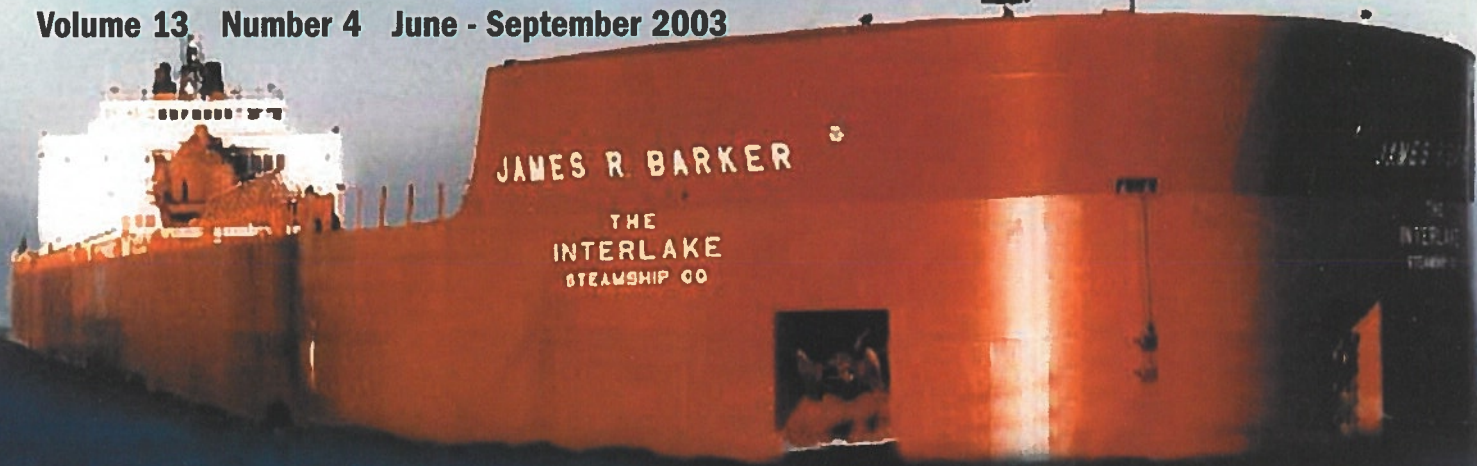


Marine Engineers' Beneficial Association

Marine Officer

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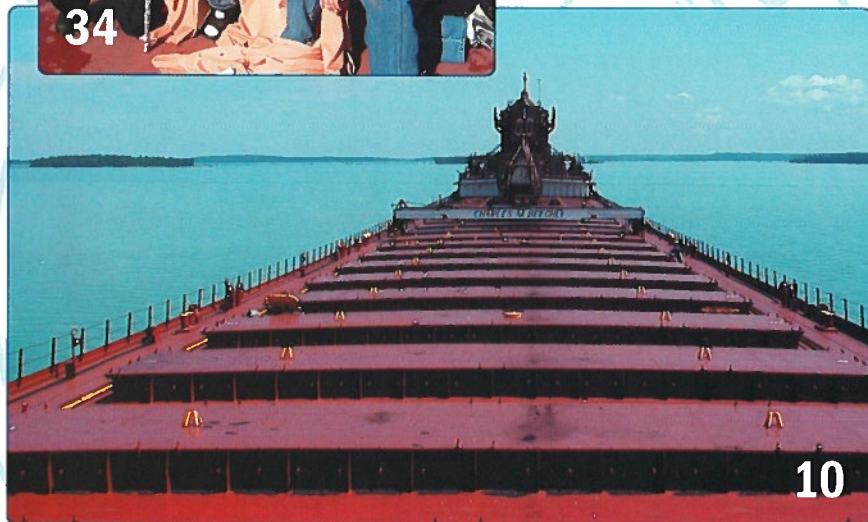
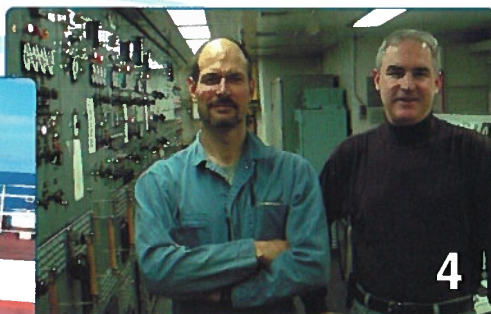
ORGANIZING FOR THE FUTURE: MORE COMPANIES SHIP OUT WITH MEBA

ON BOARD WITH MEBA



GELLATLY
AND
CRISCIONE
SERVICES





ON THE COVER

MEBA's organizing successes on the Great Lakes and elsewhere open new opportunities for members. Vessels such as the JAMES R. BARKER, part of the Interlake Steamship Company fleet, will have the benefit of being crewed by MEBA officers under a new 10-year agreement.

Ship's Telegraph 4

Organizing – Back to the Roots 10

Operation Iraqi Freedom 22

AMC Perspective 24

Maritime Day 25

Finished with Engines 28

Members at Work 34

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The Marine Engineers' Beneficial
Association is the nation's oldest
maritime labor union, established
in 1875. MEBA represents
licensed engine and deck officers
aboard seagoing vessels,
ferries and government-
contracted ships.

Our members also serve on tugs,
barges, fireboats, research vessels
and in various capacities in shore-
side industries.

Visit the MEBA website at
www.meba.us

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Organizing: A Light on the Horizon

Over the last several decades, the percentage of workers belonging to unions has steadily fallen to where today, it's just 13.2% of the total workforce. The MEBA faces a three-pronged challenge – seeing membership rolls fall with the decline of the U.S. Merchant Marine, raiding of our billets by non-AFL-CIO unions, and an explosive growth in non-union foreign-flagged vessels. However, it does no good to complain and wring our hands. It is important to recognize and understand our challenges, then act – and we are. In just the last year and a half, we've undertaken many significant campaigns. Our most recent success was with Interlake Steamship Company, which restored our presence on the Great Lakes – birthplace of our union.

Organizing is the lifeblood of a union. But it's important to understand that *most organizing drives fail*. That means you really have to have a sustained focus to get the job done. Yet, for too long, our Union lacked that essential ingredient and stood still when it came to going after new work. We have that focus now and the MEBA is growing thanks to a concerted effort to exploit new opportunities.

The MEBA is putting new resources into organizing and bolstering our membership

rolls. Upon taking office, I assigned Robert Martin, a MEBA member and veteran of previous organizing campaigns, to devote all of his time to growing our Union through organizing. Each week, Robert reports to me outlining his work and presenting recommended targets for the District Executive Committee's (DEC) consideration.

The members of the DEC identify, when appropriate, immediate targets for organizing. At any given time, we are monitoring as many as two-dozen potential opportunities. Decisions are made by the DEC on who will take the lead, how to proceed, and how best to achieve our goals.

Keep in mind that there is a cottage industry in defeating union organizing campaigns. It is absolutely essential that many of our efforts remain strictly under wraps until we're ready to go public at a time of *our* choosing. No one should mistake lack of news about organizing for "inaction." On the contrary, this administration is aggressively moving forward.

Indeed, over the past year we have successfully been recognized by Woods Hole, Martha's Vineyard and Nantucket Steamship Authority and Boston Harbor Cruises. With Interlake Steamship Company, Brady

Marine Services, Governor's Island Ferry (Empire Harbor Marine), Gellatly & Criscione Services in New York Harbor and the National Oceanic and Atmospheric Administration (expanding an existing relationship), we've been successful in working out contract agreements to put members to work. It hasn't been easy. Organizing is a constant process, but fortunately, MEBA has a lot to offer.

This year has been a turning point. If we keep at it and maintain our focus, we've got a chance to grow and expand. Our reputation has grown after the MEBA's stellar performance in Operation Iraqi Freedom and Operation Enduring Freedom. We proved our ability aboard the MSC Auxiliary, Special Mission, Prepositioning and LMSR vessels as well as on the lion's share of the MarAd Ready Reserve Force (RRF) ships. We won the battle to stay on the Matson vessels. We regained collective bargaining with GFC Crane. We have even added a new affiliate – our longtime friends at the American Radio Association (ARA).

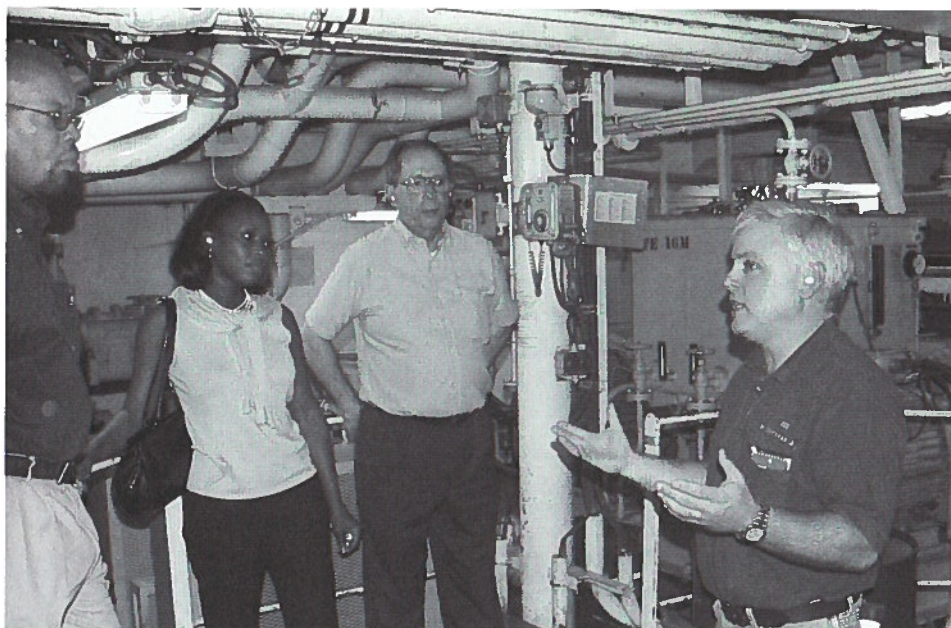
We've got a great team working hard together and we're all pulling in the same direction. That says to me that the MEBA is a union you can be proud of once again. And ever so steadily, we're beginning to reverse that non-union trend, moving with calculated efforts at expansion. With a strong organizing program, the future really does look bright for the MEBA and – most importantly – our members.

