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Support for Maritime Evident in U.S. House Hearing

The year's first hearing of a crucial House subcommittee reinforced support for the Jones Act and for other U.S. maritime industry components.

SIU Political and Legislative Director Brian Schoeneman, who also serves as chairman of the coalition USA Maritime, testified at the Feb. 5 hearing of the Subcommittee on Coast Guard and Maritime Transportation, part of the Transportation and Infrastructure Committee. Also testifying were Paul Anderson, president and chief executive officer, Port Tampa Bay; Joe Rella, president, St. Johns Ship Building, Inc., on behalf of the Shipbuilders Council of America; and Tom Reynolds, chief strategy officer, Seasats, on behalf of the Association for Uncrewed Vehicle Systems International.

The hearing was titled "America Builds: Maritime Infrastructure."

In his opening remarks, Subcommittee Chairman U.S. Rep. Mike Ezell (R-Mississippi) pointed out that the hearing is a continuation of the parent committee's "America Builds" series "to discuss the nation's maritime infrastructure."

Ezell also noted, "In order to participate in coastwise trade between two domestic points, a ship must be Jones Act-qualified, meaning the ship is U.S.-built, U.S.-crewed, and U.S.-owned. The Jones Act is a fundamental statute for the domestic maritime industry. The Jones Act is quite literally the bedrock and foundation of our nation's shipbuilding industrial base because it helps to maintain a pool of qualified American mariners that we rely on to transport goods and our military, in times of peace and war."

He added, "Unfortunately, the rise of the shipbuilding industries of global competitors has led to a decline in our own shipbuilding capacity. Coastal Mississippi, and the Gulf Coast as a whole, is home to several shipyards employing thousands of Americans. I look forward to discussing ways to reinvigorate this critical industry."

Schoeneman told the legislators, "The goal of this hearing is to discuss the current state of our maritime infrastructure. I would rate our infrastructure a solid C. There's much work to be done if we're going to catch up to the rest of the world, particularly China, who has invested billions, if not trillions, into their maritime sector."

He stated, "In less than 30 years, China has emerged as the dominant commercial maritime power. They are the world's largest shipowner. They are the world's largest shipbuilder and they control most of the world's trailer chassis, maritime cranes and shipping container supply. In that same time period, the United States has invested a pittance and our industry scrambles, each year, to convince Congress to spend the money needed



SIU Political and Legislative Director Brian Schoeneman (right) confers with fellow panelist Tom Reynolds immediately after the hearing.

to adequately fund our handful of government programs like the Maritime Security Program."

Schoeneman asked the subcommittee members for support of the laws and programs that keep the industry afloat.

"America needs more mariners, we need more cargo and we need more ships of all types, from icebreakers and fireboats to oceangoing commercial vessels," he said. "We can fix these problems by making maritime a priority again, like it has been in our past. We continue to work hard to solve our current mariner shortage."

He added, "When it comes to ships, we're not living up to our aspirations. Current law says America must have a merchant marine sufficient to carry a substantial portion of our waterborne foreign commerce. We don't do this. Our fleet carries less than two percent of our foreign commerce and represents less than 0.4 percent of the world's shipping fleet. We saw the damage overreliance on foreign shipping creates during the most recent supply chain crisis. More U.S.-flag market share will help to strengthen the resilience of our national supply chain.... For us to compete against China, we must change our priorities and it needs to start today."

Later, during a question-and-answer period, Schoeneman said the Jones Act is "fundamental" to national security. Also during the question-and-answer segment, he explained the massive value of cargo preference laws to numerous Americans from different industries, not just maritime.

Rella (from St. Johns Ship Building) weighed in on America's freight cabotage law: "From our industry's perspective, the Jones Act is absolutely essential to the commercial shipbuilding sector," he said. "The Jones

Act, which comes at no cost to the U.S. government, helps maintain a merchant marine to carry our domestic waterborne commerce. The law also ensures that the U.S. maintains critical shipyard infrastructure and an associated skilled workforce that can build, repair, modernize and maintain the more than 40,000 vessels of the domestic Jones Act fleet. This industrial base also ensures there is a sufficient workforce to support the construction and repair of our critical national security fleets."

