ends. The Plan will now accept money orders as payment for the COBRA premium.

For more information about continuation coverage rights under COBRA, please refer to the Plan's "Guide to Your Benefits." The guide is also available in PDF format on the SIU website, [www.seafarers.org](http://www.seafarers.org), under "Member Benefits-Seafarers Benefit Plans-Seafarers Health and Benefits Plan." If you have questions regarding this notice or COBRA, contact the Plan at 800-252-4674.

## Annual Funding Notice Seafarers Pension Plan

### Introduction

This notice includes important information about the funding status of your multiemployer pension plan (the "Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2020 and ending December 31, 2020 ("Plan Year").

### How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

	Funded Percentage		
	2020	2019	2018
Valuation Date	January 1, 2020	January 1, 2019	January 1, 2018
Funded Percentage	145.9%	131.9%	142.9%
Value of Assets	\$1,760,929,899	\$1,547,219,772	\$1,634,843,633
Value of Liabilities	\$1,207,119,802	\$1,172,841,327	\$1,143,708,805

### Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years. The December 31, 2020 fair value of assets disclosed below is reported on an unaudited basis since this notice is required to be distributed before the normal completion time of the audit which is currently in progress.

	December 31, 2020	December 31, 2019	December 31, 2018
Fair Market Value of Assets	\$1,900,000,000	\$1,760,929,899	\$1,547,219,772

### Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries. **The Plan was not in endangered, critical, or critical and declining status in the Plan Year.** If the plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2021, separate notification of the status has or will be provided.

### Participant Information

The total number of participants and beneficiaries covered by the plan on the valuation date was 19,111. Of this number, 7,364 were current employees, 6,528 were retired and receiving benefits, and 5,219 were retired or no longer working for the employer and have a right to future benefits.

### Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to provide benefits from contributions by signatory employers under the terms of collective bargaining agreements between the Seafarers International Union of North America, Atlantic, Gulf, Lakes and Inland Waters and the employers. The Plan may receive the portion of the employers' contributions made to the Seafarers Health and Benefits Plan which the Trustees determine is necessary to provide for pension benefits based on the recommendation of the Plan's Actuary.

### Investment objectives

Assets of the Plan shall be invested with sufficient diversification so as to minimize the risk of large losses unless it is clearly prudent under the then current circumstances not to do so. Plan assets shall be invested in a manner consistent with the fiduciary standards of ERISA and supporting regulations, and all transactions will be undertaken on behalf of the Plan in the sole interest of Plan participants and beneficiaries. Assets of the Plan shall be invested to maintain sufficient liquidity to meet benefit payment obligations and other Plan expenses.

### Investment Guidelines

With respect to any Investment Manager who is appointed by the Trustees, the Investment Manager is a bank (trust company), insurance company, or registered investment advisor under the Investment Advisers Act of 1940. Full discretion, within certain guidelines, is granted to each Investment Manager with regard to the sector and security selection and the timing of any transactions.

### Asset Allocation

The Fund's assets are invested in the following asset classes and maintained within the corresponding ranges. The Trustees make appropriate adjustments if one or more of the limits are breached.

Asset Class	Target	Range
Domestic Equities	50%	40% - 60%
Fixed Income and Cash Equivalents	40%	30% - 50%
Real Estate	10%	0% - 20%

### Standards of Investment Performance

Each Investment Manager is reviewed regularly regarding performance, personnel, strategy, research capabilities, organizational and business matters and other qualitative factors that may affect its ability to achieve the desired investment results. Consideration will be given to the extent to which performance results are consistent with the goals and objectives set forth in the Investment Policy and/or individual guidelines provided to an Investment Manager. The Plan's investment policy outlines prohibited investments as well as limits regarding the percentage of the fund that may be invested in any one company and industry. Minimum credit quality guidelines are established and provided to investment managers. No investment may be made which violates the provisions of ERISA or the Internal Revenue Code.

The Trustees review the Plan's investment policy on a regular basis and make periodic changes when, based on all available information, it is prudent to do so.

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest-bearing and non-interest bearing)	0
2. U.S. Government securities	15
3. Corporate debt instruments (other than employer securities):	
a. Preferred	4
b. All other	0
4. Corporate stocks (other than employer securities):	
a. Preferred	0
b. Common	24
5. Partnership/joint venture interests	5
6. Real estate (other than employer real property)	1
7. Loans (other than to participants)	0
8. Participant loans	0
9. Value of interest in common/collective trusts	37
10. Value of interest in pooled separate accounts	0
11. Value of interest in master trust investment accounts	0
12. Value of interest in 103-12 investment entities	0
13. Value of interest in registered investment companies (e.g., mutual funds)	14
14. Value of funds held in insurance co. general account (unallocated contracts)	0
15. Employer-related investments:	
a. Employer Securities	0
b. Employer real property	0
16. Buildings and other property used in plan operation	0
17. Other	0

For information about the plan's investment in any of the following type of investments as described in the chart above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities, contact: Margaret Bowen, Plan Administrator, at 301-899-0675, or by writing to: Plan Administrator, 5201 Capital Gateway Drive, Camp Springs, Maryland 20746

### Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where To Get More Information."

### Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

### Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC's multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

*Example 1:* If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service (\$600/10), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus \$24.75 (.75 x \$33), or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

*Example 2:* If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or \$200/10). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 (.75 x \$9), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC's website at [www.pb.gc.gov/multiemployer](http://www.pb.gc.gov/multiemployer). Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information About Your Plan," below.

### Where to Get More Information

For more information about this notice, you may contact the Plan Administrator at: Seafarers Pension Plan, Attn: Margaret Bowen, 5201 Capital Gateway Drive, Camp Springs, MD 20746; 301.899.0675. For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 13-6100329.



## Summary Annual Report for SIU Pacific District Supplemental Benefits Fund, Inc.

This is a summary of the annual report of the SIU Pacific District Supplemental Benefits Fund, Inc., EIN 94-1431246, for the year ended July 31, 2020. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Supplemental vacation pay benefits under the plan are provided by the SIU Pacific District Supplemental Benefits Fund, Inc., a Trust Fund.

### Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$1,683,441 as of July 31, 2020, compared to \$1,611,056 as of August 1, 2019. During the plan year the plan experienced an increase in its net assets of \$72,385. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$14,547,692, including employer contributions of \$14,465,757, realized gains of \$856 from the sale of assets, earnings from investments of \$79,624 and other income of \$1,455.

Plan expenses were \$14,475,307. These expenses included \$363,389 in administrative expenses and \$14,111,918 in benefits paid to participants and beneficiaries.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment; and
4. Transactions in excess of 5% of plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call the office of SIU Pacific District Supplemental Benefits Fund, Inc., the plan's administrator at 730 Harrison Street, Suite 400, San Francisco, California 94107, telephone (415) 764-4990. The charge to cover copying costs will be \$6.75 for the full annual report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 730 Harrison Street Suite 400, San Francisco, California 94107 and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## Summary Annual Report for SIU Pacific District Seafarers' Medical Center Fund

This is a summary of the annual report of the SIU Pacific District Seafarers' Medical Center Fund, EIN 94-2430964, for the year ended June 30, 2020. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Medical exam benefits paid under the plan are provided by the SIU Pacific District Seafarers' Medical Center Fund, a Trust Fund.

### Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$45,678 as of June 30, 2020 compared to \$108,088 as of July 1, 2019. During the plan year the plan experienced a decrease in its net assets of \$62,410. During the plan year, the plan had total income of \$702,654, including employer contributions of \$701,638, earnings from investments of \$38 and other income of \$978.

Plan expenses were \$765,064. These expenses included \$248,909 in administrative expenses and \$516,155 in benefits paid to participants and beneficiaries.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers; and
3. Assets held for investment.

