

Marine Engineers' Beneficial Association

Marine Officer



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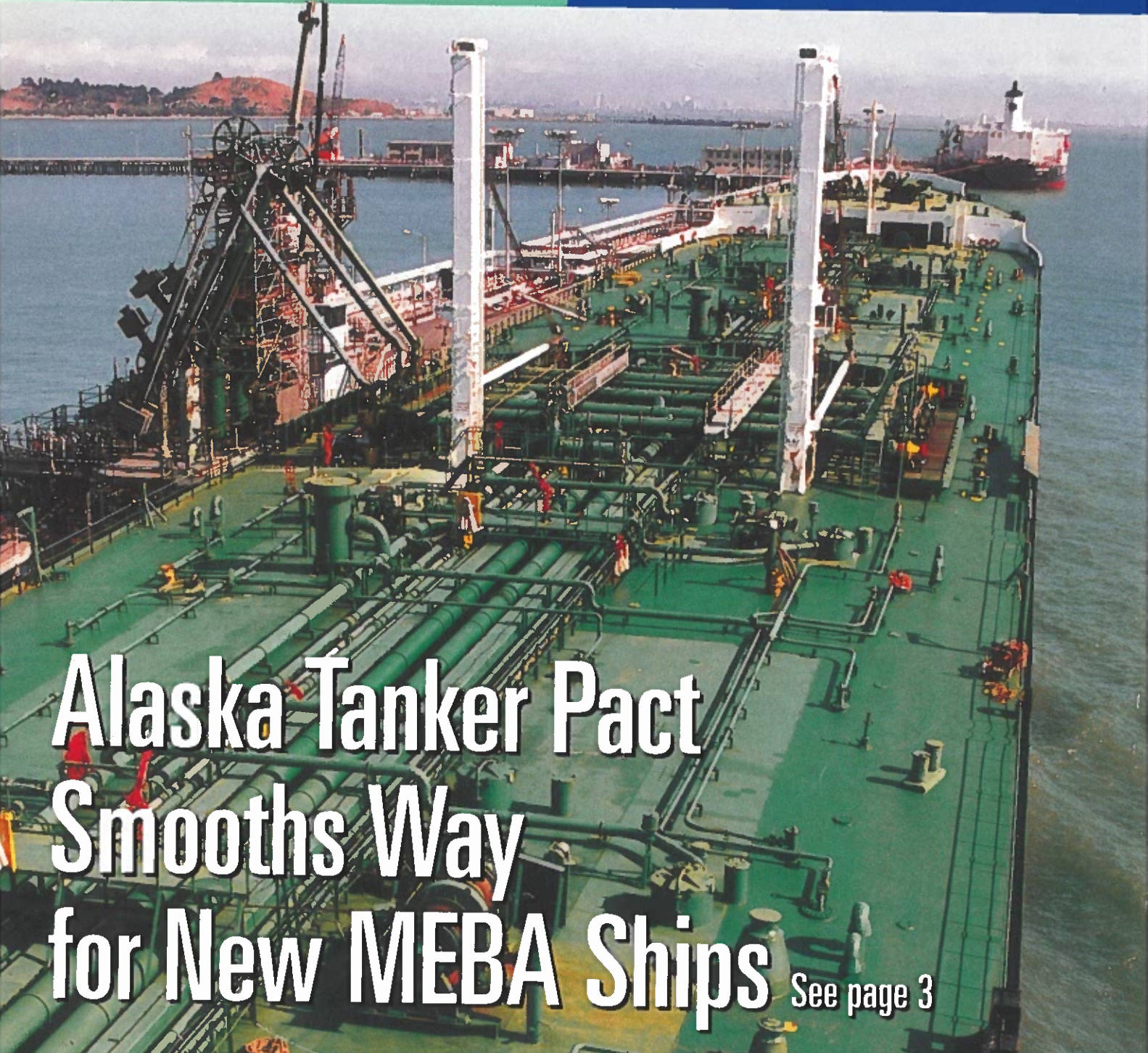


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MarAd Abandons the American Flag

Our union's fight to protect the jobs of the members who work on the eight remaining liquefied natural gas carriers (LNG) ships in the U.S.-flag merchant fleet suffered a serious blow at the beginning of November when Maritime Administrator Clyde Hart ruled in favor of applications to re-flag the vessels.

MarAd's decision gives the companies that control the ships the right to re-flag and terminate the MEBA's collective bargaining agreement. That is the intention of PRONAV Ship Management, which runs the ships on a day-to-day basis, and of Mitsui O.S.K. Lines, the shipping company that has ultimate control over the ships.