At different points in the hearing, various legislators weighed in with their concern for, and support of American maritime. Ranking Member Salud Carbajal (D-California) said, "While we have made great strides in recent years in bolstering our ports, waterways and maritime industry, we cannot take our foot off the pedal. The Bipartisan Infrastructure Law, alone, invested more than \$17 billion in our ports and waterways. This funding has been used to fund repairs, upgrades and replacements to reduce port and vessel congestion and to strengthen our supply chain. In addition, cutting emissions near ports by boosting electrification and investing in other low-carbon technologies to reduce overall environmental impacts is critically important, as we continue to battle climate change."

U.S. Rep. Rick Larsen (D-Washington), ranking member of the full committee, stated, "I was heartened to hear (Transportation) Secretary (Sean) Duffy's support for the Jones Act during his confirmation hearing. The Jones Act has strong support among members of this committee. It's critical to the maritime industry."



Subcommittee Chairman U.S. Rep. Mike Ezell (R-Mississippi)

BLS Issues Annual Union Density Report

The Bureau of Labor Statistics (BLS) in late January posted its yearly report concerning union membership rates in the United States.

The union membership rate – the percent of wage and salary workers who were members of unions – was 9.9 percent in 2024, little changed from the prior year. The number of wage and salary workers belonging to unions, at 14.3 million, also showed little movement over the year. In 1983, the first year for which comparable data are available, the union membership rate was 20.1 percent and there were 17.7 million union members.

Among many other findings, the BLS noted that union workers "had median usual weekly earnings of \$1,337 in 2024, while nonunion workers had median

usual weekly earnings of \$1,138." For an entire year, that's a difference of more than \$10,000.

Responding to the report, AFL-CIO President Liz Shuler issued a statement that read in part, "The percentage of workers in a union remained flat ... despite huge organizing wins across the country and across different sectors of the economy. It's plain as day that more working people want a union now than at any point in our lifetimes. Across our economy and in every part of the country, workers are standing together to demand fair treatment, better wages, and dignity and respect on the job. Our organizing has resulted in remarkable victories in traditional and emerging sectors like manufacturing, health care, clean energy, infrastructure, retail and restaurants, hospitality, and on

college campuses, in technology, in public service and much more."

Shuler continued, "Today's BLS numbers don't begin to tell the real story of the desire workers have to join a union. The number of union elections has doubled since 2021, boosted by efforts from the previous Biden administration to give workers a fair shot at joining a union. In 2024 alone, there were nearly 1,800 union elections, with workers winning the vast majority. Many of these victories are not reflected in the numbers released today because employers are exploiting a broken system to delay bargaining a first contract. But these wins – including an election for the first-ever Whole Foods union in Philadelphia just last night (Jan. 27) – are proof positive of working people's incredible desire to join and form unions."

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President's Column

Your Union at Work

As we progress through the early stages of the new year and adapt to a changing federal landscape, your union continues working to ensure your job security and safety while promoting work-life balance and other improvements.

Many of our efforts take place away from the spotlight, and we're not always quick to claim credit for victories even when perhaps we should. For as long as I've been part of the SIU, we've been more focused on results that benefit the rank-and-file membership, and far less concerned about accolades.

With that said, and despite the numerous transformations that arrived with the new administration, we've helped achieve significant progress in the recent past. Working cooperatively with the Military Sealift Command and other stakeholders, we helped secure legislation that results in a noteworthy shore-leave accrual-rate increase. As you may have seen in a recent communication from Adm. Sobeck, we also helped nail down approval for an improved rotation schedule – which he described as a “monumental shift that will enhance predictability and work-life balance for all.” As you know, that rotation schedule (4-and-2) already has begun.

Again working cooperatively with the agency on complex issues such as One Pay, while there are details yet to be ironed out, we have growing confidence in our management partners that this will be a reality sooner rather than later. We've also helped significantly reduce both the number of overdue reliefs and the length of those waiting periods. And, we're working on other improvements not only for our CIVMARS but also for our crews at NOAA, the NDRF and the Army Corps of Engineers.

Looking ahead, we are committed to continuing our efforts in partnership with management to improve retention in the federal sector, whether through negotiations or underscoring the added value that the SIU brings to the bargaining unit as a whole. Exactly how these and other policy initiatives take shape is up in the air, as we all adjust to the happenings in our nation's capital. On that note, be assured that throughout our entire history (closing in on 87 years), the SIU has always worked well with legislators and administrations who support American maritime, regardless of political party. That remains true today, but I'd be less than candid in not acknowledging the sweeping changes underway in our government. Today's reality could change by the time the ink dries on this edition – or, in modern parlance, by the time you hit refresh on your browser.