To obtain a copy of the full annual report, or any part thereof, write or call the office of SIU Pacific District Seafarers' Medical Center Fund, the plan's administrator, at 730 Harrison Street, Suite 400, San Francisco, California 94107, telephone (415) 392-3611. The charge to cover copying costs will be \$2.75 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 730 Harrison Street, Suite 400, San Francisco, California 94107, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

## Annual Funding Notice MCS Supplementary Pension Plan

### Introduction

This notice includes important information about the funding status of your multiemployer pension plan (the "Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2020 and ending December 31, 2020 ("Plan Year").

### Funded Percentage

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

	2020	2019	2018
Valuation Date	January 1, 2020	January 1, 2019	January 1, 2018
Funded Percentage	302.33%	314.91%	275.26%
Value of Assets	\$6,405,877	\$6,561,949	\$6,668,926
Value of Liabilities	\$2,118,801	\$2,083,726	\$2,422,758

### Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years.

The December 31, 2020 fair value of assets disclosed below is reported on an unaudited basis since this notice is required to be distributed before the normal completion time of the audit which is currently in progress.

	December 31, 2020	December 31, 2019	December 31, 2018
Fair Market Value of Assets	\$6,803,739	\$6,700,795	\$6,478,947

### Participant Information

The total number of participants and beneficiaries covered by the plan on the valuation date was 749. Of this number, 332 were current employees, 289 were retired and receiving benefits, and 128 were retired or no longer working for the employer and have a right to future benefits.

### Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to make contributions in accordance with the existing Collective Bargaining Agreement, but in no event less than the minimum amount annually as required by law.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to provide a source of retirement income for its participants and beneficiaries while attaining an annual investment return of 6%. To preserve capital, some of the assets are invested in a general account with Prudential Life Insurance Company that pays a guaranteed rate of interest each year. Approximately 30% of the remainder of the Plan's assets is invested in equity securities with the balance invested in fixed income securities.

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	0
2. U.S. Government securities	9.4%
3. Corporate debt instruments (other than employer securities):	
a. Preferred	9.2%
b. All other	0
4. Corporate stocks (other than employer securities):	
a. Preferred	0
b. Common	21.2%
5. Partnership/joint venture interests	0
6. Real estate (other than employer real property)	0
7. Loans (other than to participants)	0
8. Participant loans	0
9. Value of interest in common/collective trusts	2.6%
10. Value of interest in pooled separate accounts	0
11. Value of interest in master trust investment accounts	0
12. Value of interest in 103-12 investment entities	0
13. Value of interest in registered investment companies (e.g., mutual funds)	8.0%
14. Value of funds held in insurance co. general account (unallocated contracts)	49.6%
15. Employer-related investments:	
a. Employer Securities	0
b. Employer real property	0
16. Buildings and other property used in plan operation	0
17. Other	0

For information about the plan's investment in any of the following types of investments common/collective trusts, pooled separate accounts, or 103-12 investment entities, contact Margaret Bowen, 5201 Capital Gateway Drive, Camp Springs, MD 20746-4275, (301) 899-0675.

### Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries. **The Plan was not in endangered, critical, or critical and declining status in the Plan Year.** If the plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2021, separate notification of the status has or will be provided.

### Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where To Get More Information."

### Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

### Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC's multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$35 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

*Example 1:* If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service (\$600/10), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus \$24.75 (.75 x \$33), or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

*Example 2:* If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or \$200/10). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 (.75 x \$9), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC's website at [www.pb.gc.gov/prac/multiemployer](http://www.pb.gc.gov/prac/multiemployer). Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information About Your Plan," below.

### Where to Get More Information

For more information about this notice, you may contact the office of the Plan Administrator at: Margaret Bowen, 5201 Capital Gateway Drive, Camp Springs, Maryland 20746, 301-899-0675. For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 51-6097856.





Pictured from left are SIU Port Agent Amancio Crespo, AFT's Leslie Getzinger and TOTE Puerto Rico's Eduardo Pagan. In photo at right (from left to right), TI Vice President Sara Fuentes, Crespo and TOTE Puerto Rico's Eduardo Pagan prepare to address the crowd.



# Book Program Distributes Second Wave of Materials

## SIU Continues Team Effort to Assist Students in Puerto Rico, Alaska, Guam

The "BookWaves" program added to its donation totals in mid-April, delivering more than 7,000 additional books to children in Puerto Rico.

BookWaves is a partnership between the SIU, American Federation of Teachers (AFT), the Asociación de Maestros de Puerto Rico (AMPR), the Transportation Institute (TI) and the organization First Book. With the help of Jones Act vessel operators, the organizations have teamed up to help deliver free, bilingual, STEM-focused books to children in Puerto Rico, Alaska and Guam. The program is funded by AFT, TI and the Pi Beta Phi Foundation, with the shipping of the books handled by SIU-contracted operators Crowley, Matson and TOTE.

During a press conference conducted in Puerto Rico on April 15, representatives of the unions and shipping partners presented the next sets of books. According to the AFT's Leslie Getzinger, nearly 100,000 books have been shipped to Guam, Alaska and Puerto Rico as part of this program.

Once the books arrive in Puerto Rico, SIU officials and members assist with the distribution. Members who pitched in to sort and distribute the most recent delivery included Bosun Isaac Vega, Chief Steward Luis Santiago and AB Luis Ramos.

SIU Port Agent Amancio Crespo said, "The Seafarers are proud to participate and promote bilingual education for these children, so they have the opportunity to amplify the chance to get jobs, especially in our U.S.-flag maritime industry, of which I am a product."

"AMPR, AFT and First Book efforts over the years to provide millions of books to students in need inspired our organization to bring together the U.S.-flag maritime industry, the Seafarers International Union, and our logistics partners to ensure that Americans that rely on our shipping services have better access to books, inspiring a lifelong love of reading and learning," said TI's Vice President Sara Fuentes.

TOTE Puerto Rico's Eduardo Pagan said, "The impact on the education system from COVID-19 has been deep and real, and TOTE – as part of the Transportation Institute and its Dedicated to Puerto Rico initiative – is honored to partner with teachers [AFT and AMPR] and First Book to provide the tools and resources students need to advance their education. TOTE is dedicated to the future of Puerto Rico's youth and to creating a positive and lasting impact in our communities."

As part of the program, more than 40,000 books have been delivered in Guam from the East Coast by Convoy and then shipped across the Pacific Ocean by Matson Navigation. Volunteers from the Guam Federation of Teachers (GFT) and SIU will distribute the books to pre-K through 12th-grade public school students and families as soon as island lockdown restrictions are relaxed.

"Our members are so excited to have so many and such great books to provide to our students," said GFT President Tim Fedenko. "We are eager to start handing out books as soon as possible to support student achievement and to help build the sense of community that can be hard to create while doing remote learning."

In Alaska, the program is working with Alaska Marine Lines, Alaska Communications, Northern Air Cargo, Ryanair, TOTE, AFT affiliates in Alaska, and Alaskan Indigenous organizations to deliver books to as many rural and remote communities as possible. According to Rich Berkowitz, the Transportation Institute's vice president of Pacific Coast Operations, "The broader effort led to a special partnership between the Alaska fishing philanthropic organization AFIRM and Western Alaskan Community Development Quota Program villages to provide access to books for their local youth. Kids from Atka to Naknek to Diomedes will have an opportunity to select their own high-quality books."

Along with the books, the AFT is providing bookplates for kids to write their names

inside their books to give them a sense of ownership and pride. In Puerto Rico, materials are in Spanish and English; in Guam, bilingual English-Chamorro bookmarks include reading tips for parents on how to help their children

become strong readers; and blank journals will be provided for students in Alaska, Guam and Puerto Rico so students have an opportunity to express themselves and write their own stories.



The SIU hall in Puerto Rico temporarily houses some of the donated items.



SIU personnel including Port Agent Amancio Crespo, Bosun Isaac Vega, Chief Steward Luis Santiago, AB Luis Ramos and others pitched in.



Notice/Reminders

## DOT Forbids Marijuana Use, Pre-Employment Drug Tests Are Reported to Coast Guard

Seafarers are reminded that the U.S. Department of Transportation forbids the use of marijuana by employees subject to drug testing under DOT regulations. Even if marijuana use is legal in your home state, it is still illegal under federal law (federal law regulates the maritime industry).