Ron Davis

Ron Davis



The 1,013 foot M/V PAUL R. TREGURTHA is the largest ship in the Interlake Steamship fleet. MEBA inked a ten-year deal with the company which reestablishes the Union's presence on the Great Lakes.



OVERSEAS JOYCE Chief Engineer Harry Bertram shows his engine room to a tour group of representatives of the Maritime Administration and Transportation Security Administration. MEBA's Chief Bertram runs a tight ship as he guides the OSG car carrier back and forth from Japan with over 4,800 vehicles onboard. Though he was only back stateside for a few hours before the vessel headed out for another three-month tour, he took the time to show the ship systems to the group – many of which had never set foot onboard a ship before. From left to right is TSA's Maury Walker, MarAd's Ronnie Levine and Carey Brady, and JOYCE Chief Bertram.

Pension Legislation Being Debated on the Hill

MEBA is tracking pension legislation as it winds its way through Congress. The MEBA and Plans Office are reviewing the latest version of a piece of legislation in the House for any potential impact upon the membership. However, the bill is subject to amendment when it reaches the House floor for a vote. Senate leaders are also working on pension legislation and are expected to draft a bill in the next few months. MEBA is in contact with Congressional leaders and their staff regarding the proposals circulating Washington.

Background — For many years, Federal Law required employers to calculate their

pension funding needs using interest rates based on the rate on 30-year bonds sold by the U.S. Treasury. Now that the Treasury has stopped issuing 30-year bonds, Congress must replace the 30-year treasury rate with a new interest rate standard. Among other things, interest rates are used to (1) determine the funding status of a pension plan, i.e., whether or not a pension plan is underfunded or overfunded, and (2) to calculate lump sum pension payouts. Critics of the proposal charge that these changes would allow corporations to both reduce payments to underfunded traditional pension plans and pay out smaller lump sums to workers. MEBA's defined benefit, multi-employer plan is secure and overfunded and has not required contributions for over ten years. However, a new higher



MEBA held a maritime breakfast at our D.C. Headquarters recently with Congressman Frank LoBiondo (R-N.J.), an enthusiast of maritime issues. The five-term Republican is chairman of the Coast Guard and Merchant Marine Subcommittee of the House Transportation Committee. The Congressman comes from a pro-union family that ran a trucking company and employed Teamsters. He is well versed in transportation issues and is a widely respected, labor-friendly Republican. Numerous MEBA and company officials attended the breakfast.

rate would impact the value of lump sum pension payouts to MEBA members. Based on the rates used to calculate 2003 lump sum payouts, the proposed rate would result in smaller lump sum pension payouts. Current proposals call for a broad transition period of several years to minimize any disruption in the retirement expectations of those who may opt for a lump sum pay-out in the near future.

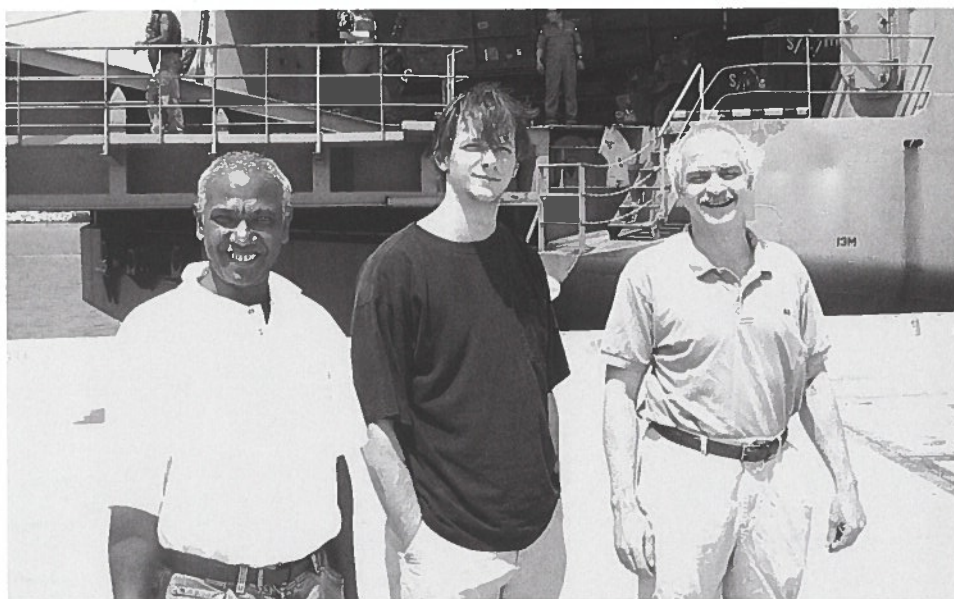
It is important to keep in mind that the rates used to calculate 2003 lump sum payouts are considerably lower than the historic rates, and these low rates are a result of the lowering of interest rates by the Federal Government in their attempt

to stimulate the sagging economy. These low rates could very easily have risen without the proposed legislation and could have had a similar effect on the Plan's lump sum payouts, i.e. small lump sum payouts. Although this proposed legislation may affect the amount of your lump sum payout, your accrued benefit is not affected. MEBA believes that whatever funding relief Congress gives to employers, employees' pensions should be protected. Congress must recognize both the concerns of the employers and the needs of the employees our pension system is designed to serve.

Retirees Can Contact Union for Possible Job Opportunities

MEBA retirees with current mariner documentation should stay in contact with their local Union halls in case a job opportunity arises. Such opportunities surface from time to time and such positions can be more easily filled if halls are made aware of a qualified retiree's desire

MEBA members schmoozing with Baltimore Mayor Martin O'Malley recently. Left to right is Mike Blevins, Mayor O'Malley, Luke Catarius and Brian McArdle. Passionate about the maritime industry, this trio encouraged the Mayor to stay vigilant on behalf of America's "Fourth Arm of Defense."



MEBA 1st A/E Kyaw Thant, 3rd A/E Pete Hall and 3rd A/E Bill O'Brien step into the sun after hard work aboard the Ready Reserve Force vessel CAPE HORN, a Marine Transport Lines vessel that lugged key military cargo to our troops in Iraq during Operation Iraqi Freedom.

to consider such openings. Recently, retiree return-to-work authorizations were made to meet summer relief needs. There may be more on the way...

Purchase of New Hall in New Jersey

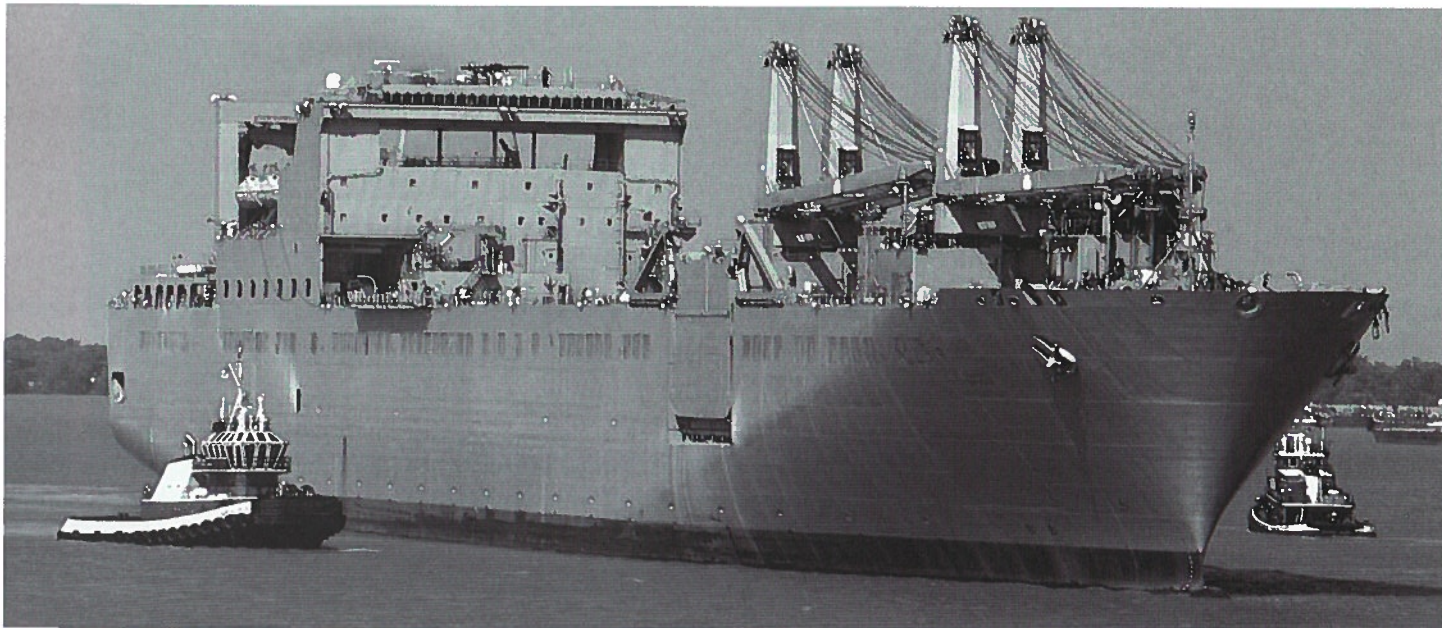
Earlier this year, the MEBA District Executive Committee authorized Atlantic Coast Vice President Don Keefe

to purchase a new building in the New York/New Jersey area. The new 10,700 square foot building, with onsite parking and on-street non-metered parking is located in Liberty Industrial Park, 37 Edward Hart Road, Jersey City, New Jersey, five minutes from the Holland Tunnel, Exit 14-B off the New Jersey Turnpike.