The bottom line is that even if we often keep a relatively low profile, we never, ever sit on the sidelines. We are out there every day, sparing no effort in promoting YOU and the United States maritime industry. That'll never change.



David Heindel



U.S. Transportation Secretary Sean Duffy (center) is joined by his wife, Rachel Campos-Duffy, as he is ceremonially sworn in by Vice President JD Vance. (Photo courtesy DOT)

Duffy Confirmed as DOT Secretary

On Jan. 28, the United States Senate confirmed Sean Duffy as the new Secretary of Transportation, a move welcomed and endorsed by stakeholders in the domestic maritime community.

Duffy was confirmed with bipartisan support, as reflected in the vote count: 77-22. He takes the helm at a department that oversees vital maritime components including the Maritime Administration. Before confirmation, Duffy received the endorsement of the American Maritime Partnership (AMP), a major coalition to which the SIU is affiliated.

According to AMP, Duffy has a strong history with maritime from his time as an elected official representing Wisconsin's 7th District between 2011-2019.

During Duffy's time in Congress, he was co-chairman of the Great Lakes Maritime Task Force, a coalition of labor and management from U.S.-flag vessel operators, shipboard and longshore unions, port authorities, cargo shippers, terminal operators,

shipyards, and other Great Lakes interests. The SIU is part of that coalition.

“AMP particularly appreciates congressman Duffy's unequivocal support for the Jones Act as expressed during his Commerce Committee confirmation hearing,” AMP president Jennifer Carpenter wrote in a letter to Senate Majority Leader John Thune (R-South Dakota) dated January 15.

The confirmation also received praised from elected officials in Congress.

“I want to congratulate Sean Duffy on his confirmation to serve as the next United States Secretary of Transportation,” said Transportation and Infrastructure Committee Chairman Rep. Sam Graves (R-Missouri). “I am confident that under the secretary's leadership we can improve America's infrastructure by focusing our investments on core projects like roads and bridges, streamlining project delivery, and getting the department back to the fundamental missions of federal transportation programs....”

Report Examines Union Membership in U.S.

Continued from page 1

She also pointed out that public approval for unions “is at a nearly 70-year high because in an economy that continues to heavily tilt to the wealthy few and leaves workers behind, the only way to get ahead is by joining together. The recent successful organizing campaigns at places like Starbucks, Amazon, Volkswagen, and other massive corporations show workers' momentum and hunger to join unions, no matter how many hurdles bosses and anti-union politicians throw our way. There are 60 million workers who would join a union today if given the opportunity, but between broken labor law and corporate bosses like Elon Musk and Jeff Bezos engaging in often illegal union-busting every year with little consequence, far too few get that chance. It's time for change.

“We call on the Trump administration to live up to its campaign promises to support workers by prioritizing fixing America's broken labor law through the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act,” she concluded. “These bills would finally update our archaic, broken laws and give workers what we so desperately want: a free and fair shot at joining a union on the job.”

The data on union membership is collected as part of the Current Population Survey (CPS), a monthly

sample survey of about 60,000 eligible households that obtains information on employment and unemployment among the nation's civilian noninstitutional population age 16 and over.

The BLS further reported, “In 2024, the number of employees who belonged to unions was similar in the public sector (7.0 million) and the private sector (7.2 million). The number of private-sector union members declined by 184,000 in 2024, offsetting the increase in 2023. The number of public-sector union members changed little in 2024.(See table 3.)

“The public-sector union membership rate, at 32.2 percent, also changed little over the year. The union membership rate continued to be highest in local government (38.2 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers.

“The union membership rate in the private sector declined by 0.1 percentage point over the year to 5.9 percent. Industries with the highest unionization rates in 2024 included utilities (18.7 percent), transportation and warehousing (15.8 percent), and educational services (13.2 percent). The lowest unionization rates occurred in finance (0.8 percent), insurance (1.2 percent), professional and technical services (1.2 percent), agricultural and related industries (1.4 percent), and food services and drinking places (1.6 percent).”