A recent report by an industry trade association representing hundreds of employers pointed out that many people trying to enter the industry hit a roadblock by testing positive for marijuana. Conversely, the percentage of active mariners who test positive for drug use is extremely low.

The same article noted that maritime employers are required to report their respective yearly drug and alcohol testing data to the U.S. Coast Guard. This includes pre-employment drug tests.

The bottom line for mariners – active and prospective alike – is that marijuana is still banned under federal law, and pre-employment screenings are reported to the Coast Guard.

## Paul Hall Center Modifies Some Requirements for Galley Training

In an effort to facilitate important training for mariners while also helping promote career advancement, the SIU-affiliated Paul Hall Center for Maritime Training and Education has adjusted some of its requirements for steward-department coursework.

Effective immediately, the path for entry-level students in the Paul Hall Center's apprentice program to advance to chief cook consists of first completing Phase 1 of the program, then accumulating at least 200 days of sea time, obtaining two letters of recommendation (one each from a chief steward and a captain), and applying for (and graduating from) the Certified Chief Cook course.

Components of the Galley Operations course now are included in Phase 1 and in the Chief Cook Assessment program.

For a copy of a letter sent from the school to prospective steward-department upgraders, visit the News section of the SIU website. The letter is linked in a March 18 post.

Questions may be addressed to the admissions department at (301) 994-0010, option 2, or at [upgrading@seafarers.org](mailto:upgrading@seafarers.org).

### Note to Our Readers

Without exception, anyone entering an SIU hiring hall or signing onto a vessel has passed a number of safety protocols, often including testing for COVID-19, two-week quarantines, vaccination and verifying health-related items on a questionnaire. For that reason, not everyone you see pictured in the LOG is wearing a mask. In addition, in many cases, people have briefly removed their masks only long enough to snap a quick photo. We cannot stress enough the importance of following all safety protocols for your protection and the protection of those around you.

## June & July Membership Meetings

Piney Point.....	Monday: June 7, *Tuesday, July 6
Algonac.....	Friday: June 11, July 9
Baltimore.....	Thursday: June 10, July 8
Guam.....	Thursday: June 24, July 22
Honolulu.....	Friday: June 18, July 16
Houston.....	Monday: June 14, July 12
Jacksonville.....	Thursday: June 10, July 8
Joliet.....	Thursday: June 17, July 15
Mobile.....	Wednesday: June 16, July 14
New Orleans.....	Tuesday: June 15, July 13
Jersey City.....	Tuesday: June 8, July 6
Norfolk.....	Friday: June 11, July 9
Oakland.....	Thursday: June 17, July 15
Philadelphia.....	Wednesday: June 9, July 7
Port Everglades.....	Thursday: June 17, July 15
San Juan.....	Thursday: June 10, July 8
St. Louis.....	Friday: June 18, July 16
Tacoma.....	Friday: June 25, July 23
Wilmington.....	Monday: June 21, July 19

\* Piney Point change due to Independence Day observance.

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

# Dispatchers' Report for Deep Sea

"Total Registered" and "Total Shipped" data is cumulative from April 10-May 9. "Registered on the Beach" data is as of April 10.

Port	Total Registered			Total Shipped			Trip Reliefs	Registered on Beach		
	A	B	C	A	B	C		A	B	C
<b>Deck Department</b>										
Algonac	17	3	0	3	4	0	1	38	7	0
Anchorage	2	0	0	1	2	0	0	6	1	2
Baltimore	2	3	0	1	3	1	2	3	3	0
Fort Lauderdale	10	5	4	13	9	4	9	25	15	6
Guam	1	0	0	1	0	1	1	5	0	0
Harvey	7	4	2	3	2	0	3	18	7	5
Honolulu	5	2	0	7	1	0	0	9	3	2
Houston	43	17	4	34	14	2	17	80	34	10
Jacksonville	26	17	1	17	22	3	18	62	43	6
Jersey City	23	12	4	20	7	1	14	58	21	9
Joliet	4	2	0	3	3	0	2	3	4	0
Mobile	5	0	3	3	2	3	4	8	1	5
Norfolk	23	11	1	9	8	6	9	47	17	3
Oakland	16	5	1	6	1	0	2	22	5	2
Philadelphia	3	1	1	1	0	2	1	8	4	2
Piney Point	1	2	0	0	1	0	1	2	4	1
Puerto Rico	7	3	0	2	0	0	1	12	4	1
Tacoma	26	7	5	19	5	2	12	45	9	8
St. Louis	1	2	0	3	3	0	0	1	3	0
Wilmington	12	11	2	16	6	0	10	39	26	7
<b>TOTALS</b>	<b>234</b>	<b>107</b>	<b>28</b>	<b>162</b>	<b>93</b>	<b>25</b>	<b>107</b>	<b>491</b>	<b>211</b>	<b>69</b>
<b>Engine Department</b>										
Algonac	5	1	1	0	0	1	1	9	2	1
Anchorage	0	0	0	0	0	0	0	0	0	0
Baltimore	2	0	2	3	0	1	1	1	1	1
Fort Lauderdale	10	2	3	4	6	2	5	15	7	4
Guam	1	0	0	1	2	0	0	2	0	1
Harvey	0	1	2	0	1	1	1	2	1	1
Honolulu	3	3	0	5	3	0	1	7	4	1
Houston	11	14	0	8	8	0	8	22	17	1
Jacksonville	15	14	1	11	13	2	10	27	22	5
Jersey City	5	8	0	8	4	2	2	15	10	1
Joliet	0	0	2	0	0	0	0	2	0	2
Mobile	1	2	0	1	1	0	0	3	6	0
Norfolk	14	12	0	7	7	1	3	20	22	4
Oakland	2	4	1	3	0	1	1	6	7	3
Philadelphia	1	1	0	2	0	0	1	4	2	0
Piney Point	3	1	0	1	1	1	3	2	4	0
Puerto Rico	2	2	0	1	1	0	2	9	5	0
Tacoma	14	9	1	11	4	0	6	17	10	4
St. Louis	1	2	0	1	3	0	2	1	2	1
Wilmington	10	5	0	4	4	0	3	28	10	0
<b>TOTALS</b>	<b>100</b>	<b>81</b>	<b>13</b>	<b>71</b>	<b>58</b>	<b>12</b>	<b>50</b>	<b>192</b>	<b>132</b>	<b>30</b>
<b>Steward Department</b>										
Algonac	5	1	0	1	1	0	0	9	3	0
Anchorage	0	1	0	0	1	0	0	0	1	0
Baltimore	2	0	0	1	0	0	0	1	0	0
Fort Lauderdale	12	1	0	7	3	0	4	18	6	3
Guam	2	0	0	2	0	0	0	0	1	0
Harvey	3	0	0	2	1	0	0	7	1	1
Honolulu	5	3	0	4	4	0	7	10	5	0
Houston	14	6	0	12	2	0	4	24	9	0
Jacksonville	17	6	2	7	7	1	5	26	18	5
Jersey City	5	3	0	2	0	0	0	17	3	2
Joliet	1	1	0	0	0	0	1	2	2	1
Mobile	2	1	0	0	3	0	1	5	3	0
Norfolk	9	9	1	12	5	0	10	18	17	3
Oakland	6	5	0	6	2	0	2	24	8	1
Philadelphia	1	1	1	0	1	0	1	4	0	1
Piney Point	2	3	1	0	2	1	0	8	5	0
Puerto Rico	2	9	1	3	7	0	3	5	4	1
Tacoma	8	2	1	7	1	0	2	13	2	2
St. Louis	2	1	0	1	1	0	0	4	0	0
Wilmington	11	8	1	10	9	0	10	37	12	1
<b>TOTALS</b>	<b>109</b>	<b>61</b>	<b>8</b>	<b>77</b>	<b>50</b>	<b>2</b>	<b>50</b>	<b>232</b>	<b>100</b>	<b>21</b>
<b>Entry Department</b>										
Algonac	2	13	9	0	2	5	1	3	24	15
Anchorage	0	1	1	0	0	1	0	0	3	3
Baltimore	0	1	1	0	0	0	0	0	1	1
Fort Lauderdale	0	3	2	0	4	3	2	0	3	2
Guam	0	0	2	0	0	1	0	0	1	1
Harvey	0	4	1	0	1	0	0	1	5	2
Honolulu	1	6	3	1	4	4	0	1	6	5
Houston	1	11	9	2	3	7	2	5	20	14
Jacksonville	3	16	46	1	14	29	4	3	35	93
Jersey City	3	13	4	0	11	1	1	3	19	20
Joliet	0	1	3	0	0	0	0	0	3	3
Mobile	0	0	2	0	0	0	0	0	0	4
Norfolk	0	12	11	1	12	11	5	1	19	27
Oakland	0	10	4	0	4	1	0	0	16	12
Philadelphia	0	1	0	0	0	1	0	0	3	2
Piney Point	0	3	14	0	1	13	2	0	1	7
Puerto Rico	0	1	2	0	0	2	0	1	1	5
Tacoma	3	7	6	2	7	3	0	9	13	20
St. Louis	0	2	1	0	1	0	1	0	1	2
Wilmington	2	19	8	1	8	6	2	6	32	14
<b>TOTALS</b>	<b>15</b>	<b>124</b>	<b>129</b>	<b>8</b>	<b>72</b>	<b>88</b>	<b>20</b>	<b>33</b>	<b>206</b>	<b>252</b>
<b>GRAND TOTAL:</b>	<b>458</b>	<b>373</b>	<b>178</b>	<b>318</b>	<b>273</b>	<b>127</b>	<b>227</b>	<b>948</b>	<b>649</b>	<b>372</b>