The phone and fax numbers will stay the same. MEBA anticipates moving into the property as soon as possible.

MEBA Website Linked to New URL

To help simplify MEBA's internet address we have set up a new URL that links to our homepage. The URL www.d1meba.org will still function, but you can also access our website with www.meba.us. Because the number "1" in print sometimes too closely resembles the letter "l" the "d1" address occasionally creates confusion. Our homepage can be reached with either web address.



The USNS BENAVIDEZ is the final newbuild in the Bob Hope class series. ASM/Patriot takes over the vessel for the MSC and MEBA members will guide the ship from the engine room.

MSC/Patriot Takes Delivery of Final Bob Hope Class LMSR

The Military Sealift Command has taken delivery of the final Bob Hope Class newbuild Large Medium Speed Roll-On/Roll-Off (LMSR) vessel bringing the

total of MEBA-crewed LMSRs to eleven. The 950-foot long USNS ROY P. BENAVIDEZ is managed by MEBA-contracted American Ship Management/Patriot Contract Services, who also operate ten other LMSRs that played an instrumental role in the Operation Iraqi Freedom sealift. The

BENAVIDEZ is the final Bob Hope-class ship to be constructed at Louisiana's Northrup Grumman/Avondale Shipyard. She joins the USNS BOB HOPE, USNS FISHER, USNS SEAY, USNS MENDONCA, USNS PILILAAU and USNS BRITTIN. The other MEBA-crewed LMSRs in the fleet were converted from containerships. They include USNS SHUGHART, USNS GORDON, USNS YANO and USNS GILLILAND. BENAVIDEZ is named for Master Sgt. Roy P. Benavidez, a Medal of Honor recipient who distinguished himself in Vietnam.

Crew of the HORIZON KODIAK (Horizon Lines) assemble in the engine room. Left to right is C/E Don McKenzie, 3rd A/E Jeff Andrade, 2nd A/E Ross Wilkinson, and 1st A/E Tom Davies.



ATC Reaches Record Safety Levels

Our contracted company Alaska Tanker Company and its MEBA crews are seeing a heartening payoff for their years of fostering a culture of safety within its tanker fleet. Aboard the eight ship fleet, total recordable injury frequency has plummeted to a minuscule level over the last several years. The already low "lost time injury frequency rate" has been reduced to zero over the last two years as the company's safety mantra is being taken to

heart. In 2002, ATC vessels carried 157 million barrels of crude oil and spilled less than one quart into the sea. Through April 2003, ATC has not lost a single drop of oil into the sea. In fact, it's been quite some time since ATC let more than a gallon of oil get away. Their commitment to safety was recognized and congratulated recently by the State of Alaska as ATC became the first U.S.-flagged shipping company to attain safety, quality and environmental certification as well as accredited International Standards Organization 14001 Certification.

ATC is approaching (or already at) "World-Class" levels in all facets of its operation, including management commitment, safety personnel, response/account standards and communication. All this bodes well for a company that has its priorities straight and continues to position itself for future success. A newbuild tanker, the ALASKAN FRONTIER, will roll off the ways at San Diego's National Steel and Shipbuilding Co. (NASSCO) by this time next year with the ALASKAN EXPLORER set to join the fleet by the end of 2004. Good things continue in '05 and '06 with two more newbuilds to help upgrade the fleet. MEBA members aboard those vessels will ensure that ATC's stellar safety record continues well into the future.

AMHS Contract Extended

In a show of good faith by labor unions bargaining with the State Government in Alaska, a series of contracts up for renewal have been rolled over for a year while Governor Frank Murkowski gets his bearings in his new capacity. The Alaska Marine Highway System contract covering MEBA members sailing in the ferry fleet will carry over for another year under the terms of the current contract except for an additional boost to the employer health insurance contribution built into the new terms of the deal that



The ALASKAN FRONTIER earlier this year at San Diego's NASSCO shipyard. The tanker is due for delivery in the fourth quarter of 2004.

expires on June 30, 2004. Led by Executive V.P. Bud Jacque and Seattle Branch Agent John McCurdy along with Juneau Representative Ben Goldrich and a Rank and File team, MEBA will go to the bargaining table this Fall to go after a longer term contract. Rank and file members on the negotiating committee include Bob Seidman, Pete Eberle, Doug Wickre and Roger Aiken.

MEBA Reaches New Contract Agreement with Connolly Pacific

MEBA has crafted a new three-year contract with Connolly Pacific, an aggregate mining and marine construction company based in Long Beach, CA. MEBA members are tug engineers for the company which is a full union shop. MEBA's L.A. Branch Agent Al Camelio and L.A. Patrolman Mike Nizetich brokered the new contract with Connolly Pacific who was represented by its President Ralph Larison as well as Comptroller Tom Stockert. Patrolman Nizetich noted that, "We are very excited to have a new agreement with Connolly Pacific Company. This company has literally built and continues to build the Los Angeles/Long Beach Harbors. Our new



MEBA's Branch Agent in Los Angeles Al Camelio (l) renewed our relationship with Connolly Pacific and the company's President Ralph Larison for another three years.

agreement provides for wage and medical increases, as well as a new training provisions program."

MEBA Helps Reanimate Governors Island Ferry With Aid of Contracted Company

Mothballed for over six years, New York's moribund Governors Island Ferry Service was heading for an unceremonious extinction in early 2003 at the hands of the State. That's when MEBA's Atlantic Coast V.P. Don Keefe set his team in motion after receiving a key tip on the New York waterfront that the State could rekindle the Service should an operator step up to the plate. He directed NY Patrolman Bill McHugh and

Representative Jim LaRiviere to shake the bushes and help seek solutions to save the service.

McHugh discovered the service was handled by Turner Construction and kicked up a dialogue with the group. Meanwhile, V.P. Keefe alerted MEBA-contracted Company Empire Harbor Marine of the potential business opportunity to operate the service. McHugh and LaRiviere put together a meeting between Empire Harbor, Turner, Governors Island Preservation & Construction and the New York Education and Economic Development Corporation to thrash out the idea of Empire becoming the operator (with MEBA labor). The Union's proposal was a winner and Empire followed up by smoothing the way for an eventual contract - which was finalized in February. Soon thereafter, the State pulled the plug on the fading arrangement with Turner and Empire Harbor Marine was off and running with MEBA members onboard. President Davis congratulated the vigilant work of our New York officials and pointed out, "this was a

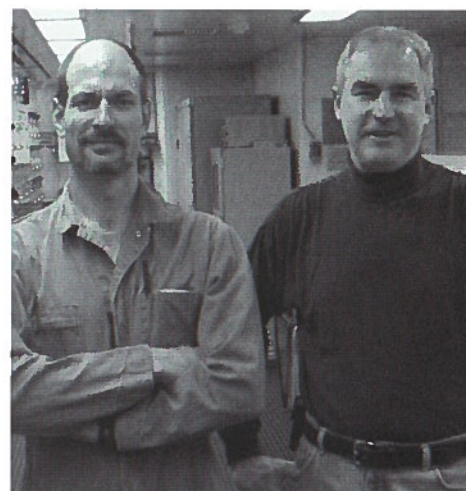


MEBA continues to support candidates at the grassroots level. Seattle's Branch Agent John McCurdy (l) with David Della, a candidate for Seattle City Council. It is critical for the future of the MEBA that we give a boost to our Political Action Fund (PAF) so that we can continue to sponsor labor and maritime friends in the political arena.

good win - I am confident and look forward to bringing our other organizing drives to a successful conclusion as well."

AMC's John Gaughan Appointed Chief Maritime Advisor in Iraq

John A. Gaughan, who has been serving as V.P. of Government Affairs for the American Maritime Congress (AMC) has been appointed by the U.S. Department of Defense as the Principal Maritime Advisor to the Iraq Ministry of Transportation and Communications. AMC is a maritime research and educational organization, made up of companies that have collective bargaining agreements with MEBA. Gaughan, a former Maritime Administrator has agreed



A changing of the guard. On the HORIZON TACOMA, the Chief Engineer Pete Siefert (r) is turning in his boiler suit after a long distinguished career. The First Assistant Engineer Joe Crell (l) graduates to Chief and will continue performing the stellar service turned in by his predecessor.



In Norfolk, VA on Maritime Day, our new Representative Paul Musotto (r) poses with two respected MEBA members - CAPE RACE Chief Engineer Dan McWiggins (c) and Chief Mate Peter Fillecchia. The CAPE RACE was called into action in Operation Iraqi Freedom but required a major engine overhaul before the ship reached its destination. The timing, however, proved to be fortuitous. The ship's destination was Turkey where a slew of RRF ships had been in a holding pattern awaiting a resolution to diplomatic negotiations with Turkey for access rights. The RACE arrived two days before the decision was made to divert the fleet to Kuwait thwarting the inevitable tedium that would have been faced by the crew had the ship arrived weeks earlier under the original plan. Chief McWiggins therefore revised the Reduced Operating Status motto from "Ready to go, but willing to stay," to "If you're there before it's over, you're on time!"

to serve in the new post for at least 120 days while the fledgling new government struggles to stand on its own. He departed for Iraq in July with a transportation team of advisors headed up by Ambassador Darrell Trent. His main task is to resurrect Iraq's maritime transporta-

tion system. John has been given a temporary leave of absence from AMC. Before his AMC role began in April, Gaughan most recently served as President of the First American Bulk Carrier Corporation (FABCC), which is owned by the MEBA Pension Fund. ✕



John Gaughan, above, who has a connection with the MEBA, is currently serving as the top Maritime Advisor in Iraq. In this photo he is networking with the Chairman of the House Armed Services Committee Rep. Duncan Hunter (R-CA).