The MarAd decision was dressed up with language putting conditions on the approval and by expressing regret that this decision was unavoidable. The window dressing does not succeed in dis-

guising the fact that MarAd failed to perform its mandated role to foster and promote the U.S.-flag merchant marine. MarAd had a wide range of options open to it and chose to inflict harm on the American-flag merchant fleet while displaying a callous disregard for the lives and livelihood of the members of our union.

In the normal give and take of government decision making, a single ruling that is not in the best interests of the MEBA might not be considered a major blow to the American Merchant Marine. This decision, however, is a major blow because it gives legal weight to the assumption that the U.S. flag exists only as a useful convenience to shipowners, to be hauled up and down from the stern of vessels to accommodate the economic demands of the moment.

Lest I be accused of exaggerating, lawyers will confirm that MarAd's decision in the LNG case can now be cited as a precedent in support for re-flagging any merchant vessel, or group of vessels, in the American-flag international fleet. The only exceptions might be those ships enrolled in the 47-vessel Maritime Security Program (MSP), and the law already gives the owners of MSP vessels almost unlimited freedom on how to han-

dle their fleets. Such owners may, for example, sell their fleets to foreign interests, or even simply walk away from the MSP program altogether.

One of MarAd's worst offenses was to look the other way on a growing problem with the size of the American Merchant Marine labor pool.

MarAd has already publicly admitted that there are not enough qualified professional mariners to crew the country's combined commercial and military sealift fleets in times of national emergency. Despite that recognition, MarAd approved a LNG re-flagging scheme that offers only one-fourth the merchant marine employment opportunities as the current MEBA contract. The LNG decision therefore pushes us perilously close to the day when our nation will depend on foreign mariners for our economic and military security.

MarAd failed in another respect, one that should be especially disturbing to all union men and women in the American Merchant Marine. MarAd sought to avoid an open battle over the LNG re-flagging and brought the MEBA to the negotiating table for a solution to the problems faced by PRONAV and Mitsui O.S.K. Lines. The MEBA negotiated in good faith—and was

met with ill will and deceit. Then MarAd, to its lasting discredit, acted in favor of foreign owners and managers against us.

Other labor organizations and maritime unions understood MarAd's failure and rallied to our side. John Sweeney, president of the AFL-CIO, supported us strongly. Our friends on the waterfront—the International Longshore and Warehouse Union, the International Longshoremen's Association, the Masters, Mates & Pilots, the Sailors' Union of the Pacific, Marine Firemen's Union, and the American Radio Association—all supported the MEBA for all the right reasons. But even this was not enough.

American Merchant Marine policy, already frayed, is left in tatters by the MarAd decision. Personally, I am deeply disappointed that MarAd failed in its most fundamental obligations. I take some consolation, however, in knowing that our union will always remain true to the U.S.-flag merchant marine and that we will persevere despite MarAd's failures. This union will be here to help our country re-build its merchant marine policy no matter what. We will endure, as our union has for the last 125 years, to see the American flag again fly proudly over a fleet worthy of our country.

Marine Officer

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Marine Officer keeps D1-PCD, MEBA members, pensioners, and their families informed about the activities of the Union. D1-PCD, MEBA, founded in 1875, is the oldest maritime labor union in America and represents licensed engine, radio, and deck officers on US-flag oceangoing ships.

LARRY O'TOOLE, President
BOB MCFEETERS, Secretary-Treasurer

MEBA NEWS

MEBA Embraces the Web Age

The MEBA has entered a new age of communications with the establishment of its own interactive site on the world-wide web.

Available at www.d1meba.org, the site is the fulfillment of a promise to improve communications with union members no matter where they may be located, said Secretary-Treasurer Bob McFeeters.

"The site is up and running now. But we regard it as an organic thing that will grow and get better as time goes on," McFeeters said. "The web itself is still in its infancy, and we at

the MEBA intend to be on the cutting edge of this growing technology—and to grow with it," he said.

The MEBA web site currently contains basic information about the union that is intended primarily as a promotional tool for the future growth of our union. For members who are already well acquainted with the organization and goals of our union, the site features instantaneous electronic publication of MEBA news, such as the *MEBA Telex Times* and the *Marine Officer*. Unique to the MEBA site is an elec-

tronic bulletin board that allows members to communicate directly with one another from vast distances at low cost. The electronic bulletin board is unique for, among other things, its secure feature that restricts participation in the bulletin board to union members in good standing. This permits the free and frank discussion of union affairs without the danger that sensitive information about our union will flow to those who would undermine the strength of the MEBA.

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MEBA Drive Attracting Top Talent

The MEBA has an aggressive new recruiting drive underway that promises to create significant new benefits for all members of the union.

The drive is aimed largely at highly motivated young people willing to accept the challenges of the American merchant marine in the 21st century. As such, much of the effort has been centered at the maritime academies that provide the foundation for a large percentage of American merchant officers.