## Seafarers International Union Directory

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

### HEADQUARTERS

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

### ALGONAC

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

### ANCHORAGE

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

### BALTIMORE

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

### GUAM

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

### HONOLULU

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

### HOUSTON

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

### JACKSONVILLE

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

### JERSEY CITY

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

### JOLIET

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

### MOBILE

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

### NEW ORLEANS

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

### NORFOLK

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

### OAKLAND

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

### PHILADELPHIA

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

### PINEY POINT

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

### PORT EVERGLADES

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

### SAN JUAN

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

### ST. LOUIS/ALTON

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

### TACOMA

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

### WILMINGTON

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

## Inquiring Seafarer

This month's question was posed to upgraders attending classes at the SIU-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland.

**Question: Why did you choose the maritime industry as a career as opposed to doing something else?**



**Shadonna Jones**  
*Certified Chief Cook*

I chose the maritime industry because it's been a dream of mine for my entire life. I wanted to see the world via the lens of the ocean and do what I enjoy doing best, and that's creating flavors. The maritime industry allows me to do this. I've been sailing for five years.



**Randall Campbell**  
*Certified Chief Steward*

I chose it because it opens doors for me in the future. After my sailing days are over, I can take what I have learned here back home with me and put it to good use when I start my own business. I learned about the maritime industry from my mother, who went to school with someone who sails. She passed it on to my brother and he passed it on to me.



**Gervacio Simon**  
*Certified Chief Cook*

I just wanted to experience it to find out what it was like. And I have found that I like it and it's what I want to do for a career. Some friends of mine introduced me to the industry and I am so glad that they did. It's interesting and I plan to keep upgrading.



**Christian Cruz**  
*Oiler*

Money was one, travel was another. More than that though, it's about the flexibility. It allows me to learn and work as I please. When I was in high school, I was taking a lot of technical classes and I discovered that I'm not that classroom-oriented. So, I really like that fact that I can go out there, work for a while and then come back to learn more. It works perfectly for me.



**Emelene Garcia**  
*Certified Chief Cook*

Because it's a great job. To me, my job is all about health, fitness and of course personality and attitude. The job is steady and high income and it allows me to see the world. It's the most challenging work I have ever had since retiring from my first job. I have a spirit of adventure, and sailing gives me a sense of freedom. After I started sailing, my son also got into the union, then my husband, my brother and my nephews. They are all SIU members.



**Starling Priester**  
*QMED*

I joined the maritime industry because of the opportunity it offers for career advancement through learning. I came in as a C-card and I wanted to advance my career as fast as and as far as possible in the shortest amount of time. The union has given me this opportunity to realize my goals.

## Pic From The Past



Former United States Vice President Walter Mondale (left) visits SIU headquarters in Camp Springs, Maryland, during his 1984 presidential campaign. SIU President Frank Drozak is at right. The SIU first found an ally in Mondale in the late 1960s, when he was a U.S. senator for Minnesota working on issues pertaining to Great Lakes shipping and the seafood industry. Mondale passed away April 19, 2021, at age 93.

If anyone has a vintage union-related photograph he or she would like to share with other Seafarers LOG readers, please send it to the Seafarers LOG, 5201 Capital Gateway Drive, Camp Springs, MD 20746. Photographs will be returned, if so requested. High-resolution digital images may be sent to [webmaster@seafarers.org](mailto:webmaster@seafarers.org)



# Welcome Ashore

Each month, the Seafarers LOG pays tribute to the SIU members who have devoted their working lives to sailing aboard U.S.-flag vessels on the deep seas, inland waterways or Great Lakes. Listed below are brief biographical sketches of those members who recently retired from the union. The brothers and sisters of the SIU thank those members for a job well done and wish them happiness and good health in the days ahead.



## DEEP SEA

### GREGORIO ABALOS

Brother Gregorio Abalos, 65, began sailing with the SIU in 1990 when he worked for Crowley Towing and Transportation. He sailed in both the deck and engine departments and also worked on shore gangs. Brother Abalos upgraded his skills at the Paul Hall Center on multiple occasions. He was last employed by World Crane Services and lives in Seal Beach, California.



### ABDULLAH AHMED

Brother Abdullah Ahmed, 65, joined the Seafarers International Union in 1988, initially sailing aboard the *OMI Dynachem*. He upgraded at the Piney Point school in 1996 and shipped in both the deck and engine departments. Brother Ahmed's final vessel was the *Hawaii*. He is a resident of Detroit.

## Update On Annual Physicals

Beginning July 1, 2021, an annual physical through the Seafarers Health and Benefits Plan will be required prior to shipping out.

The SIU and the American Maritime Association (AMA, representing companies that are signatory to the standard freightship and tanker agreements) last year had dropped the requirement for a union physical, due to pandemic-related considerations. Only a valid Coast Guard or Military Sealift Command physical had been required, unless the Seafarer left their last ship Not Fit For Duty or required shots.

The union and the AMA have agreed to return to the old protocols, thereby reinstating the requirement for an annual physical through the union.

## JOHN BULL

Brother John Bull, 65, signed on with the SIU in 1989, initially shipping aboard the *Independence*. Brother Bull was a steward department member and upgraded at the Paul Hall Center for Maritime Training and Education on numerous occasions. He last sailed on the *Patriot* and resides in Honolulu.



## LEBARRON BUMPERS

Brother Lebarron Bumpers, 65, started his career with the Seafarers in 1977 when he shipped aboard the *Penn*. He sailed in both the deck and engine departments and upgraded on multiple occasions at the Piney Point school. Brother Bumpers' final vessel was the *Florida*. He lives in Mobile, Alabama.

## VINCENT CARRAO

Brother Vincent Carrao, 65, joined the SIU in 1977 when he sailed on the *McLean*. He upgraded on several occasions at the union-affiliated Paul Hall Center in Piney Point, Maryland. Brother Carrao sailed in both the engine and steward departments and also worked on shore gangs. He was last employed by Cargotec Services and makes his home in Lakewood, New Jersey.

## RODNEY CLEMENTS

Brother Rodney Clements, 65, signed on with the union in 1986, initially working with Delta Queen Steamboat Company. He sailed in the steward department and upgraded at the Piney Point school on several occasions. Brother Clements last shipped aboard the *Green Ridge*. He calls New Albany, Indiana, home.