MEBA's Houston Patrolman Donn Reamer (c) presents Maritime Administrator Capt. William Schubert with some MEBA goodies. Capt. Schubert was in the Lone Star State to present Chief Engineer Tim Harrington (r) and the Texas A&M Maritime School's training ship, the TEXAS CLIPPER II, with an Outstanding Maintenance Award. MarAd also recently announced that the TEXAS CLIPPER I is a candidate to become an artificial reef.



Members Kevin Behen and Mike Perry aboard the BENNO C. SCHMIDT as it makes a stop in Tampa. MEBA has a shipkeeping contract with Sulphur Carriers for the vessel that provides MEBA labor when the ship is called into operation. That clause came in handy when the ship was activated recently. The vessel operates in the U.S. Gulf and carries a cargo of molten sulphur. Gulf Coast V.P. Marc Huber, who handled the contract, can be contacted for questions regarding opportunities aboard the ship.

Back to the Roots:

MEBA Re-establishes Presence

In grand fashion, MEBA has made a return to the site where our Union's founders first dedicated themselves to the protection of mariners. The Union has reached a long-term collective bargaining agreement with a Great Lakes maritime industry leader — Interlake Steamship Company. Established in 1913, Interlake currently operates seven steam and motor vessels ranging from 700 to 1000 feet in length that carry more than 19 million tons of cargo annually.

MEBA was founded on the banks of Lake Erie in 1875, where a coalition of local marine engineers' associations bound together to fight against deadly working conditions, long hours and low wages. The beneficial effects of the National MEBA's struggles in those early days have been passed on to today's mariners. Although MEBA, the Nation's oldest maritime union, built its foundation on the shores of the Great Lakes, District No. 1-PCD had not had a presence on America's "Fourth Coastline" since 1960 when the MEBA District system was set up. Accordingly, effective August 1, 2003, D1-MEBA entered into an agreement with Interlake to represent all shipboard officers on the company's vessels thereby reviving MEBA's presence on the Great Lakes.

The American Maritime Officers (AMO) previously held the collective bargaining agreement with Interlake. Up until the early 1990's, AMO was a District under the National MEBA, but decided to discard its District affiliation in 1994 in order to prowl beyond the reach of the AFL-CIO and its rules. As the nation's preeminent maritime officers' labor union, MEBA

continues to grow and seek employment opportunities for the membership.

An Opportunity

In the early part of the summer, the AMO, using bizarre bargaining techniques, terminated its existing collective bargaining agreement with Interlake. The company in turn agreed with them and accepted that AMO had terminated their contract. This calculated error on the part of the AMO leadership put the shipboard officers in jeopardy of not having a collective bargaining representative. As a result, Interlake had to consider its options: one of which was the MEBA.

Interlake was impressed by the professionalism of the MEBA's leadership and the all-around expertise of our membership. When the parties got together, President Davis stressed to Interlake the MEBA's highly skilled and trained membership, the Union's role as a leader in the maritime labor industry and the healthy state of the MEBA's benefit plans.

From the outset, one of Interlake's major concerns was the retention of as many

shipboard officers as possible. The MEBA was willing to work with the company to address this concern. The Union, however, also explained to the company that the MEBA could and would man the vessels in the event the non-AFL-CIO AMO leadership attempted to force their members off the vessels. President Davis also began to discuss and study in detail the differences between Great Lakes contracts and Deep Sea contracts, including training, vacation, pension and medical benefits. In a very short time, the MEBA and Interlake leaderships established a mutual respect for each other. MEBA went into overdrive and hammered out a contract that was superior to the wages and benefits of the prior AMO contract.

When asked his perspective on why Interlake was receptive to the MEBA, President Davis explained:

"First and foremost is that I believe Interlake knew that my reputation in the maritime industry was that of a true labor leader. Trust is an overriding factor in all contract relationships and I believe they knew I was there for the betterment of the

nce on the Great Lakes

American Flag Merchant Marine. Additionally, the strength of the MEBA Medical Plan and Pension Plan, as available through public disclosure, was very important due to recent events surrounding the AMO's Benefit Plans."

Regarding the AMO Plans, the AMO recently put out a notice to their membership stating, "if medical costs continue at current levels, within the next five years the AMO Medical Plan would not be able to exist" and that "if the projected inflation rates continue for the next five years, without any changes to the Plan, the total deficit will be over 75 million dollars." What is disturbing about the AMO Medical Plan is that the AMO leadership

has apparently chosen a course of action that is detrimental to the AMO members. For example, the AMO leadership has increased the members' co-pays, deductibles and co-insurance. They will also be eliminating their members' dental benefits and mail-in prescription program. At the same time as the AMO leadership eliminated certain benefits and increased out-of-pocket expenses, it has negotiated with their companies to allow the companies to contribute less money to their Medical Plan. This of course is backwards — if your Plan is in trouble, a basic premise is to negotiate more contributions into the Plan before reducing benefits, not require less contributions from the companies and at the same time eliminate benefits for the membership.

As for the AMO Pension Plan, it has recently gone underfunded and requires

contributions from its employers because of poor labor-side management. Conversely, the MEBA Deep Sea Pension Plan has been fully funded since 1986 and requires no employer contributions.

The MEBA Takes Over

It was likely that the AMO leadership would be hard pressed to drum up support from the AFL-CIO labor community in the event they attempted to force their members to leave their jobs — because the AMO is not affiliated with the AFL-CIO. Nevertheless, the MEBA needed a significant amount of coordination internally to make the transition happen. In addition to explaining the situation to the AFL-CIO community in the area, the MEBA also needed to make presentations with four or five MEBA officials on every ship. At the same time, the MEBA needed to make sure that enough staff and officials remained in



MEBA President Ron Davis (center) gives the "thumbs up" on a successful operation that launched our new relationship with Interlake Steamship. At left is Atlantic Coast V.P. Don Keefe with Seattle Branch Agent John McCurdy on the right.



MEBA members prepare to board one of the boats in the Interlake fleet. The group includes Atlantic Coast V.P. Don Keefe (at left) Rick Parent, MEBA President Ron Davis (white shirt), Boston Rep. Bill Campbell (white hat), Frank Hribar (partially obscured) and Bill Whelan.

the Union halls in order to continue its daily affairs without any disruptions.

Regarding the coordination with other labor unions, President Davis and Atlantic Coast Vice-President Don Keefe reached out to fellow AFL-CIO labor organizations that operate in the Lakes Region and secured their support.

President Davis placed Don Keefe in charge of the field operations with respect to the other MEBA officials and was charged with directing MEBA rank-and-file members who would be sailing the vessels. Executive V.P. Bud Jacque was tapped as the point man in charge of the Union halls while President Davis was in Michigan with the transition team and Gulf Coast V.P. Mark Huber handled logistics from Headquarters.

With respect to questions and answers aboard the vessels from the officers, the MEBA decided that Union presentations would be required on each of the seven vessels. Additionally, once the initial presentations were concluded, two Union officials were left behind on each vessel to answer any further questions. The officials were chosen as people who were capable of the task at hand and whose halls could be covered in their absence over the short term. Also, most of the MEBA officials were qualified to sail and brought their licenses in order to step in if the need arose. For example, President Davis has an unlimited Chief Engineer's license - steam and motor and brought it with him.

The presentations to the Interlake officers were extensive. Each presentation lasted many hours and took place on each vessel. President Davis and V.P. Keefe personally conducted many presentations. For the most part, the AMO guys were fairly



On the KAYE E. BARKER is former AMO and new MEBA member Ken Adair, Buddy Bentley, Nils Djusberg, Nim Gollightly, Joe Mastromarino and Neil Driscoll.

receptive, treating MEBA with the same respect with which we treated them, and listened intently to the presentations. Thereafter, the AMO members made up their minds whether they wanted to stay or not. By the end of the week, 90% of the Mates and 75% of the Engineers remained onboard the vessels and joined the MEBA.

Meticulous Planning

The MEBA prepared for various contingencies. For example, the MEBA was prepared in case every officer decided to walk off the ships. Specifically, the Union had lined up enough officers with the proper licenses and certifications to replace them if that situation arose. Other rank-and-file members were put on standby as the days passed.

For example, the MEBA heard that on the KAYE E. BARKER, the Chief Engineer had told the company that all the engineers on the vessel were going to leave even before the AMO's contract expired. As a result, the MEBA brought additional rank and file members in the event any of the AMO engineers decided to walk. Such preparation turned out to be quite judicious.



Left to right: 1st A/E Neil Driscoll, 2nd A/E John Fischer and 3rd A/E Paul Wilson aboard the KAYE E. BARKER.

Specifically, the MEBA learned that the engineers on the KAYE E. BARKER were all leaving. President Davis immediately took five MEBA engineers to the KAYE E. BARKER and then relieved the AMO Chief. MEBA Chief Engineer Joe Mastramarino signed the logbook and assumed control along with MEBA engineers Nils Djusberg, Nim Golightly, Buddy Bentley, Neil Driscoll and John Fischer. The AMO engineers then got into the pilot boat and left. The MEBA engineers went down into the engine room, raised vacuum on the standby auxiliary condenser, put the standby turbo generator online, fixed the supply line to the gland seal for the turbogenerator, trouble shot the automation problems and then settled out the plant. Within a few hours, the MEBA engineers had the entire plant figured out, online and ready for steam to be put on the engine.

The MEBA was also prepared for the possibility of violence during this changeover of labor representation. All persons were put on notice to be careful, not to go out alone, and to watch each other's backs. A security detail was enlisted to make sure everyone was safe. The MEBA was also prepared in the event that there was sabo-

ishes Presence on the Great Lakes

tage to the vessels. Nothing, however, took place that thwarted the professionalism exhibited by our members. And, nothing took place that foiled the professionalism of the Interlake employees who chose to listen to MEBA's presentation and make an informed, educated and first-hand decision to join the MEBA family.