Secretary-Treasurer Bob McFeeters and HQ Representative George Clements have worked to outline a membership policy that streamlines the process of application and invites the interest of potential new members.

McFeeters, Clements and other MEBA members have travelled to the five largest academies – California Maritime, Fort Schuyler, Kings Point, Maine Maritime, and Massachusetts Maritime – to promote the MEBA to the next generation of marine officers.

Recruiting presentations emphasize the proud history and democratic commitment of the modern MEBA. New programs at the academies are being designed that will raise awareness and inform students of the bright future of the MEBA.

Also emphasized are the superior contracts that the MEBA has in place with the leading ship operators in the country. A critical part of those contracts is the Calhoun MEBA Engineering School, recognized as the leader in maritime continuing education.

Working on a parallel course, the MEBA is also reaching out to experienced marine officers who see the benefits of our union. For example, the proposed merger of ARCO and BP Amoco has the potential to bring experienced tanker officers into the MEBA. About 50 officers, predominantly engineers from the ARCO fleet, will be allowed to join the MEBA under two specific programs.

The first program allows the engineers to

remain in the permanent billets on the ARCO vessels being incorporated into the Alaska Tanker Co. fleet. The ex-ARCO engineers will attain Group II status after a full tour on their specific vessel. They will qualify for membership after 240 sailing days.

The second program allows for a small group of ex-ARCO engineers to form a part of the relief pool. These applicants will be subject to the same requirements for membership as the permanent engineers. All of the ex-ARCO officers represent a boost for the MEBA recruiting drive because of their high levels of experience and professionalism.

As the MEBA heads into its 125th year as America's premier organization for marine officers, the union is committed to expanding its role in maritime commerce. The demands of the next century for professional marine officers will be greater than ever and the MEBA is working to insure the union will remain in the forefront of the industry.

Already recognized as outstanding in its field, the

MEBA will continue to offer its members the best wages, benefits and total compensation package in the maritime industry. Our recruiting drive is a strategic initiative for the union to make further strides in this direction.

The drive is aimed largely at highly motivated young people willing to accept the challenges of the American Merchant Marine in the 21st century.

Waterman Adds New Car Carrier

New jobs were created for MEBA members this fall when Waterman Steamship Corp. acquired the *Green Dale*, a new pure car/truck carrier that has been added to the American-flag fleet.

This addition to the American merchant marine and the creation of new jobs for U.S. citizen mariners was made possible by the Maritime Security Program (MSP), the 1996 initiative designed to insure the continued operation of at least 47 militarily useful U.S.-flag ships. The MSP provides payments to vessel operators – including several of the MEBA's largest contracted companies – so that American-flag ships can remain active around the world.

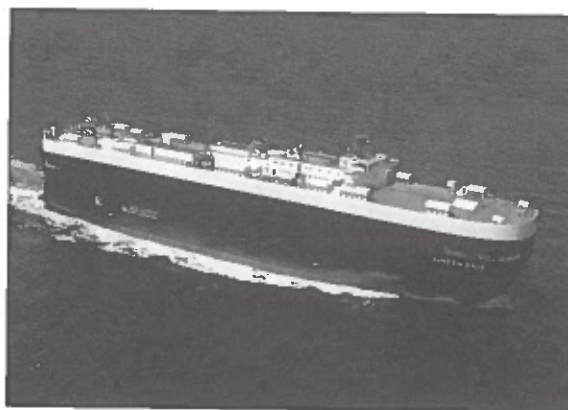
In the case of the *Green Dale*, the government has approved the transfer of one of Waterman's existing MSP operating agreements to the new ship. The Waterman ship that was the previous beneficiary – the LASH vessel *Sam Houston* – will remain in operation under the U.S.-flag

because a strong market for goods subject to the cargo preference laws is providing a steady stream of business.

The *Green Dale* will be mostly active in the Pacific, where it will carry Asian-made cars and trucks to U.S. consumers while returning to Asia with U.S. military vehicles (and other cargo) for discharge in countries allied with America. The vessel features strengthened lower decks and cargo ramps that permit heavy military vehicles to be carried.

"The creation of merchant marine jobs under this MSP transfer demonstrates once again why the MSP is important to our country and to this union. The MSP is going to come under political attack in the

future and it is important for every union member to understand the reasons why we must defend this vital program," commented MEBA Secretary-Treasurer Bob McFeeters.



The *Green Dale* is the newest vessel in the American-flag fleet. It was built this year in a Japanese shipyard. The large roll-on, roll-off capacity and the heavy cargo ramps are important features to the logistics specialists at the Pentagon.

MEBA Backs New Cruise Legislation

Speaking for a coalition of maritime labor unions, MEBA President Larry O'Toole testified before Congress Oct. 6 in favor of new cruise ship legislation designed to build up an American-flag cruise industry.