## JOHN FERREIRA

Brother John Ferreira, 67, embarked on his career with the SIU in 2001. A deck department member, his first

vessel was the *Energy Enterprise*. Brother Ferreira upgraded at the Paul Hall Center on multiple occasions. He concluded his career on the *Maersk Ohio* and lives in Seekonk, Massachusetts.

## JAMES FLETCHER

Brother James Fletcher, 65, donned the SIU colors in 1979 and first sailed aboard the *Taurus*. He sailed in the deck department and upgraded at the Piney Point school in 1994. Brother Fletcher last shipped aboard the *Capricorn*. He makes his home in Pinole, California.



## SHAIF KASSEM

Brother Shaif Kassem, 65, began sailing with the Seafarers International Union in 1982, initially sailing on the *Coastal Kansas*. He sailed in all three departments and last shipped aboard the *USNS Brittin*. Brother Kassem is a resident of Tacoma, Washington.

## WILLIAM LIGNOS

Brother William Lignos, 68, joined the Seafarers in 1971, initially sailing on the *Afoundria*. He upgraded at the Paul Hall Center on numerous occasions and sailed in the engine department. Brother Lignos last shipped on the *John Paul Bobo*. He resides in Columbia Falls, Montana.

## JAMES MURPHY

Brother James Murphy, 64, became a member of the SIU in 1978 when he worked for States Steamship. A deck department member, he upgraded his skills at the Piney Point school in 2001. Brother Murphy's final vessel was the *Empire State*. He calls Santa Rosa, California, home.

## ARISTON ORA-A

Brother Ariston Ora-A, 65, started sailing with the union in 2000, when he sailed on the *Independence*. He sailed in all three departments and upgraded often at the Paul Hall Center. Brother Ora-A most recently shipped on the *Mar-*

*jorie C*. He resides in Paia, Hawaii.

## JOHN PICCILOLO

Brother John Picciolo, 65, signed on with the SIU in 1973. He primarily sailed in the deck department and upgraded at the Piney Point school in 1980. Brother Picciolo's final vessel was the *USNS Antares*. He settled in North Miami Beach, Florida.



## DEBBIE RANDALL

Sister Debbie Randall, 65, joined the Seafarers in 1994. She was a member of the steward department and first shipped on the *Noble Star*. Sister Randall upgraded at the Paul Hall Center in 2015. She concluded her career aboard the *Evergreen State* and is a New Orleans resident.

## MARTA WILLIAMS

Sister Marta Williams, 65, began sailing with the union in 1999 when she sailed aboard the *USNS Silas Bent*. She was a steward department member and upgraded at the Piney Point school on multiple occasions. Sister Williams' final vessel was the *Overseas New York*. She makes her home in Jacksonville, Florida.



## GREAT LAKES

### JERRY STROPICH

Brother Jerry Stropich, 64, embarked on his career with the SIU in 1987. He sailed in the deck department and upgraded at the Paul Hall Center on multiple occasions. Brother Stropich worked for Upper Lakes Towing Company for his entire career. He resides in Gladstone, Michigan.

### JOHN VANENKEVORT

Brother John Vanenkevort, 62, joined the Seafarers International Union in 1979, initially working on

the *Buckeye*. He was a member of the deck department and upgraded at the Piney Point school on numerous occasions. Brother Vanenkevort was last employed by Vanenkevort Tug and Barge. He lives in Bark River, Michigan.

## INLAND

### JOHN ANDRADE

Brother John Andrade, 67, signed on with the Seafarers in 2001. A deck department member, he upgraded at the union-affiliated Paul Hall Center on several occasions. Brother Andrade's first vessel was the *Columbia Bay*; his last, the *Pacific Reliance*. He is a resident of New Bedford, Massachusetts.

### JACK ANDREWS

Brother Jack Andrews, 62, began sailing with the union in 1978, initially sailing aboard the *Long Lines*. He upgraded often at the Piney Point school and was an engine department member. Brother Andrews was last employed by Moran Towing of Maryland. He calls Abingdon, Maryland, home.

### DON BRADY

Brother Don Brady, 67, joined the SIU in 1973. He sailed in the deck department and first shipped with Interstate Oil. Brother Brady upgraded at the Paul Hall Center in 1978. He worked for the same company for most of his career and resides in Chester, Virginia.



### JOHN JONES

Brother John Jones 70, donned the SIU colors in 1969, first working for Interstate Oil. He sailed in the deck department and remained with the same company for the majority of his career. Brother Jones makes his home in Pocomoke, Maryland.



## Notice to Mariners With International Voyages

The U.S. Department of State's Passport Office has recently changed a policy that required mariners to show proof of an imminent international voyage in order to receive an expedited passport renewal.

As stated in the revised rule, "Due to public health measures to limit the spread of COVID-19, Passport Services continues to have limited operations at our passport agencies and centers. We will assist mariners who urgently need a passport for international voyages, and whose current valid passport expires in 13 months or less."

Following are the new instructions for renewing your passport.

### Instructions for Urgent Assistance with Applying for a Passport:

1. Contact the National Passport Information Center at 877-487-2778 and identify yourself as a mariner who ur-

gently needs to apply for (or renew) your U.S. passport.

2. The Duty Officer will take your information and schedule an appointment at the nearest passport agency.

3. Application Packages must submit the following:

a. A completed DS 11 or DS 82 passport form, visit the Passport Services website for form instructions;

b. Passport Photograph;

c. Current Passport or evidence of citizenship such as an original or certified birth certificate or an original naturalization certificate;

d. Letter from your supervisor on company letterhead or your U.S. mariner's union; and

e. A clear copy of your Merchant Mariner Credential (MCC).

4. The Employer's/U.S. Mariners Union Letter should include the following details:

- Your full name;
- Printed name and title of your supervisor or mariners' union representative;
- Signature of your supervisor or mariners' union representative; and
- Date the letter was issued.

5. Bring your completed application, required documents, and the passport fee that includes the \$60 expedited fee with you to your appointment.

If you have already applied for your passport but have not received it, contact the National Passport Information Center at 877-487-2778 and identify yourself as a mariner who has already applied and urgently needs your passport. The Duty Officer will provide further instructions and the passport agency will contact you to coordinate the delivery or pickup of the completed passport.



# Final Departures



## DEEP SEA

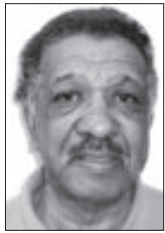
### ASHLEY CARMICHAEL

Brother Ashley Carmichael, 38, passed away March 23. He was born in Connecticut and joined the SIU in 2008. An engine department member, Brother Carmichael initially sailed aboard the *Keystone Texas*. He last shipped on the *USNS John Glenn* and resided in Savannah, Georgia.

### BARRY HARRIS

Pensioner Barry Harris, 68, died April 5. He embarked on his career with the SIU in 1974 when he sailed on the *Long Lines*. Brother Harris worked in the engine department and last shipped on the *Capricorn*. He went on pension in 2017 and lived in Mobile, Alabama.

### MARVIN LAMBETH



Pensioner Marvin Lambeth, 81, passed away April 13. He became a member of the Seafarers International Union in 1968 when he was employed by Delta Steam-



J.C. Wiegman

### Union, School Mourn Late J.C. Wiegman

J.C. Wiegman, a mainstay at the SIU-affiliated school in Piney Point, Maryland, from the late 1980s until his retirement in early 2015, unexpectedly passed away May 5 at his home in southern Maryland. He was 72. Wiegman most recently worked as the director of training at the Paul Hall Center. He was known for his dedication and his exceptionally detailed knowledge of the maritime industry's myriad training requirements. A more complete remembrance will be published in next month's *LOG*.

ship. Brother Lambeth sailed in the engine department, most recently aboard the *Horizon Trader*. He retired in 2007 and made his home in Temple Hills, Maryland.