AMO Reacts

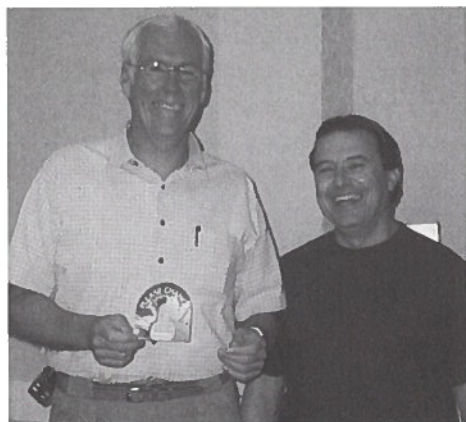
The AMO sent out a letter saying that they had received word of the situation toward midnight on Saturday, July 26. The letter, as well as two others, was akin to the same type of propaganda that has been sent to certain MEBA members over the past 18 months. The AMO's propaganda and scare tactics, which were designed to try to keep the employees from joining MEBA, simply didn't work. Instead, most Interlake employees trusted going with the MEBA and its longtime affiliation with the AFL-CIO - a view the MEBA feels is truly liberating.

What's Next?

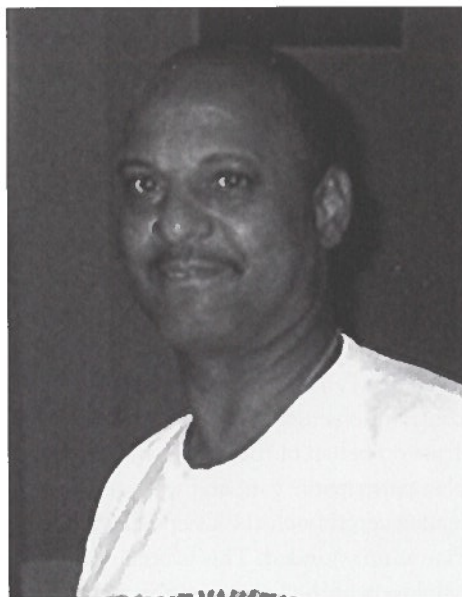
This victory for the MEBA on the Great Lakes should be considered a "beachhead." It is a springboard for opportunity. For example, if any of AMO's employers in the

Lakes are dissatisfied with that organization, the MEBA is confident it could put those employers in a more competitive situation that would at the same time be more beneficial to the employees. The MEBA will also be looking at any non-union operators on the Lakes as well as any new companies that are formed there.

Additionally, there are possibilities of company mergers, acquisitions and bareboat charters. Without a presence on the Lakes, it would be hard for the MEBA to take advantage of those opportunities. By being there, however, the MEBA has a foot in the door. The Union will become involved in the labor councils in the area and the different maritime community groups and become much more knowledgeable about everything happening on the Lakes. We also bring to the table the American Maritime Congress (AMC), the MEBA and MEBA-contracted companies' research group that operates in Washington, D.C.



The Seattle and L.A. Branch Agents - John McCurdy and Al Camello - helped keep things running smoothly for the MEBA team.



Our Organizing Director Robert Martin played a large role in our efforts to bring Interlake into the MEBA family.

With regard to additional opportunities on the Lakes, President Davis noted that:

"Even though it's a depressed industry - because of the shape of the steel industry that provides much of its business - there's still a tremendous amount of work on the Great Lakes. There are still quite a few companies and I'm hopeful MEBA will pick them up. When you look at the type of jobs on the Lakes - they're significantly different from a deep-sea job. Even the terminology is different. They don't do knots - they do 'miles-an-hour.' They don't call their vessels 'ships' - they call them 'boats.' There's about a nine to ten month season" and then the Lakes are frozen over. The locks between the lakes are shutdown and the boats are severely restricted in the areas they can operate - in fact only a handful operate during the winter season. MEBA can work through all this."

Good Jobs on the Lakes

The Interlake boats are nice-running vessels that have a much longer life than those in salt water. These boats are frequently in port and travel shorter distances between ports. It's sometimes just a few hours, to up to a day and a half from one port to another. If a family emergency comes up - an officer could get off the vessel and go home quickly. Also, most of the



Steve Oldak, Bob Martens and Frank Hrlbar in the officers' mess hall on the BEEGHLY.



The 806 foot Steamer CHARLES M. BEEGHLY is a self-unloading bulk carrier.

Lakes region is in cell phone range, so that they can call home regularly and check on their families and make sure everything is all right. The Interlake vessels also have satellite televisions for the employees' benefit. There is much more of a normal life on the Lakes than aboard a deep-sea vessel where you can be out of communication for weeks and even months at a time. However, the weather can be as bad on the Great Lakes as on any ocean, but as far as quality of life - things are better for a family person working on the Lakes.

The Restructured Staff Plan

The groundwork creating the opportunities for situations like that in Interlake was begun over a year before the Interlake contract was accomplished. Specifically, the MEBA as an entity wasn't really structured to organize new companies. For example, there are many maritime companies out there that had matching 401(k) contributions but the MEBA 401(k) plan was not permitted to accept 401(k) matching contributions. Likewise, there were no provisions to accept rollovers.

The MEBA's Deep Sea defined benefit pension plan could not accept contribu-

tions and therefore any company that wanted to buy past service credits to keep employees could not. Specifically, the tax code prevents it. As a result, the MEBA considered a lot of options, including starting a new pension plan that could take contributions - but with circumstances as they are - it made more sense to take the old staff pension plan, and roll all the existing participants (MEBA staff, AMC, PASS, etc.) into the Deep Sea Pension plan.

There is a certain exception to the Deep Sea Pension Plan allowing non-profit organizations to make contributions to the Plan. So last year, the MEBA rolled over most of the existing participants in the MEBA Staff Pension Plan into the Deep Sea Pension Plan - correctly titled "the Deep Sea Pension Trust." Additionally, contributions into the Deep Sea Pension Trust on behalf of the former staff pension plan participants can, and will, still be made even though the Deep Sea Pension Plan is fully funded. This is because the employers of the former staff pension plan participants are non-profit organizations - and as explained above, non-profit organizations may contribute to a fully funded

plan. Therefore, placing those persons into the Deep Sea Pension Trust and requiring contributions on their behalf does not put any additional strain on the Deep Sea Plan itself.

Essentially, what occurred was a restructuring of the Staff Pension Plan that turned it into a Taft-Hartley Plan. In order to restructure the Plan an actuarial determination was made concerning the participants in the Plan. At the end of the day, once most of the participants of the Staff Plan were rolled into the Deep Sea Plan, the only people left were inactive people - people who had been in the staff plan but were no longer accruing any additional pension time. Hence, the MEBA's new organizing tool was born. This type of creativity and flexibility is needed in order to organize and President Davis is always looking at new options to make MEBA more attractive.

But, the Plan couldn't become a "Taft-Hartley Plan" until a company signed onto it and that essentially happened with Interlake. So the groundwork was laid provided that a company wanted to become a participating employer in the

ishes Presence on the Great Lakes

old staff plan that was then changed into a Taft-Hartley Plan and renamed the D1 MEBA Pension Plan.

That pension plan can accept past service contributions which is what it's doing for Interlake. Or, it can accept future contributions - for example the Woods Hole, Martha's Vineyard & Nantucket Steamship Authority (SSA) that the MEBA recently organized - if through negotiations, the SSA chooses to make contributions for prospective pension credits for their workers. Right now, the SSA members do not have a defined benefit pension plan. With the advent of the new D1 MEBA Pension Plan, the members could become participants in the Plan and the MEBA could develop a schedule of benefits comparable to the amount of contributions received on a per man per day basis. The tools now exist to make this happen without harming the Deep Sea Pension Trust.

All these things were started and put into process back at the beginning of 2002. The MEBA Pension Plan trustees presented various options to the company

trustees - but the trustees were not interested in making many changes to the Plans at that time. The Company Trustees, however, were agreeable to certain changes such as modifying the 401(k) provisions.

The New D1 MEBA Pension Plan in Action

The new D1 MEBA Pension Plan was instrumental in allowing the agreement with Interlake to take place. If you go back to this particular contract - it's a ten-year agreement for a number of reasons. One, because the cost of past service credits is in the millions of dollars. Therefore Interlake is amortizing this cost over ten years. That is, Interlake is paying into the D1 Taft-Hartley Plan over that time to buy the past service credits. MEBA also wanted to make sure that the Union had a contract with the company for ten years if it would take that long to pay off the debt to the pension plan. In addition to that, the MEBA wanted a ten year contract so that it could be used as a beachhead in the Great Lakes and go after more new

business up there. President Davis pointed out that:

"If you don't have that beachhead it's very difficult to get anywhere. Using an analogy, it's similar to an MEBA officer looking to be a Captain or Chief Engineer for the first time. The hardest job for them to get is generally their first Captain's or Chief's job. After they have that on their resume it's a lot easier for them to get an additional Captain's or Chief's job. It's a foot in the door."

Regarding the specifics of the past-service credit, anybody who is vested in a pension benefit (typically five years to be vested) - can't lose that benefit - that's federal law. In the case of Interlake, the company has agreed to buy all the past service pension credits at a better rate than the current AMO pension rate.

Actually, for an Interlake employee who came from AMO and is going over to MEBA - Interlake has agreed to buy their past service credits at 90% of the MEBA rates. That's far better than 100% of the AMO rate because for the first twenty years in the AMO you get 2% of your base wage for a multiplier while at the MEBA you get 2 2/3%. Above twenty years at the AMO you get 2 2/3% while at the MEBA you get 3 5/9%. So, 90% of 2 2/3rds or 3 5/9ths is better than 100% of the AMO's value. That's all being purchased by Interlake for the former AMO Officers. In addition, MEBA's Medical Plan is: (1) a better benefit plan 'period;' and (2) a more stable plan in that it will be around much longer with greater medical benefits for its members.

Every time the MEBA gets a new job, especially when it picks up an entire fleet with all officers, those contributions are all going



Baltimore Branch Agent Bill Van Loo and Tim Landrum point to an historic day for MEBA on the calendar (August 1).