The legislation – the U.S. Cruise Ship Tourism Development Act of 1999 (S. 1510) – is being supported by a bipartisan group of lawmakers and is also drawing support from the U.S. port groups eager to be included in the growing cruise industry. The sponsor of the bill is Sen. John McCain (R-AZ), Chairman of the powerful Senate Commerce, Science and Transportation Committee.

O'Toole testified that the bill "represents the only realistic, workable approach to give American companies and American workers a fighting chance to make it in the U.S. domestic cruise industry."

The MEBA President spoke on behalf of our own union and three other unions that are allied behind the bill. They are the International Organization of Masters, Mates & Pilots, the Sailors' Union of the Pacific and Marine Firemens Union. Other sea-going unions are not supporting the bill, at least at this time.

Some of the important features of the bill are:

- Allows large existing cruise vessels to be re-flagged to United States for operation in domestic waters. Re-flagged vessels would be crewed by American citizens.
- Permits limited operation of non-U.S.-flag vessels in domestic waters under special circumstances. After a specified and restricted period of time, such cruise ships would be either re-flagged to the United States or leave the domestic trades.



MEBA President Larry O'Toole testified in October before the Senate Commerce Committee. Left to right are Ed Welch of the Passenger Vessel Association, Veronica Sanchez of the Cruising America Coalition, Allen Walker of the Shipbuilders Council, MEBA's O'Toole, and Al Wallack of Voyager Holdings. Sanchez, O'Toole and Wallack testified in favor of the U.S. Cruise Ship Tourism Development Act.

- Foreign-flag cruise vessels operating in domestic trades will use American shipyards with American workers for repairs and maintenance.
- Restrictions would apply to prevent any new cruise activity from endangering the competitiveness of existing U.S.-flag ferries. Other restrictions would apply to prevent abuses of the law by foreign-flag cruise lines.

In a joint statement from a coalition supporting the bill, which includes the MEBA, the coalition partners acknowledged that their support "represents a significant departure from some of the positions we have espoused regarding cruise vessels legislation (in the past). Nevertheless, we are convinced that a new approach is necessary, if the United States is going to develop an American-flag cruise vessel fleet and expand the opportunities for large and small American ports on all seacoasts to participate in the economic opportunities associ-

ated with cruise vessel operations."

The new ground being broken by the McCain initiative has created controversy and the bill does not appear ready for quick action by Congress. Some traditional supporters of the U.S.-flag maritime industry, such as Sen. John Breaux (D-LA), are withholding judgement until they are satisfied that the bill offers full protection against possible abuses by flag-of-convenience cruise operators.

But supporters of the McCain initiative, including the MEBA, believe there is room for compromise in the legislation that would broaden support and allow the measure to become law.

One area where there can be no compromise for the MEBA, however, is the Jones Act, which some opponents of the U.S.-flag have attempted to link to the cruise ship reform initiative.

During his testimony to the Senate Commerce Committee, O'Toole was quick to emphasize that the MEBA's change of position on cruise ship reform did not imply any lessening of the union's support for the

Jones Act. "Our support for this bill in no way conflicts with our continuing and wholehearted support for the Jones Act," O'Toole said during his formal remarks.

Later, in a question and answer session that involved senators hostile to the Jones Act, O'Toole delivered a spirited defense of the Jones Act and predicted that any attempt to link cruise ship reform with weakening the Jones Act was doomed to failure.

Testifying in favor of S. 1510 along with O'Toole was Al Wallack, President of Voyager Holdings Ltd. Wallack told the Committee that his company was prepared to buy a foreign cruise ship and re-flag it to the American registry just as soon as the cruise ship legislation is passed.

Voyager Holdings, which has substantial financial backing and operating experience, currently has an agreement with Patriot Holdings (a subsidiary of American Ship Management) to provide U.S. citizen officers and crew to any new U.S.-flag cruise vessels. Under this agreement, MEBA engineers would be hired on these ships.

Growth in MEBA-Contracted Fleet Spurred by Alaska Tanker Co. Pact

Five new vessels will be coming under MEBA contract when ships from ARCO Marine join the fleet of Alaska Tanker Co. (ATC). Bringing the new ships under MEBA contract was made possible by the successful negotiation and ratification of the first MEBA-ATC collective bargaining agreement this fall.

The entrance of the ARCO vessels into the ATC fleet is still contingent on approval by the U.S. government of the larger merger between BP Amoco and ARCO, but all indications are that the merger will go through without affecting the tanker fleets.

Under the agreement between the MEBA and ATC, five tankers in the ARCO Marine fleet—the *ARCO Alaska*, *ARCO California*, *ARCO Independence*, *ARCO Spirit*, and *ARCO Texas*—will become subject to MEBA jurisdiction when those vessels are transferred to the new owners. Engineers currently employed on those vessels will be free to become applicants for membership under a special program (see page one for details).