SIU Directory

David Heindel, President

Augustin Tellez, Executive Vice President

Tom Orzechowski, Secretary-Treasurer

George Tricker, Vice President Contracts

Joe Vincenzo,
Vice President Government Services

Sam Spain,
Asst. Vice President Government Services

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How to Become an SIU Member

Joining the SIU is easy and an important step in protecting your workplace rights. The union's website – www.seafarers.org – includes printable PDF versions of forms that mariners may use to request and authorize payroll deductions for labor organization dues. The forms are posted at:

<https://www.seafarers.org/news/labor-maritime-news/civmar-news/>

Forms are also available under “SIU Forms” in the ABOUT tab.

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Bipartisan Maritime Revitalization Bill Introduced

After more than a year of widespread collaboration and fine-tuning, a new bill has been introduced that arguably would offer the most comprehensive remake of the U.S. maritime industry in at least half a century.

On Dec. 19, U.S. Sens. Mark Kelly (D-Arizona) and Todd Young (R-Indiana), along with U.S. Reps. John Garamendi (D-California) and Trent Kelly (R-Mississippi), introduced the Shipbuilding and Harbor Infrastructure for Prosperity and Security (SHIPS) for America Act.

The SIU, along with dozens of other organizations, provided extensive input for the bill, and the union fully supports it.

In a joint news release, the legislators described the SHIPS for America Act as “comprehensive legislation to revitalize the United States shipbuilding and commercial maritime industries. After decades of neglect, the United States has a weakened shipbuilding capacity, a declining commercial shipping fleet that is dwarfed by China, and a diminished ability to supply the U.S. military during wartime. This historic bipartisan proposal would restore American leadership across the oceans by establishing national oversight and consistent funding for U.S. maritime policy, incentivizing domestic shipbuilding, enabling U.S.-flagged vessels to better compete in international commerce, rebuilding the U.S. shipyard industrial base, and expanding the mariner and shipyard workforce.”

SIU Political and Legislative Director Brian Schoeneman noted, “This bill represents a welcome opportunity for Congress to address many of the most pressing issues that impact the modern U.S. Merchant Marine. We have not had a comprehensive Merchant Marine Act in more than half a century. While it’s clear that a bill of this size and scope is unlikely to pass without changes, we’re committed to working with the sponsors and our allies in both the House and Senate to push this legislation forward and get as much of it enacted as possible. Now is the time for America to recommit itself to the goal of having a vibrant and robust maritime industry, and this bill is the first step in long journey towards a new Merchant Marine Act for the 21st century.”

Mark Kelly, a U.S. Navy veteran and the first U.S. Merchant Marine Academy graduate to serve in Congress, stated, “We’ve always been a maritime nation,

but the truth is we’ve lost ground to China, who now dominates international shipping and can build merchant and military ships much more quickly than we can. The SHIPS for America Act is the answer to this challenge. By supporting shipbuilding, shipping, and workforce development, it will strengthen supply chains, reduce our reliance on foreign vessels, put Americans to work in good-paying jobs, and support the Navy and Coast Guard’s shipbuilding needs. I’m excited to introduce this comprehensive, fully-paid-for legislation today alongside my Republican and Democratic colleagues and our partners representing all parts of the industry, and together we’re going to work to get this effort across the finish line.”

Young said, “America has been a maritime nation since our founding, and seapower was a significant contributor to our rise to being the most powerful nation on earth. Unfortunately, the bottom line now is America needs more ships. Shipbuilding is a national security priority and a stopgap against foreign threats and coercion. Our bill will revitalize the U.S. maritime industry, grow our shipbuilding capacity, rebuild America’s shipyard industrial base, and support nationwide workforce development in this industry. This legislation is critical to our warfighting capabilities and keeping pace with China.”

Garamendi, a longtime outspoken backer of American maritime, stated, “For far too long, the United States neglected our maritime industries and the critical role they play in our national and economic security. This ends with the SHIPS for America Act. I have spent over 10 years working to revitalize the U.S. maritime industry in order to strengthen our national economy, create good-paying American jobs, and support our national security during peacetime or war. This bill represents the most substantial and comprehensive approach to have America compete and lead globally, and I’m proud to lead it alongside Senator Kelly, Senator Young, and Representative Kelly. Today, less than 200 oceangoing ships fly the American flag; the SHIPS for America Act will empower our shipyards and [mariners] to uphold our country’s status as a leader in the maritime industry.”