Organizing Success is Often Elusive

MEBA has had a series of recent organizing successes. However, there have been some obstacles and for the time being some shortcomings:

- In Puerto Rico, non-union crane maintenance workers signed pledge cards and gave their unanimous support to MEBA. When the company failed to give recognition to MEBA the workers went on strike. The company instead fired the workers and recognized another union. MEBA subsequently filed charges with the National Labor Relations Board protesting the matter and the resolution of this matter continues. Recently, the NLRB issued a complaint against the Company and a trial date is set for mid-October, 2003.

- In Mobile, Alabama, MEBA embarked on an inexpensive "quick hit" campaign to organize three tugboats after workers there indicated their desire to become members. MEBA collected pledge cards from the workers during a month-long drive that was challenged by a strong anti-union campaign by the company. MEBA fell short in an NLRB election and the company workers stayed non-union. The AMO, who attempted to hijack and raid our campaign, were able to have their name printed on the ballot but failed to receive a single vote on election day.

- Offshore Mariners United, a joint effort by the AFL-CIO and four labor unions including the MEBA, attempt-

ed to organize oil patch workers on the Gulf Coast amid a fierce anti-union crusade by the offshore companies. The campaign dragged on for over three years and turned into an expensive affair that yielded little ground before its demise in early 2003. In the end, workers were unable to cut through their fear of losing their jobs and were too intimidated by the offshore companies.

According to the AFL-CIO, the average union organizing effort is unsuccessful over 50% of the time. In that vein, it is imperative to select the most well-suited organizing targets.

When we focus in on a target, we weigh the opportunity against its potential cost to organize and its probability of success. We also evaluate how it could benefit our entire membership. Anytime we organize people that we hope to bring into our medical plan it is important to make sure that it strengthens the plan in the long-term, such as with Interlake Steamship.

"Although we realize that most organizing efforts wind up in failure," reported MEBA President Ron Davis, "I'm happy to say that MEBA's percentage of success is much better than the average of AFL-CIO unions."



In the pilothouse of the BEEGHLY (l-r) is MEBA's New York Michael Zielinski and Alan Bell.

into the medical plan. That strengthens the plan for active members and for current retirees as well as for active members down the road when they become retirees. There will continue to be a cash flow coming into the MEBA medical plan.

Job Opportunities

In addition, it also creates an opportunity for MEBA deck officers to enhance their license by picking up their Great Lakes Pilotage. President Davis has confirmed with Interlake that a system will be established where MEBA deck officers could ride the vessels to pick up their Pilotage.

The MEBA is also exploring how the Great Lakes Maritime Academy can assist these efforts to see what training we can get there so that our members don't need

ishes Presence on the Great Lakes



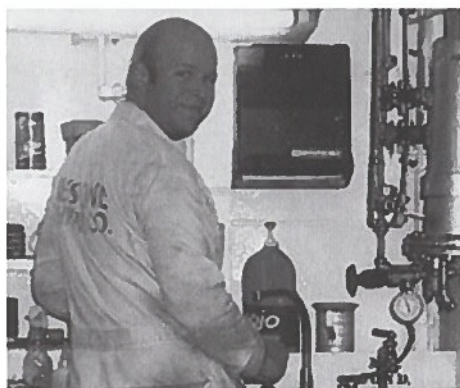
NY Patrolman Bill McHugh with newly signed-up members

as much observer time on a vessel. But as it stands now, everything else aside, MEBA deck officers who would like to get a job with Interlake will first need their Pilotage. If they don't have it - all they have to do is to contact Headquarters to arrange the details to enable them to ride as an observer in order to pick up their Pilotage.

This creates more job opportunities for current MEBA members. In order for an Interlake Officer with AMO pension credits to get their AMO past service credit they do have to complete five years with Interlake. So if they do less than five years with Interlake, they won't get their past service credits. It is probably fair to assume that most people who stay with Interlake and come over to the MEBA would com-



MEBA members (l-r) Rick Parent, Bill Whelan, Paul McCarthy, Baltimore Branch Agent Bill Van Loo and Frank Hribar.



2nd A/E Matt Fisher in the engine room of the HERBERT C. JACKSON



MEBA Norfolk Rep. Paul Musotto on the stern of the M/V PAUL TREGURTHA.



The "Billy Club" helped anchor the effort to bring Interlake Steamship aboard. Left to right is Tom William Suneson, Legal Rep. Bill Doyle, Boston Rep. Bill Campbell, Baltimore Branch Agent Bill Van Loo and NY Patrolman Bill McHugh.

Interlake Success: Special Thanks to These Members and Staff



On the gangway of the PAUL TREGURTHA is Bill Sickles and Mike Keane.

plete five years of service with Interlake. But in five years there will likely be a turnover in the personnel once the current Interlake employees complete their five years and get all their past service credits - many of them would be going into retirement. Aboard seven ships with four deck officers per ship - there are 28 billets on the deck and 28 for the engineers as well as all the relief work. In short, for those people who are looking to stay in the industry for a number of years, especially deck officers because of the Pilotage issue, it would behoove them to do their observer time, get their Great Lakes Pilotage and look for an opportunity to work for Interlake - because this ten-year contract is just the beginning of MEBA's reemergence on the Lakes. ✕

Union Officials and Staff

Onsite in Michigan

Ron Davis
Don Keefe
Cecil McIntyre
Al Camelio
Bill Campbell
William Doyle
Gerard Dundon
Mark S. Gallagher
Jim LaRiviere
Lou Marciello
Robert Martin
John McCurdy
Bill McHugh
Jeff Merrifield
Paul Musotto
Tom Suneson
Allen Szymczak
Bill Van Loo

Rank and File Onsite

All boarded and set sail on the
Str. CHARLES M. BEEGLY

Frank Hribar
Tim Landrum
Bob Martens
Paul McCarthy
Steve Oldak
Rick Parent

All boarded and set sail on the
Str. KAYE E. BARKER

Buddy Bentley
Nils Djusberg
Neil Driscoll
John Fischer
Nim Golightly
Joe Mastromarino
Paul Wilson

All boarded and set sail on the
M/V PAUL R. TREGURTHA

Mike Keane
Bill Sickles

All boarded and set sail on the
Str. HERBERT C. JACKSON

Matt Fisher
Nelson LeClair
Ira Pote

Rank and File Onsite Standby

David Robinson
Fred Stanley

Rank and File Standby Offsite

Jim Adams
Doug Allen
John Basel
Scott Boardman
Eddie Burns
Vallerie Busch
Luke Catarius
Fred Delucca
Dennis Driscoll
Jim Evans
Stuart Fay
Art Green
Harry Kirmon
Frank Laska
Mark Mahan
Hal McAlister
Bob Mitchell
Rick Myles
Paul Nicholson
Rob Roche
John Snyder
Jerry Sweeney
Tom Trundy
Maurice Welsh
Chris Williams

Logistics from Headquarters

Marc Huber

More Bang for the Buck

One form of organizing is to leverage existing relationships to expand job opportunities aboard vessels where MEBA members are already at work. A good example of this arose last year when Atlantic Coast Vice President Don Keefe and began working with the National Oceanic and Atmospheric Administration (NOAA) and American Ship Management/Patriot Contract Services to solve a serious problem within the NOAA fleet.

NOAA, part of the government's Department of Commerce, has expe-

rienced worsening shortages of licensed engineers in recent years. The problem had reached the point where many of the permanent engineers could not get reliefs for their time-off and vacations. Keefe, along with MEBA's Government Fleet Representative Ciszewski (who has an excellent working relationship with NOAA, MSC and Army Corps of Engineers) NOAA's developed a plan to utilize Union hiring halls and the MEBA's membership base to fill the relief billets.

MEBA and NOAA realized that cur-

rent laws and regulations would not allow for any arrangement that involved direct payments to MEBA members or to the Union benefit plans. As a solution, Keefe proposed that a MEBA-contracted company be brought in as a third-party operator for NOAA. Keefe and Ciszewski then pushed forward an agreement with American Ship Management/Patriot Contract Services on "pilot program" that would allow us to demonstrate that the vessels could be manned from the halls. A contract was reached that included traditional MEBA-negotiated work rules, wage

rates comparable to those of the permanent CivMar engineers, pension credits for the relief assignments, and use of the MEBA's national ship-
ping board.

Earlier this year, the Department of Commerce published a request for proposal (RFP) seeking a third-party operator who could solve NOAA's shortage problem. On June 20, following normal competitive bidding procedures, ASM/Patriot won the contract. Thus, the pilot program was a success that became a reality.

MEBA Officials are continually on the look out for similar situations that could provide new opportunities. ✕

MEBA relief engineers will be supplied to the NOAA fleet under a third-party operator agreement between NOAA and ASM/Patriot. Below is the NOAA vessel MCARTHUR.



House of Labor Warns Independent Unions on Raiding

MEBBA representatives were active at AFL-CIO's August Executive Council meetings in Chicago where the House of Labor voiced its strong rebuke for carnivorous independent unions that raid the jobs of AFL-CIO unions. MEBA is grateful to several labor leaders, especially American Federation of Teachers (AFT) Executive Vice President Nat LaCour and Bill Lucy, Secretary-Treasurer of the American Federation of State, County and Municipal Employees (AFSCME),



MEBA's Organizing Director Robert Martin (r) has an excellent relationship with Nat LaCour (l) who is the Executive Vice President of the American Federation of Teachers. LaCour's assistance to the MEBA at AFL-CIO's summer meetings in Chicago proved instrumental in helping to ward off a carnivorous maritime union's attempt to re-enter under the AFL-CIO umbrella.

who helped get our concerns on this issue voiced at the highest levels.

The Council forwarded a resolution, which subsequently resulted in an Executive Council Policy Statement, condemning raids on AFL-CIO unions by Independent unions and will also consider "appropriate remedies" and possible constitutional change to combat such efforts. The resolution notes that there have been many such raids on AFL-CIO unions by such organizations and that this raiding "weakens the ability of legitimate unions to establish and maintain wage standards, and undermines basic trade union solidarity."