In addition to the five existing ARCO tankers, new vessels ordered by ARCO that are currently under construction will come under MEBA jurisdiction in the future.

ARCO currently has two "Millennium Class" tankers under construction and it is anticipated that these vessels will join



Now under construction is the first of at least three ARCO Millennium Class tankers. MEBA engineers will operate the most modern and most environmentally friendly crude oil tankers in the world fleet under the recent agreement between the union and Alaska Tanker Co.

the ATC fleet in 2000 and 2001. Options exist for further Millennium Class orders that may be exercised sometime next year.

Paving the way for the ARCO tankers was the new collective bargaining agreement between the MEBA and ATC for the ten MEBA-contracted tankers already in the ATC fleet. That agreement was nego-

tiated this year following creation of ATC from the merger of elements of Keystone Shipping, Overseas Shipholding Group and British Petroleum.

The ATC contract itself was a major victory for the union. It contained significant wage and benefit increases for the engineers on the tankers and was ratified overwhelmingly by the union membership in early November.

Bringing the ARCO ships under MEBA contract is a success both for the union and for organized labor as a whole. These vessels have never been operated by members of an AFL-CIO union and the integration of the ARCO fleet into the ATC organization will not only bring in the MEBA, but the unlicensed crew will now come under the jurisdiction of the Seafarers International Union, also affiliated with the AFL-CIO.

"The MEBA's agreement with ATC is a great step forward for our union," said President Larry O'Toole.

"These are the first tankers to be added to the MEBA-contracted fleet in a long, long time. And the addition of the Millennium Class vessels will mean that MEBA engineers will be operating the most sophisticated environment-friendly tankers in the world," O'Toole said.

"The MEBA is committed to growth and this agreement is a tremendous step forward for all of our members," he added.

MEBA Web Goes On Line

continued from inside front cover

"The secure bulletin board is really unusual for a labor union.

Unfortunately, many unions are not really interested in promoting the free exchange of information and ideas among the membership. But the MEBA is proud of its democracy and this web site, with all its features, is a way for us to build on our democratic traditions using the newest technology," McFeeters said.

New features of the site are under development now so union members and friends of the MEBA should continue to visit the site from time to time as the new features are added and improvements made. Further, new suggestions for improvements are welcome, and members should feel free to offer their comments at any time. The site

itself offers a direct e-mail link for such suggestions.

"Larry O'Toole and I are committed to expand the opportunities for members to communicate with the elected leadership. This web site is just one of the means that we intend to develop to turn this commitment into an everyday reality," McFeeters added.

"As American Merchant Marine officers we are known around the world for our technological skills and our ability to put innovation to work. Every day we put these qualities to work for our contracted shipping companies. In the new century we will also be acting together to put these qualities to work to insure the success of our own union," McFeeters concluded.

Sea-Land Sale Splits Fleet

Sea-Land Service, the MEBA's largest single deep-sea employer, is dividing up into separate units with the sale of the company's \$800 million international liner division to Maersk Line.

The two companies anticipate that the financial and organizational aspects of the sale will be complete by year end. No MEBA jobs are to be lost in the transaction, although impact bargaining has been triggered in the deployment of the port engineer groups and the crane engineers.

According to documents filed with the U.S. Maritime Administration, the sale to Maersk will result in the transfer of 19 U.S.-flag vessels from Sea-Land to U.S. Ship Management (USSM), a new company that will operate the former Sea-Land vessels. USSM will assume the MEBA's contract with Sea-Land in its current form, so the sale will not result in any changes to wages and benefits to MEBA members working on these ships.

In a structure modeled after the American President Lines sale to Neptune



MEBA officers on the *Galveston Bay* are among those who will work under contract to U.S. Ship Management, once the purchase of Sea-Land's international liner division by Maersk Lines is complete. Seen here are Second A/E William Gizzo, at left, and First A/E Walter Kuchtely during a recent port call in Houston.

Leo Berger 1922-1999

Leo Berger, one of the leading U.S.-flag shipowners of our generation, passed away in July. He was 78 years old.

A merchant marine veteran of World War II, he was a ship captain who came ashore to build a U.S.-flag bulk shipping company that survives today in modified form. The Berger group of companies, all of which employed MEBA mates and engineers, continue today as MEBA-contracted Liberty Maritime and MEBA-contracted Apex Marine.

Berger, an immigrant who became an outspoken champion of the American-flag merchant marine, was responsible for the successful operation of more than 20 U.S.-flag vessels. A mate who graduated from the U.S. Merchant Marine Academy at Kings Point, Berger also understood the importance of engineers. He once responded to a question about the key to successful operations by responding "Having the best engineers. They're the ones who make you."