### ANSTEY MINORS

Pensioner Anstey Minors, 84, died April 18. He joined the Seafarers International Union in 1961, initially sailing with Interocean American Shipping. Brother Minors shipped in both the steward and deck departments and also worked on shore gangs. He became a pensioner in 1995 and settled in Florence, South Carolina.



### DIMITRIOS PAPAIOANNOU

Pensioner Dimitrios Papaioannou, 92, passed away April 25. He donned the SIU colors in 1972 when he shipped aboard the *President Pierce*. A steward department member, Brother Papaioannou last sailed on the *Expedition*. He retired in 2000 and was a resident of Robbins, North Carolina.

### STEPHEN PARR

Pensioner Stephen Parr, 69, died March 29. He signed on with the union in 1972 and was a deck department member. Brother Parr first sailed aboard the *Yukon*. He last sailed on the *Spirit of Texas* and went on pension in 2016. Brother Parr resided in Carlinville, Illinois.



### GEORGE SILVA

Pensioner George Silva, 94, passed away March 11. He began sailing with the SIU in 1956 when he shipped aboard the *Suzanne*. Brother Silva worked in the engine department and last sailed on the *Spirit*. He became a pensioner in 1992 and lived in San Leandro, California.



## INLAND

### FELIX CAMPESI

Pensioner Felix Campesi, 73, died March 28. He joined the Seafarers International Union in



1976. Brother Campesi shipped in both the engine and deck departments. He worked for Crescent Towing and Salvage until

his retirement in 1991. Brother Campesi settled in Waggaman, Louisiana.

### MAGDALENO CASTILLO

Pensioner Magdaleno Castillo, 69, passed away March 29. An engine department member, he signed on with the SIU in 2002. Brother Castillo worked for American Marine Corporation for the duration of his career and retired in 2016. He was a Las Vegas resident.



### LONNIE HOWARD

Pensioner Lonnie Howard, 90, died April 2. He signed on with the SIU in 1981. A deck department member, Brother Howard worked for Crowley Towing and Transportation for his entire career. He became a pensioner in 1992 and made his home in Jacksonville, Florida.



### JERRY INTONTI

Pensioner Jerry Intonti, 95, passed away March 28. He became a member of the Seafarers International Union in 1961 when he worked for Pennsylvania Railroad. Brother Intonti last shipped with Penn Central Transportation and retired in 1987. He was a resident of Newark, New Jersey.

### JERRY JAGGER

Pensioner Jerry Jagger, 76,

died April 9. He began sailing with the union in 1991. Brother Jagger was a deck department member and was employed by Virginia Pilot Corporation for the duration of his career. He went on pension in 2015 and lived in Mathews, Virginia.

### DAVY MENZIES

Pensioner Davy Menzies, 70, passed away April 14. He donned the SIU colors in 1994. A deck department member, Brother Menzies worked with Port Imperial Ferry for the duration of his career. He became a pensioner in 2014 and called Jersey City, New Jersey, home.

### LURCY PRIMEAUX

Pensioner Lurcy Primeaux, 77, died April 9. He signed on with the Seafarers in 1964 when he was employed by Higman Barge Lines. Brother Primeaux was a deck department member. He worked for the same company until his retirement in 1989. Brother Primeaux was a resident of Vinton, Louisiana.

### ISMAEL SOLIS

Pensioner Ismael Solis, 93, passed away April 4. He became a member of the SIU in 1978 and was a deck department member. Brother Solis was employed by Crowley Puerto Rico Services for the duration of his career. He went on pension in 1991 and lived in Puerto Rico.



### WILLIAM STOWE



Pensioner William Stowe, 74, died April 4. He joined the union in 1966 and sailed in the deck department. Brother

Stowe worked with Virginia Pilot Corporation for his entire career. He retired in 2008 and settled in Raleigh, North Carolina.

### RICHARD SUMMERS

Pensioner Richard Summers, 66, passed away January 21. He embarked on his career with the SIU in 2004, initially sailing on the *USNS Hayes*. A deck department member, Brother Summers last sailed on the *Terrapin Island*. He became a pensioner in 2019 and made his home in Port Orchard, Washington.

## NMU

### JAMES TYSON

Pensioner James Tyson, 96, died April 2. Born in New York, he began sailing with the NMU in 1943, prior to the 2001 NMU/SIU merger. Brother Tyson sailed in the engine department. He went on pension in 1965, but returned to sail well into his 70s and during Operation Desert Storm. Brother Tyson made his home in Laurel, Maryland.



*In addition to the foregoing individuals, the following union members have also passed away. Insufficient information was available to develop summaries of their respective careers.*

NAME	AGE	DOD
Cardriche, James	98	02/19/2021
Carter, Sidney	85	04/05/2021
Cuellar, Jaime	98	04/08/2021
Flores, Julio	93	04/06/2021
Reyes, Marina	92	03/07/2021
Sellers, Baxter	94	04/09/2021
Stetz, Robert	93	04/09/2021



## All Hands Safe Aboard Pres. Eisenhower

No injuries and no pollution were reported following a recent fire aboard the Seafarers-crewed *President Eisenhower* (APL Marine Services) on the West Coast.

The SIU represents steward department mariners aboard the vessel.

APL's parent company, CMA CGM, issued the following statement:

*"On April 28, a fire occurred onboard the M/V President Eisenhower while she was transiting the Santa Barbara Channel. Thanks to the crew's rapid response, the fire was extinguished. There are no reported injuries or pollution. We thank the U.S. Coast Guard for their prompt assistance. The incident is under investigation, and we are working closely with the appropriate authorities."*



# Digest of Shipboard Union Meetings

The Seafarers LOG attempts to print as many digests of union shipboard minutes as possible. On occasion, because of space limitations, some will be omitted.

Ships' minutes first are reviewed by the union's contract department. Those issues requiring attention or resolution are addressed by the union upon receipt of the ships' minutes. The minutes are then forwarded to the Seafarers LOG for publication.

**ALLIANCE NORFOLK** (Maersk Line, Limited), March 30 – Chairman **Eugene Perez**, Secretary **Robert Seim**, Deck Delegate **Abduljabbar Quraish**, Steward Delegate **Ma Marilynda Nance**. Ship in need of new mattresses and linens. Chairman announced April 3 arrival in Jacksonville, Florida, and discussed shipboard safety. Educational director reminded members to check documents for expiration dates. No beefs or disputed OT reported. Crew in need of headgear, flashlights and lightweight masks. Vote of thanks given to the steward department. Next port: Jacksonville.

**ALASKAN NAVIGATOR** (Alaskan Tanker Company), April 10 – Chairman **Gregory Hamilton**, Secretary **Albert Sison**, Educational Director **Leland Peterson**, Deck Delegate **Donny Castillo**, Engine Delegate **Anne Scott**, Steward Delegate **Dindo Reforsado**. Crew went over old business. Current launch service in port is available upon request only and no longer launching every four hours. Members are awaiting clarification on missing-man wages and compensation for the 14-day quarantine period before joining ship. Crew still waiting for a union official to come aboard ship after making several requests. Ship in need of paperwork (crews list, ship minutes, current repair list). Secretary directed members to see the steward for new blankets. Educational director reminded everyone that the Paul Hall Center for Maritime Training and Education is open and more and more classes are becoming available. Dispute in deck department pertaining to OT pay for hydro blasting and supper relief. One-hour penalty pay is due to AB for being on watch without relief. Members were encouraged

## With Seafarers in Garden State



SIU members are pictured at the Watco Marine Transfer Station in Elizabeth, New Jersey. As more and more members get the vaccine, things are at least beginning to return to normal, as evidenced by this mask-less photo. Among those pictured are Lawrence Rizzo, Kyle Pillsworth, Scott C. Smith (son), George Diamantakos, Scott Smith (dad), Ellison Champagne, Joel Santana, Eric Valdez, Corey Horning, Tommy Napoli and Brian Pillsworth. Thanks to SIU Patrolman Edwin Ruiz for the photo.

to read the LOG and visit SIU website for updated information about the union, the maritime industry and the labor movement. Crew motioned for steward assistant pay rate to match general vessel assistant pay rate and motioned to have an extra meal rate for steward department. They discussed availability of memorandums of understanding. Ship in need of cold-weather gear and larger-sized PPE. Members requested to have Wi-Fi set up on ship and sought clarification on vacation pay requirements. Slop chest not available on ship. Crew was advised to check pockets for

objects that might damage the washer or dryer and to improve housekeeping habits. Next port: Valdez, Alaska.