It reads in part: "These independent unions are unimpeded by the restrictions of the AFL-CIO constitutional prohibition on raiding, and rather than organizing the unorganized workforce, make their living by preying on already organized workers or otherwise interfering with legitimate AFL-CIO organizing campaigns. The labor movement stands united in opposition to these pariah organizations...."

"...The AFL-CIO will take every step to stop these activities, which threaten the economic livelihood of our members. The Federation will review its policies on raiding, including the treatment of units previously raided from an AFL-CIO affiliate but now represented by an independent union upon the affiliation of such independent union by a sister affiliate, and shall consider appropriate remedies, including possible constitutional amendments, to deal with this mat-

ter. Meanwhile, the Federation shall establish a committee of union presidents to develop a plan to respond aggressively to the threats caused by these organizations. We call on all affiliates to assist in defeating these raiders. No affiliate shall provide any assistance to (such organizations), nor attempt to affiliate any of these or similar organizations, until these organizations desist in these actions and enter into no-raid agreements with the appropriate AFL-CIO affiliates."

MEBA President Ron Davis led the MEBA team in Chicago that worked on behalf of the resolution. They included Executive V.P. Bud Jacque, Atlantic Coast V.P. Don Keefe, Gulf Coast V.P. Marc Huber, Organizing Director Robert Martin and New York Patrolman Bill McHugh. ✕



Gulf Coast V.P. Marc Huber was part of the MEBA contingent in Chicago that worked on behalf of the Resolution.

ARA is Newest MEBA Affiliate

Longtime MEBA ally, the American Radio Association, has become an autonomous affiliate with our Union after 93% of voting ARA members favored the new arrangement in a 60-day referendum vote tallied in mid-June. "We have always supported and maintained strong ties with the ARA," MEBA President Ron Davis confirmed, "and now that we have become affiliated, shipboard labor on the waterfront can only become stronger."

ARA President William Schuman stated that this new partnership "signifies the beginning of a new spirit of cooperation among the unions representing the men and women of the U.S. Merchant Marine." President Davis added that this "new alliance will enhance the ability of the two organizations to continue to work on behalf of our respective memberships.

The affiliation was followed by a second



At a recent function, Atlantic Coast V.P. Don Keefe (center) networks with E-Ships President Ed Morgan (l) and ARA Secretary-Treasurer Phil Clegg. ARA members enthusiastically agreed to become an autonomous affiliate with District No. 1-PCD MEBA.

announcement of good news by the ARA. After long and sometime contentious discussions with Matson Navigation, ARA came to terms with the company on a labor

contract for two newbuild containerships. ARA also came to an arrangement covering its billets aboard the rest of the Matson fleet for the next four years. ✕

Matson Christens New MEBA-Crewed Vessel



The M/V MANUKAI was christened in a July ceremony celebrating both the completion of the 712-foot diesel-powered containership as well as the City of Philadelphia's return to shipbuilding.



At the ship christening ceremony (l-r) is MEBA Secretary-Treasurer Cecil McIntyre, MANUKAI Chief Engineers Howard Parks and Don McKenzie, MAUNAWILI (the next newbuild due in 2004) C/E Rusty Mitchell, MANUKAI 1st A/E Mike Jablonski, MEBA Executive V.P. Bud Jacque and MANUKAI 1st A/E Jeff Engel, who is currently serving as Senior Port Engineer.

Operation Iraqi Freedom Recognition



Mariners aboard the MSC Hospital ship USNS COMFORT were awarded Merchant Marine Expeditionary Awards at a special ceremony in Baltimore, MD. MEBA engineers Mike Boule (l) and Aaron Lord show off their medals which were awarded to them by MSC Commander Adm. David Brewer III. In a letter sent to the Union, Adm. Brewer wrote, "I extend my personal thanks for your leadership, courage and support, as well as the dedication of all those who make up the MEBA. The Union's contributions to the nation's recent successes have been substantial."



Aboard the Keystone contracted RRF ship CAPE KNOX, 1st A/E Tom Gabriel is rebuilding a pump. The Maritime Administration made great efforts to meet every one of the RRF ships upon their stateside returns and greet the mariners with medals and thanks.



CAPE KNOX Chief Mate Carol Curtiss with a pair of soldiers as the ship transits through the Suez Canal on her way into the war zone.



MEBA members aboard the CAPE RAY were honored for their OIF service this summer at a ceremony in Beaumont, TX. Similar ceremonies were performed for members returning from their overseas service aboard the two dozen MEBA-crewed RRF ships serving in OIF.

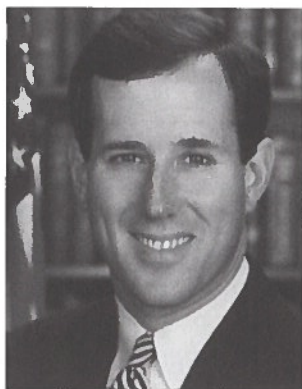


Chief Engineer Al Curry and Chief Mate William Bagby helped direct a successful mission aboard the RRF ship CAPE HORN. Roll-On/Roll-Off (Ro-Ro) vessels such as the Marine Transport Lines-contracted CAPE HORN were in great demand during Operation Iraqi Freedom.



Senator Thanks MEBA for Iraqi Sealift Success

Senator Rick Santorum (R-PA), in a recent letter to MEBA President Ron Davis, extended his "sincere thanks" to our Union for ensuring a stunningly successful sealift in Operation Iraqi Freedom. "Under your outstanding leadership," the Senator wrote, "the National Marine Engineers' Beneficial Association strengthened the Army, Air Force, and Marine Corps combat power, and ensured our military's buildup in Southwest Asia."



Sen. Rick Santorum (R-PA) recently praised the MEBA in a letter sent to President Ron Davis.

Noting that the Union moved swiftly to help get the Ready Reserve Force vessels in motion to support our troops, Sen. Santorum told President Davis that "our nation's military, and thus our national security, is dependent upon the quick response of each MEBA member. Your members more than met the challenge and exceeded all expectations...I salute the heroic contributions of the National Marine Engineers' Beneficial Association," he concluded, "and applaud every mariner for contributing to the support of our Nation's military. ✕"

MSP Expansion, Extension Until 2015 Is a Matter of Time

Significant progress has been made this year to extend and expand the Maritime Security Program (MSP), a program that helps offset the higher cost of doing business under the U.S.-flag for 47 militarily useful cargo vessels in exchange for their availability in times of national contingency. The current program is due to expire at midnight on September 30, 2005.

The House has already approved a new ten-year program that would pick up where the old MSP left off for another ten years with an expanded amount of participants (60) and extend more generous per ship payments. The Senate has a similar package in place and is close to signing off on it. Conferees from the Senate and the House of Representatives met several times during the summer to work out differences between their respective versions of the MSP reauthorization. The versions are expected to be reconciled and sent to the President's desk for signature before Thanksgiving.

MSP supports a critical labor base of skilled American mariners who are available to crew the U.S. Government-owned and/or controlled strategic sealift ships as well as the U.S. commercial fleet, both in peace and war. MEBA members serve on 40 of the 47 vessels currently enrolled in MSP. ✕

Rep. Sanchez Lauds Merchant Mariners



Rep. Loretta Sanchez (D-CA) had kind words for the Merchant Marine and its terrific contributions to Operation Iraqi Freedom.

Rep. Loretta Sanchez (D-CA) heaped praise on the superior efforts put forward by merchant mariners in setting the plate for the nation's military with a stellar sealift in Operation Iraqi Freedom. In remarks inserted into a July Congressional Record, Rep. Sanchez pointed out that this country owes mariners "a debt of gratitude for delivering goods and keeping our troops supplied during a very trying time."

Without our Fourth Arm of Defense, she professed, U.S. armed forces would have found themselves in an untenable position that would have jettisoned their march to victory. The Congresswoman let it be

known that well over 80 percent of the military supplies our forces utilized in battle - almost 21 million square feet of cargo - was shipped into war zones by our maritime industry in just four months.

Furthermore, she noted, beyond their wartime service, mariners are critical to this country's economy. "In peacetime, and in wartime, our maritime industry provides the vital lines of communications that keep our manufacturers producing, our farmers growing, and our consumers buying. Without the Merchant Marine, the American economy would grind to a screeching halt." ✕

Pride On Every Front



Gloria Cataneo Tosi
President, American Maritime Congress

This summer, several officials from the Maritime Administration and the Transportation Security Administration, along with Marco Cannistraro and David Tubman from MEBA headquarters and myself, had the privilege of visiting one of our MEBA-crewed vessels, the **MV Overseas Joyce**, while docked at the Port of Baltimore unloading over 600 of the 4,800 cars, pick-up trucks and sports utility vehicles being discharged.

This tour was a truly rewarding and educational experience where we saw firsthand the vessel's spotless A-plus condition, the high professionalism and dedication of the officers and crew, and the considerable attention to security in every facet of the ship and her high value cargo.

Our host for the tour was Mr. Louis Esposito, assistant vice president of OSG Ship Management, Inc. (OSG), which owns and operates the **Joyce**, the only pure vehicle carrier in its global fleet. Mr. Esposito provided us with a concrete understanding of what actually goes on in the many aspects of ship life, personally escorting us around all 13 decks of this American-flag car carrier that has been on consecutive time charters with Toyota Motor Co. since OSG took delivery in 1987.

When we got to the engine room, our "tour guide" was MEBA Chief Engineer Harry Bertram, who has been with the **Joyce** since she entered service 16 years ago. Hats off to Chief Bertram for taking the time to explain to us the engine control systems and equipment.

Our ship tour showed us the superior quality of seamanship on U.S.-flag ships, the extraordinary technical expertise and know-how, the dedication to the job, and, most of all, the need for more ships in the U.S. Merchant Marine like the **Overseas Joyce**.