Orient Lines, USSM will charter the vessels from an ownership trust and will then time charter the vessels to Maersk. USSM's role in the Maersk organization will be similar to that of MEBA-contracted American Ship Management's (ASM) role in the Neptune Orient Lines structure.

Also similar to ASM, USSM will be the company that participates in the Maritime Security Program (MSP), the government initiative that provides support for the continued operation of U.S.-flag vessels in international trade. Sea-Land has transferred its 15 MSP operating agreements to USSM following final approval from the U.S. Maritime Administration.

Sixteen U.S.-flag ships will be retained by Sea-Land Service, which will continue to exist as a shipping company devoted primarily to the domestic container shipping market. Sea-Land will continue to operate its liner services to Alaska, Hawaii and Puerto Rico, under the existing MEBA contract.

Both Sea-Land and USSM have the potential of offering new employment to MEBA members through ship operating contracts with the U.S. government. Sea-Land in its truncated form will be bidding on contracts with the Military Sealift Command in the future. Sea-Land will also be bidding independently for military contracts, and will be operating ships for the Maritime Administration once some of MarAd's legal problems with the Ready Reserve Force are resolved.

Separate from this division of Sea-Land's U.S.-flag operations, Sea-Land's entire fleet of non-U.S.-flag vessels is passing to Maersk's control. Among these are the ships managed by Hanseatic Shipping, the German company with which MEBA has a referral agreement providing employment to some MEBA engineers on flag-of-convenience vessels. The MEBA agreement with Hanseatic will remain in effect and MEBA officers will continue working on the Maersk Sea-Land vessels managed by Hanseatic.

Still being worked out is the precise division of labor for MEBA crane engineers and port engineers. Recently, Maersk has awarded the management of its crane operation to World Crane Services. Some MEBA members are being hired by World Crane Services and others may be hired by new organizations being contemplated in the restructuring process. Atlantic Coast Vice President Paul Krupa is involved in this process to insure that the interests of union members are fully protected.

"There are tremendous changes taking place in the U.S.-flag shipping business and the MEBA has made every effort to manage these changes without adversely affecting the livelihood of our members," commented MEBA President Larry O'Toole. "We are heading into a new age for the U.S.-flag shipping industry but I feel confident that the MEBA will thrive. Our organization has withstood many challenges in the last 125 years because we are strong and we are united. That will not change," he said.

Phillips named Calhoon School Director



Henry Phillips, a 27-year MEBA member, has been appointed Director of the Calhoon MEBA Engineering School, effective Jan. 1, 2000.

Phillips is a 1972 graduate of the Calhoon School and the first alumnus to be appointed Director. The first appointment of an alumnus is "a milestone in

the history of the School and is further evidence that the Calhoon School has established itself as the country's premier institution of maritime continuing education," said MEBA President Larry O'Toole.

O'Toole, himself a former Director of the Calhoon School, announced the appointment in late October, following a meeting of the MEBA Training Plan.

The MEBA Training Plan, established through collective bargaining between the union and its contracted shipping companies, oversees the Calhoon School.

Phillips succeeds Peter Hammond, Director since 1996. Hammond and Phillips will work together in the coming months to insure a smooth transition.

Phillips is currently serving as Chief Engineer on the *Sea-Land Enterprise* a modern containership in the fleet of the MEBA's largest contracted company. He

was appointed Chief Engineer with Sea-Land in 1987.

Prior to his service with Sea-Land, Phillips served with several other shipping companies that have been prominent in the U.S.-flag fleet. Between 1985 and 1987, he was a Chief Engineer with

United States Lines. Between 1980 and 1985, he served as Chief Engineer with Keystone Shipping Co.

Prior to serving with these companies, Phillips was

an engineer with El Paso, which operated a fleet of liquefied natural gas (LNG) carriers. Before that, he sailed out of MEBA union halls, taking assignments with a variety of MEBA-contracted companies. Briefly in the 1970s, Phillips worked shoreside as a sale engineer for a non-MEBA-contracted company that specialized in marine equipment.

Phillips' impressive career at sea aside, he was a key member of the team that established the Calhoon School's Instrumentation Course in the early 1990s. That course has proven to be a model of how a well-designed course effectively meets the needs of working members and of MEBA-contracted companies.

Commenting on the appointment, O'Toole said "I am very pleased that Henry has agreed to serve in this post, which is very important to us at the MEBA. His knowledge of the American-flag shipping industry cannot be matched anywhere and the success of our Instrumentation Course shows that he has the skill in curriculum development needed to lead the School into the next century."

"I accept this appointment with pride in the MEBA and with humility in my own heart," Phillips added.