Trent Kelly added, ““Strengthening America’s shipbuilding capacity and revitalizing our commercial maritime industry is critical to both our national security

and economic resilience. I look forward to continuing to work alongside Senator Mark Kelly, Senator Todd Young, and Congressman John Garamendi to secure our nation’s maritime future.”

As part of the bill’s announcement, SIU President David Heindel called it “an extraordinary piece of legislation that stands to revitalize, strengthen and sustain our nation’s maritime industry. The SHIPS for America Act addresses critical gaps in shipbuilding, maritime workforce development, and the modernization of our commercial fleet. It is a bold step toward ensuring that the United States maintains a robust and competitive maritime presence, which is essential for both economic and national security.”

Highlights of Bill

Among other components, the SHIPS for America Act would:

- Coordinate U.S. maritime policy by establishing the position of Maritime Security Advisor within the White House. This individual would lead an interagency Maritime Security Board tasked with making whole-of-government strategic decisions for how to implement a National Maritime Strategy. The bill also establishes a Maritime Security Trust Fund that would reinvest duties and fees paid by the maritime industry into maritime security programs and infrastructure supporting maritime commerce.

- Establish a national goal of expanding the U.S.-flag international fleet by 250 ships in 10 years by creating the Strategic Commercial Fleet Program, which would facilitate the development of a fleet of commercially operated, U.S.-flagged, American-crewed, and domestically built merchant vessels that can operate competitively in international commerce.

- Enhance the competitiveness of U.S.-flag vessels in international commerce by establishing a Rulemaking Committee on Commercial Maritime Regulations and Standards “to cut through the U.S. Coast Guard’s bureaucracy and red tape that limits the international competitiveness of U.S.-flagged vessels, requiring that government-funded cargo move aboard U.S.-flag vessels, and requiring a portion of commercial goods imported from China to move aboard U.S.-flag vessels starting in 2029.”

- Expand the U.S. shipyard industrial base, for both military and commercial

oceangoing vessels, by establishing a 25 percent investment tax credit for shipyard investments, transforming the Title XI Federal Ship Financing Program into a revolving fund, and establishing a Shipbuilding Financial Incentives program to support innovative approaches to domestic ship building and ship repair.

- Accelerate U.S. leadership in next-generation ship design, manufacturing processes, and ship energy systems by establishing the U.S. Center for Maritime Innovation, which would create regional hubs across the country.

- Make historic investments in maritime workforce by establishing a Maritime and Shipbuilding Recruiting Campaign, allowing mariners to retain their credentials through a newly established Merchant Marine Career Retention Program, investing in long-overdue infrastructure needs for the U.S. Merchant Marine Academy, and supporting State Maritime Academies and Centers for Excellence for Domestic Maritime Workforce Training and Education. The bill “also makes long-overdue changes to streamline and modernize the U.S. Coast Guard’s Merchant Mariner Credentialing system.”

Jennifer Carpenter, president of the SIU-affiliated American Maritime Partnership (AMP), said the coalition “applauds the sponsors of the SHIPS for America Act for their focus on the maritime needs of our nation, as AMP believes it is very important for there to be a robust national maritime strategy that promotes the economic, national and homeland security of the nation. We appreciate that the legislation builds on the strong foundation of the Jones Act to further strengthen and revitalize the U.S.-flag maritime industry.”

Transportation Institute President and Chair James L. Henry said that his organization, representing American-flag vessel operators, “is proud to support the SHIPS for America Act. As America enters an era of increased global competition, it is the right time to make significant investments in our U.S.-flagged merchant marine. As we’ve learned throughout history, the U.S.-flag merchant marine can be depended upon by the United States military for assured access to sealift, and trusted by the American people for the secure and reliable movement of goods. This trailblazing legislation will make America an even stronger maritime nation for future generations.”

Tallying Committee Announces Election Results

A committee of rank-and-file members recently released its official report on the voting for national officers of the Seafarers International Union’s Atlantic, Gulf, Lakes and Inland Waters. The report also covers voting on 23 constitutional amendments. Voting took place Nov. 1 through Dec. 31, 2024.

The union’s tallying committee consisted of 20 Seafarers (two members elected from each of the SIU’s 10 constitutional halls). The group certified the election of David Heindel as president of the SIU; Augie Tellez as the union’s executive vice president; Tom Orzechowski as secretary-treasurer; and George Tricker as vice president of contracts and contract enforcement, among other results. The committee also certified the rank-and-file approval of all 23 proposed amendments that were on the ballot.