**MAERSK KINLOSS** (Maersk Line, Limited), April 13 – Chairman **Jose Velasquez**, Secretary **Caesar Mercado**, Educational Director **Tijani Rashid**, Deck Delegate **Ryan Walker**, Engine Delegate **Ian Jordan**, Steward Delegate **Richard Torres**. Educational director urged members to upgrade at the Piney Point school. Course dates for the rest of the year are available on the union's website. No beefs or disputed OT

reported. Members requested better Wi-Fi availability, new fans, TVs, pillows and blankets. Crew went over pension benefits and requested a reduction in sea time requirements. Members asked for days off to increase to two days for 11-day runs. Crew requested additional benefits to current health-care coverage.

**OVERSEAS CHINOOK** (Overseas Ship Management), April 18 – Chairman **Raymond Johnson**, Secretary **Jack Hart**, Educational Director **Brian Jackson**, Deck Delegate **Darius McCastle**, Engine Delegate **Wayne Watts**,

Steward Delegate **Nelson Bernard**. Members discussed recent challenges with MMC renewals. Payoff scheduled May 1 at next port. Secretary thanked crew for keeping house and mess hall clean. He reminded members to continue practicing social distancing, wash hands regularly, and wear masks. Educational director encouraged members to upgrade at the Paul Hall Center in Piney Point, Maryland, whenever possible. No beefs or disputed OT reported. Members made request pertaining to ABs on watch and asked for increase in vacation benefits. Next port: Mobile, Alabama.

## Know Your Rights

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

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

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

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

Augustin Tellez, Chairman  
Seafarers Appeals Board  
5201 Capital Gateway Drive  
Camp Springs, MD 20746

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

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

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

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

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

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

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

**SEAFARERS POLITICAL ACTIV-**

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

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

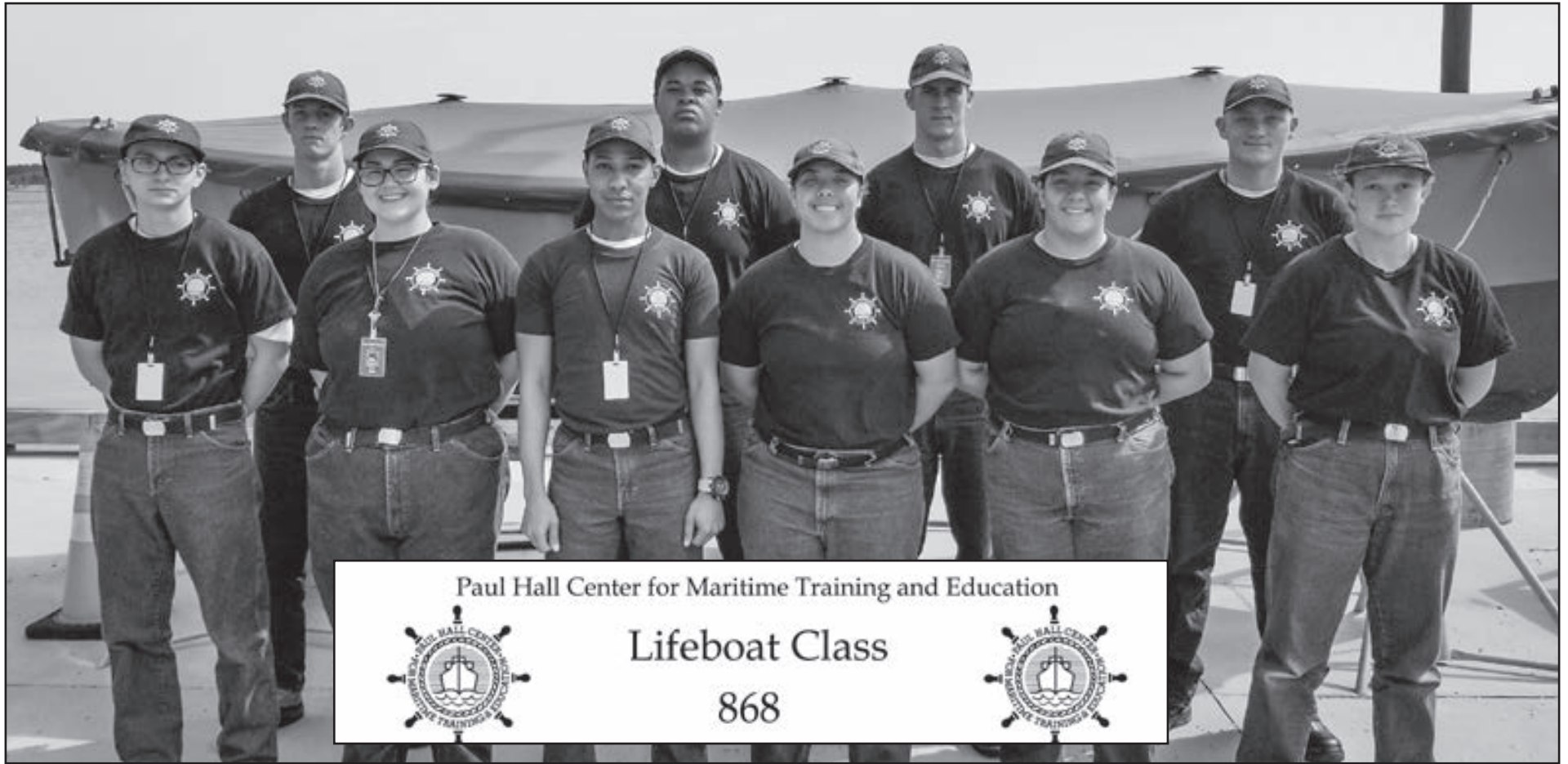
Michael Sacco, President  
Seafarers International Union  
5201 Capital Gateway Drive  
Camp Springs, MD 20746







# Paul Hall Center Classes



**Apprentice Water Survival Class #868** – Graduated April 23 (above, in alphabetical order): Turin Beamon, Jr., Georgia Bussink, Padgett Carpenter, Declan Gallager, Tevin Good, Sira-Claire Kupaianaha Hauanio, Laura Katschman, Richard Russ Jr., Isis Marangelee Vasquez-Soto and Ricky Williams.



**Junior Engineer** – Graduated April 9 (above, in alphabetical order): Anthony Brown, Christian Cruz, Casey Frederick, Crystal Higgs, Deidra Hunter, Michael Joel, Tony King Jr., Joshua Mann and Anias Stanford. Class instructor Christopher Morgan is second from the left.



**Tank Ship Familiarization LG** – Graduated April 16 (above, in alphabetical order): Edna Bakhos, Paul Hiapomalulani Elderts, Aurora Foster, Frank Hedge, Bernadette Hill, Ronald McCray, Temiaka McLaurin, Antonio Norflett, Victor Nunez, Norman Rodriguez, Jerren Waller and Darrell Whitaker. (Note: Not all are pictured.)



## Paul Hall Center Classes



**Marine Electrician** – Graduated April 9 (above, in alphabetical order): Joel Bell Jr., Terren Fields, Jean Paul Merino Lozada, Nicolae Marinescu, Kyle Miller, Robert Neff, Charlie Wescott III, Kyle Williamson and Kevin Willis. (Note: Not all are pictured.)

**Small Arms** – Graduated March 4 (above, in alphabetical order): Phuoc Chau-Hue Nguyen and Abraham Dionela Tunguia.



**Machinist** – Graduated March 5 (above, in alphabetical order): Marcus Brown, Kirk Chambers, Olivier Luc Especa, Patrick Montgomery and Dhahabi Abdulla Quraish. Class instructor William Dodd is at the far left.