"When I became a student at Calhoon, my ambition was to become a good engineer. The MEBA and the Calhoon School made whatever success I have had possible. I intend to do my very best to see that the Calhoon School continues to provide members of our union with the tools that they need to succeed. We have many challenges ahead of us but I am confident that that this union can rise to meet them and that the best days of the MEBA are still ahead of us," he said.

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**Phillips is first Calhoon grad
to become Director**
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Director Peter Hammond Recognized

Retiring Calhoon School Director Peter Hammond "did a terrific job over the last four years and should be recognized for his real and lasting contributions to the School," MEBA President Larry O'Toole said on receiving Hammond's resignation.

Hammond, appointed in 1996, led efforts to improve the curriculum, enhance the professional standing of the School and improve service to MEBA members.

During his tenure, new courses were introduced and existing programs were upgraded. New courses such as Programmable Logic Controllers, Gas Turbine Engineering, STCW Basic Safety Training, Shipboard Electrical Systems, Government Vessels Operations, and others, were established. Existing programs, notably the Sea-Land Training Program, were broadly enhanced.

The professional standing of the Calhoon School was raised through close work with the American

Council of Education, which has certified nine courses for college credit. Accreditation for four other courses is in the works. In the maritime sector, the Calhoon School earned certification from the prestigious Norwegian classification society Det Norske Veritas (DNV).

Other efforts were aimed at improving diverse services to MEBA members. The introduction of an annual Calhoon School Catalog and establishment of the School web site were intended to improve communications with members. The acquisition of new equipment and improvements to the School grounds improved the quality of the Calhoon experience for all students.

"I speak for all MEBA members when I extend my gratitude to Peter for all he has done. We will always strive to build on the accomplishments of those who came before us but we will not forget the work that makes such progress possible," O'Toole said.

Calhoon School Marks Another First With Chemical Defense Training

In cooperation with military planners and MEBA-contracted shipping companies, the Calhoon MEBA Engineering School has established a Chemical, Biological and Radiological Defense (CBRD) course that is the first of its kind in the civilian sector.

The course has already been given to three groups of MEBA members, including one group that completed the course at the Calhoon School in early November. At about the same time, the Calhoon School was officially certified by the Military Sealift Command (MSC) as the first civilian facility for this vital military training.

Government vessel operations courses, including CBRD, are critical if MEBA-contracted employers are going to become more successful in winning new contracts from U.S. military agencies, particularly the MSC. The union and the Calhoon School are committed to improving the competitiveness of MEBA-contracted

shipping companies in this area and the CBRD course is just one of the union's initiatives in this field.

Calhoon School staff members worked hand-in-glove with military planners from the very start of CBRD initiative, according to Steve Sadler, the School instructor most involved in the project. In particular, major effort was put forward by the the U.S. Maritime Administration's (MarAd) Kevin Tokarski, the MSC's Director of Training Kyrn Hickman, and the MSC's Robert Farmer.

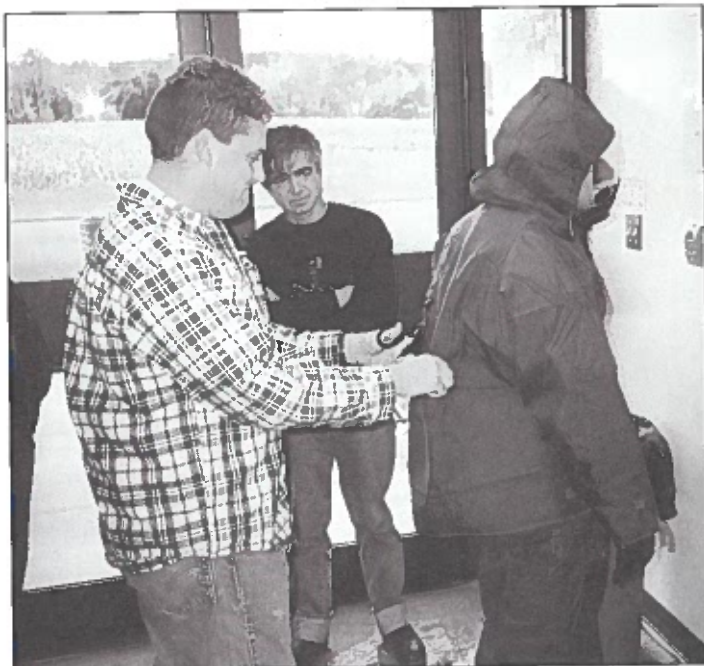
The first CBRD training courses involved a cooperative effort among the MEBA, MSC, MarAd, and Keystone Shipping Co. The first training took place aboard the *Cape Knox*, a MarAd vessel under contract to Keystone.

The *Cape Knox* was activated in the port of New Orleans and ordered to make ready to participate in a major military exercise in South Korea.