The tallying committee’s report will be submitted for approval by the membership at union meetings in March.

According to the report, the two contested races for office were decided by large margins. Similarly, most of the amendments passed by a sizeable number of votes.

The committee disclosed the election of the following officers, who will serve four-year terms:

- David Heindel, president;
- Augie Tellez, executive vice president;
- Tom Orzechowski, secretary-treasurer;
- George Tricker, contracts and contract enforcement vice president;
- Joseph Soresi, Atlantic Coast vice president;
- Dean Corgey, Gulf Coast vice president;
- Nick Marrone, West Coast vice president;

- Bryan Powell, Great Lakes and inland waters vice president;

- Joe Vincenzo, Government Services Division vice president;

- Pat Vandegrift, contracts and contract enforcement assistant vice president;

- Amancio Crespo, Atlantic Coast assistant vice president;

- Kris Hopkins, Gulf Coast assistant vice president;

- Chris Westbrook, West Coast assistant vice president;

- Michael Russo, Great Lakes and inland waters assistant vice president;

- Sam Spain, Government Services Division assistant vice president;

- Mark von Siegel, Piney Point port agent;

- Ray Henderson, Jersey City port agent;

- Joe Baselice, Philadelphia port agent;

- John Hoskins, Baltimore port agent;

- Jimmy White, Mobile port agent;

- George Owen, New Orleans port agent;

- Joe Zavala, Houston port agent;

- Hazel Galbiso, Oakland port agent;

- Chad Partridge, St. Louis port agent;

- Todd Brdak, Detroit-Algonac port agent.

Despite a significant winter storm in the region, the committee met with the union’s secretary-treasurer to receive instructions on Jan. 5. Because of weather-related bank closures, ballots were picked up on Jan. 7 (instead of Jan. 6, as originally planned). The committee

concluded both their tallying and their report by the evening of Jan. 10. They met during that week primarily at the union’s headquarters in Camp Springs, Maryland, and at the SIU-affiliated school in Piney Point, Maryland.

Serving on the committee were Seafarers **Mubarek Ahmed, Drushelia Finney, Samuel Fanjoy, Tom Drummond, Anthony Jacobson, Patrick Slade, Lamont Faulks, Ronald Davis, John Hale, Richard Benoit, Jack McElveen, Kyle Jolivet, Jason Powell, Stephen Hoskins, Gerard Costello, Cleofe Bernardez Castro, Thalys Ealy, Chandler Williams, Ali Alhamyari, and Tyrell Thabit.**

Unanimously approved by the committee, the report reflects strong rank-and-file turnout for balloting. The committee members concluded that they “wish to express [our] deep appreciation for the cooperation and assistance given to us by the union’s legal department and its technical and clerical staff. Finally, the members of the union tallying committee wish to congratulate the elected officers and jobholders. We extend our best wishes for the next four years. We hope that you will carry on the tradition of our union and advance the strength of the maritime industry.”

Many of the constitutional amendments were of the unremarkable/housekeeping variety – for example, replacing outdated terminology with modern-day vocabulary. Others were more substantive, including amendments that formalized the addition of four constitutional ports; increased dues for the first time in almost 20 years; expanded the voting period in future SIU elections; and added two vice president positions and two corresponding assistant vice president slots.

Seafarer Snapshots



From left to right, top to bottom: SIU VP Government Services Joe Vincenzo (third from left) meets with CIVMARS in San Diego. Vincenzo (third from right) wraps up a wide-ranging discussion with other West Coast CIVMARS. Topics included a potential virtual manpower pool, rotations, recruitment, retention bonuses, and the benefits of union membership. CIVMARS (from left) Alondra Jones and Tyrin Cooper cast their respective ballots in the union election, aboard the *William McLean*. Crew members gather on the *McLean* for a meeting with SIU Asst. VP Government Services Sam Spain. Vincenzo (standing at left) meets with CIVMARS aboard the *USNS Supply*, while (next photo) Spain (also standing at left) does the same. They addressed various initiatives designed to improve work-life balance. Personnel aboard the NOAA ship *Oscar Elton Sette* are pictured with Vincenzo (far left). SIU Government Services Division Representative Jesse Ruth (front, left) meets with CIVMARS in California. The *USNS Supply*, *USNS Patuxent* and *USNS Leroy Grumman* tie up in Norfolk, Virginia.