**Basic Training (Basic Firefighting)** – Graduated March 12 (above, in alphabetical order): Upgraders Aaron Van Burnett, Jamal Campbell, Jonah Chambly, Ryan Hatch, Kevin Hubble, Michael Kolich, Alexander Kostik, Bryce Ness and Jason Springer.



# Paul Hall Center Classes



**Government Vessels** – Graduated April 30 (above, in alphabetical order): Cameron Amir Azadi, Garry Bourgeois Jr., Dean De Vera Crisostomo, Jarrell Dorsey, Christian A. Duldulao, Ruben Haynes, Richard Jefferson, Norman Lucas II, Tony Pragosa, Jose Neil Dayal Sadaya, Mohamed Hameed Saleh, James Stanford, Steven Alborn Tatum McField and David Warner.



**Basic Training (Basic Firefighting)** – Graduated April 9 (photo at left, in alphabetical order): Upgraders Cameron Amir Azadi, Howard Brooks Jr., Joseph Burke, Christian Duldulao, William Fortner, Richard Gould III, Raymond Maldonado-Garcia and Tony Pragosa.



**MSC Storekeeper** – Graduated April 9 (above, in alphabetical order): Nathaniel Balos, Dillian Cannady, Julien Kei Charlet, Jamila King, Detrell Lambey, Steven Ariel Lopez Ferrer, Patricia Placek, Renita Walker and Nigel Williams.



**Certified Chief Cook (Module 5)** – Graduated April 2 (above, in alphabetical order): Armon Rasheed Bailey, Adam Bechtold, Pauline Crespo-Guillen, Agnes Jocson Gamboa, Lordiem Victoriano Garcia, Arjay Navarro Hermoso, Anthony Jackson, Julieann Major and Derick Yanier Morales-Berly.



**Advanced Galley Ops** – Graduated April 2 (above, in alphabetical order): Torrika Devine, George Nier Egbert, Madina Lawless, Noah Schluder and Nathaniel Simmons Jr. (Note: Not all are pictured.)



**Chief Cook Assessment Program** – Graduated April 23 (above, in alphabetical order): Cameron Amir Azadi, Garry Bourgeois Jr., Christian Duldulao and Tony Pragosa.



# SEAFARERS LOG

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

**Annual Funding Notices,  
Summary Annual Reports  
Pages 8-9**



Chatting at headquarters are (from left) SIU VP Contracts George Tricker, Capt. Steve Sears and SIU Exec. VP Augie Tellez.



Steve and Donna Sears have been married for 30 years.

**I**t doesn't take long in conversation with **Steve Sears** to identify what he truly treasures.

Any mention of his wife of 30 years or their two adult daughters elicits genuine emotion and an unabashedly loving reaction.

Yet, in reflecting on his 41-year career as an SIU member, it's hard not to begin with the financial success he achieved.

Sears, 62, who is believed to be the longest-serving tugboat captain in Crowley's fleet, is retiring with a substantial, hard-earned pension that easily could allow him to live quite comfortably the rest of the way. He also made a very good (and again well-earned) living as an active Seafarer, racking up many thousands of days at sea.

But he didn't rely solely on his full-time income, nor did he simply wait until he could collect the pension before pursuing other goals.

"Steve is a great example to his fellow members of how some basic financial planning and investments outside the Seafarers Pension Plan can really make a difference," said SIU Vice President Contracts George Tricker, who takes particular interest in the long-term financial wellbeing of Seafarers. "Because SIU members don't have to contribute to their pension plan, it frees up money that potentially can be invested elsewhere. And as Steve has shown, a combination of saving and investing can pay off in many ways."

Sears blended hard work, frugality and investments to lead a comfortable, eventually debt-free life. He is quick to credit his wife, Donna, for help with money management and working towards the same goals. He also appreciates the pension and medical benefits available through the Seafarers Plans (the latter of which limits out-of-pocket costs, thereby freeing up funds for savings and/or investments).



Longtime SIU member Steve Sears "grew up on the water" and plans to spend part of his retirement there, too, including aboard his newly purchased boat.

The results are eye-popping.

Sears, who grew up poor, recently paid cash for a \$118,000 recreational boat. He didn't take a mortgage on his most recent lakefront home in New Hampshire – and he also owns another boat and another house.

He doesn't flaunt any of his monetary acumen, and only agreed to discuss it when told it may help his fellow union members.

While Sears followed the age-old investment guideline of "diversify or die," his biggest windfalls came from real estate. He bought "nice properties" in Florida, New Hampshire and Gloucester, Massachusetts, paid them off early, and tripled his money on each one.

"That's what paid for college" for both of his daughters, he noted.

**Natural Fit**

Sears grew up on the water, and began working on party boats at age 13. (If that sounds glamorous, know that his job mostly consisted of untangling fishing lines and otherwise assisting the paying customers.)

He had no interest in, nor money for college, so he sampled life as a tub-trawling fisherman after finishing high school.

The job paid well, but the physical demands – particularly in the middle of New England winter – quickly led Sears to contemplate other ways to make a living in the maritime industry. Largely by chance, an acquaintance got him into the trainee program at the union-affiliated school in Piney Point, Maryland, in early 1979.

Things didn't start very well for him at the

eventually became qualified to operate all of the company's boats. He spent the next few decades moving various cargoes around the country, including to and from Puerto Rico and the U.S. Virgin Islands.

And for the record, he never once got seasick.

**From the Mouths of Babes**

Sears is in good physical shape and plans to stay active, including periodically helping Crowley with out-of-the-ordinary, part-time assignments.

Though he's been a dedicated family man all along, his perspective on life couldn't help but change after his wife survived two different, harrowing health scares in recent years. Those experiences made him look forward to having more opportunities for family time.

In fact, his only borderline regret about working so hard for so long is that he inevitably wasn't home as often as he'd have liked. But even that consideration was at least partly allayed.

"I always felt like I missed so much, because I worked all the time," Sears said. "But when I was home, I was a (school) chaperone with my kids. I was the only dad that wasn't working."

One year, a grade-school teacher said to one of Sears' daughters, "Is your dad going to be home for Christmas?"

The daughter said no, he usually works on Christmas.

The teacher answered, "That's so sad. I'm so sorry."

The daughter replied, "Why? When my dad isn't home, we have two Christmases!"

## 'I Was Driven'

### Longtime SIU Member Sears Caps Fruitful Career

Asked to offer other tips, he replied, "Watch where your money goes. I've seen it over the years – many people that could have a lot (of savings), but don't. Also, be wary of paying interest, and don't always go for that big kick. For instance, when I buy a car, I buy one that's two years old and has 28,000 miles on it.... I don't make payments. Everything I own, I own. I don't owe a dime to anybody."

picturesque but isolated campus.

"I'll be the first to admit, I was as homesick as could be," he recalled. "I did not want to be there, but I kept going and stuck with it."

Indeed, after graduating in Class 271, he became a bosun on the base. "When the new guys came in, I could tell them, 'Look, I didn't like it either in the beginning, but once you get into it, it's not bad,'" Sears said. "I taught new guys every time, so it didn't get old. We had new people arriving every week or every other week. I enjoyed it, actually."

Later that same year, he went to work for Dixie Carriers, making \$56 a day. In December 1979, he switched to Crowley, where he made \$88 a day.

He appreciated the financial bump, but had no plans to stop there.

"I was driven, and I knew that if I was going to be on that boat, I was going to do the best I could to move up and get paid," Sears said. "I read the contract."

He also recognized the good fit at Crowley right away, and while the work certainly wasn't easy, it compared favorably to handling fishing gear.

"You do that (trawling) a couple times and then you go out on the tugs, I mean, on a rough day you didn't even have to go outside the wheelhouse," he said. "I liked the tugs. Fishing was a lot harder."

Sears worked his way up to captain, and



Sears visits the union's headquarters building in mid-April.