Not long ago, I was asked by a MEBA member if those of us in Washington who work to promote the U.S. Merchant Marine ever really think about the individual mariner -- the MEBA member who is down in that 120 degree engine room in a ship far away from home.

My answer was "yes, of course we do." *Everything* that we do is done with MEBA members in mind. We never forget -- and we try not to let anyone in Washington ever forget -- how important you and your work is to our country. It is our job to educate Members of Congress and Executive Branch officials and give them a clear picture of who MEBA members are: highly-trained professionals, the best in the business, serving our country in peace and war.

The tour of the **Overseas Joyce** gave us all a real life picture of the U.S. Merchant Marine that will be in our thoughts for a very long time. We were simply awed by the job, the mission, and the sense of duty of the ship's crew.

Our one-day visit also demonstrated the urgent need for Congress to enact an upgraded Maritime Security Program (MSP) before the current program expires in September 2005. I am pleased to report that our U.S.-flag shipping industry and MEBA are progressing well on that front.

As of this writing, a new program increasing the size of the MSP fleet from 47 to 60 ships, and providing for increased payments per vessel, has already been passed by the U.S. House of Representatives and a slightly different version was approved in June by the Senate Commerce, Science and Transportation Committee. The two chambers are now ironing out differences between the two bills, and we are hopeful that the new program will be on the President's desk for his signature before Congress adjourns this year.

A new, expanded MSP will bring more U.S.-flag ships into our fleet, which, in turn, will provide more job opportunities for MEBA members.

In my column in the April/May issue of the *Marine Officer*, I was pleased to announce that John Gaughan had joined our staff as Vice President of Government Affairs, a new position that was established as part of AMC's reorganization.

The past few months have been extremely gratifying for all of us to work with John. However, even though the "honeymoon" at AMC is far from over, John has taken a temporary leave of absence to serve as the Principal Maritime Advisor for the reconstruction of Iraq. He is responsible on the ground for getting Iraq's maritime transportation system up and running again -- rebuilding that country's major port, its marine infrastructure, its freight handling terminals, and just about everything that is related to the marine business and ocean transportation through the Port of Umm Qasr. We are extremely proud that John was asked by the Bush Administration to take on this prestigious assignment and to be part of an important undertaking in our Nation's history. Both President Ron Davis and I wish him Godspeed and look forward to his speedy and safe return. ✕

Maritime Day

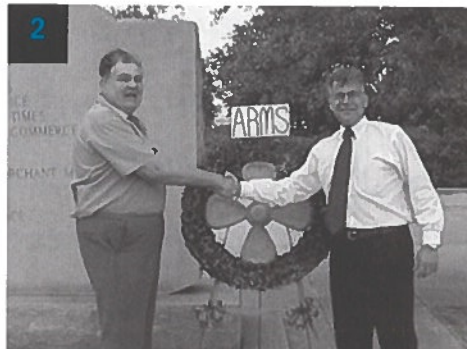


"I for one think that during World War II, no one was more essential to the allied war effort than our Merchant Marine. We thought of ourselves as the 'arsenal of democracy,' but it took over 215,000 merchant mariners to deliver that arsenal - to make it relevant."

— Gen. Richard Myers, USAF,
Chairman of the Joint Chiefs of Staff.

"Their work provides jobs and economic benefits to our country, and strengthens our economy. By operating as the eyes and ears of America at sea, they also help protect our homeland."

— President George W. Bush in remarks
honoring mariners on Maritime Day.



"...It is fitting that today is set aside to acknowledge the great debt of gratitude we owe to the dedicated men and women of the U.S. Merchant Marine."

— MSC Commander Vice Adm. David Brewer III.

1 Gen. Richard B. Myers, USAF, Chairman of the Joint Chiefs of Staff grew up admiring the Merchant Marine after his uncle who sailed in WWII related numerous awe-inspiring at-sea war stories. MSC's Admiral Brewer sits at left.

2 MEBA retree Don Burns (l) with our New Orleans Patrolman Moose Mallini at a Merchant Marine memorial in Mobile, AL during a Maritime Day observance.

3 Maritime Administrator Capt. William Schubert (l) and Transportation Secretary Norm Mineta (r) honored mariners past and present at the National Maritime Day ceremony in Washington D.C. on May 22. Sec. Mineta spoke of the long and proud heritage of mariners and used MEBA's Lisa Overby (c), Captain of the RRF ship CAPE DOUGLAS, to illustrate how mariners continue to build upon that hallowed tradition.

4 MEBA's Govt. Fleets Rep. Randi Ciszewski (l) with USNS APACHE Chief Engineer Tom Rusnak. The APACHE, an MSC Ocean Tug, was used as the backdrop for the MSC's Maritime Day observance.

5 Adm. Brewer, along with Gen Myers, heaved a wreath into the Potomac in honor of fallen merchant mariners.

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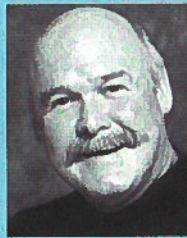
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CAA REUNION



MEMBERS AT WORK

1 Aboard the E-Ships vessel ENTERPRISE is 1st A/E Jerry Makarewicz, Port Engineer Charlie Ribardo, C/E Alan Lavertu and MEBA's New York Hall Representative Jim LaRiviere. The ship's Engine Department presented a clock to Mr. Ribardo to honor his many years of dedicated service as Port Engineer for Moore-McCormack, U.S. Lines, Farrell Lines, and E-Ships. Charlie's tireless dedication to his job and the many friends he has made along the way will certainly be a standard by which future Port Engineers for E-Ships will be measured.



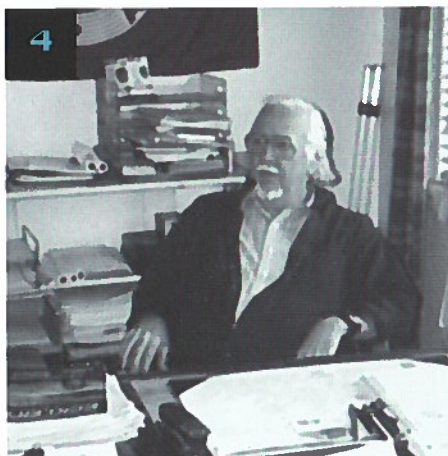
2 At the MEBA Union hall in Portland, OR is (front row) Al St. John, Wilson Johns, Dick Roche, Mikel Avery and Seattle Branch Agent John McCurdy. In the back row is John Rice, Gary Gertsen, Leonard Buck, Executive V.P. Bud Jacque, Al Baxter, Paul Siracusa, Mark Wells and daughter, Rick Davies, Rob Johnson and Steve Nicholas.



3 M/V GREEN COVE Chief Engineer Joe Nelson and 3rd A/E Alex Mahimer go over a schematic of the ship's Lube Oil System while berthed in Baltimore.



4 Jack McGinnis at his post at the MEBA Union hall in Charleston, S.C. Jack is our Representative at the hall.



5 MEBA engineer Tom Cook aboard the M/V TUSTAMENA, a ferry boat that is part of the Alaska Marine Highway System.



6 Top to bottom on the gangway of the APL KENNEDY is C/E Terry Moore, 1st A/E Ken Koehler, 2nd A.E Ken Nolan, 3rd A/E Pat Duffy, San Francisco Patrolman Jon Anderson and Port Engineer Frank Angelaccl. The ship, the former APL CHINA, was newly reflagged U.S. and replaces the old PRESIDENT KENNEDY.



7 In the engine room of the USNS GILLILAND (l-r) is C/E Joe St. Denis, Mark Mahan, MSC rep Charles Cushing, 1st A/E Connie Cristescu and E. Barton, the 3rd A/E.



8 The engine crew lines up topside aboard the Matson ship M/V MANOA. Left to right is 2nd A/E Tom Mally, 3rd A/E Karl Jaskolka, C/E Paul Siracusa, and 1st A/E James "Buddy" Bebout.



9 Aboard the USNS MENDONCA, an LMSR that made repeated entries into the war zone to carry in critical cargo during Operation Iraqi Freedom, is 1st A/E Michael Bates and 3rd A/E Seth Lucas.



10 Mariners carrying out an old tradition (often associated with the Navy) after crossing the equator aboard the M/V LIBERTY GLORY in the Indian Ocean. Formerly "Pollywogs," four mariners in this photo became "Shellbacks" upon the occasion of crossing the equator for the first time. The oldest mariner who has already crossed the equator is dubbed "King Neptune." Left to right is Shellback Robert "Yogi" Boyce (Kings Point Engine Cadet), Shellback Dana Wilks (SIU apprentice), King Neptune Michael Douglas (MEBA 2nd A/E shipping out of L.A. Hall), King Neptune's Assistant George Giraud (SIU Able Seaman), Shellback Federico LaFemina (MEBA 3rd A/E shipping out of N.Y. Hall) and Shellback Jason "Boo-Boo" Bentley (K.P. Deck Cadet).



11 MEBA member Ken Fultz with San Francisco Patrolman Jon Anderson. Ken is a Port Engineer serving the San Francisco Bar Pilots. Patrolman Anderson recently negotiated a new port engineer contract with the Pilots scoring big pay increases for our members.

12 At a Maritime Trades luncheon aboard the Liberty Ship JEREMIAH O'BRIEN is (l-r) member Jamle McPoland, retired MEBA engineer and current C/E for Steam Tug Hercules Tom McFadden and MEBA's San Francisco Representative Kevin Nichols. Built in 1907, Hercules, the lone steam tug in existence, is a National Historic Landmark.

To Mariners Choosing District 1-MEBA:
Welcome Aboard!

**Interlake
Steamship**

Boston Harbor Cruises

*Contract Under Negotiation

Woods Hole

*Contract Under Negotiation

Brady Marine

Governors Island

Gellatly & Criscione

**National Oceanic & Atmospheric
Administration (NOAA)**

MEBA is Growing!