CBRD training on the vessel was led by Primary Instructor Harry Finnegan (MSC), Secondary Instructor Steve Sadler, and Art Sulzer (Keystone). The training prepared the crew for a full-dress Chemical Decontamination Exercise later held in the South Korean port of Pusan.

The Pusan exercise simulated an enemy attack using SCUD missiles. The crew donned full chemical protective gear and practiced decontamination techniques, including the decontamination of the vessel's cargo ramp. Participating in the exercise were U.S. armed forces (including the Military Sealift Command), Korean military forces, and the Pusan Port Fire Department.

A second course was offered in the port of Beaumont, TX, for the crew



Chemical, Biological and Radiological Defense (CBRD) training at the Calhoon Engineering School: MEBA Member Joe Coakley cuts Kevin Dwyer out of a chemical protective overgarment as Witold Szyfter looks on during a simulated decontamination exercise.

SL-7 Veterans Needed

Several MEBA-contracted companies are planning to make bids on contracts being offered by the Military Sealift Command for operations of its Fast Sealift Ships (FSS), vessels that were once known as Sea-Land's SL-7 class.

The MEBA is working closely with these companies to increase the chances that a MEBA-contracted company will win the bidding and thereby create new job opportunities for MEBA members.

To assist in this goal, the MEBA would like to identify union members who worked aboard any of the eight vessels when they were operated by Sea-Land in the 1970s and 1980s.

MEBA members who have experience working aboard any one the SL-7s are asked to contact Dan Fuller at MEBA headquarters in Washington. The telephone number is (202) 638-5355, extension 1665.

members of the *Cape Vincent* and the *Cape Victory*, also operated by Keystone. Individuals from the Calhoon School, MSC, MarAd, and Keystone were also involved in this training.

The third course, conducted at the Calhoon School in early November, was the first class ever to be offered to commercial mariners by a civilian labor/management training organization. It represented the culmination of months of hard work on the part of MSC and MarAd in their broader efforts to train civilian mariners in self-protection techniques. The Calhoon School is cooperating enthusiastically in these efforts in order to ensure that all MEBA members have the training necessary to meet the merchant marine challenges of the future.

Officials at the Calhoon School extended special recognition to Instructor Steve Sadler for his involvement in the presentation of the CBRD course.

"Steve did a terrific job and he deserves a lot of credit," said Calhoon School Assistant Director Lee Kincaid.

New Course Schedule for 2000

ADVANCED FIRE FIGHTING / HAZARDOUS MATERIALS TECHNICIAN

Two week course—18 students max.
February 28 – March 10
March 27 – April 7
May 1 – May 12
June 5 – June 16
July 31 – August 11
October 9 – October 20
October 23 – November 3
November 27 – December 8

ANALOG ELECTRONICS

Four week course—16 students max.
January 24 – February 18
August 7 – September 1

APPLIED DIESELS

Four week course—12 students max.
February 28 – March 24

BASIC COMPUTERS

Two week course—12 students max.
January 10 – January 21
February 7 – February 18
March 27 – April 7
April 17 – April 28
May 15 – May 26
June 5 – June 16
June 19 – June 30
September 11 – September 22
October 9 – October 20
November 6 – November 17

CONTAINER CRANE MAINTENANCE

Three week course—12 students max.
June 5 – June 23
October 9 – October 27

CONTAINER REFRIGERATION

Two week course—12 students max.
February 28 – March 10
July 31 – August 11
August 21 – September 1
October 30 – November 10
December 11 – December 22

DIESEL ENGINEERING

Six week course—16 students max.
January 10 – February 18
September 11 – October 20

DIGITAL ELECTRONICS

Four week course—16 students max.
March 13 – April 7
November 27 – December 22

ELECTRICAL TROUBLESHOOTING

Two week course—16 students max.
January 17 – January 28
June 5 – June 16
July 31 – August 11
August 21 – September 1
November 6 – November 17

ELECTRICITY

Four week course—16 students max.
March 13 – April 7
September 11 – October 6
November 27 – December 22

GAS TURBINE ENGINEERING

Four week course—16 students max.
June 5 – June 30
November 27 – December 22

GMDSS OPERATOR

Two week course—12 students max.
January 10 – January 21
March 27 – April 7
June 19 – June 30
December 11 – December 22

GOVERNMENT VESSEL OPERATIONS

Two week course—12 students max.
January 24 – February 4
April 17 – April 28
May 15 – May 26
November 6 – November 17

INSTRUMENTATION

Four week course—16 students max.
January 10 – February 4
February 28 – March 24
September 11 – October 6
October 23 – November 17

MACHINE SHOP

Four week course—12 students max.
April 17 – May 12
June 5 – June 30
September 11 – October 6

PROGRAMMABLE LOGIC CONTROLLERS

Two week course—16 students max.
February 7 – February 18
June 19 – June 30
August 21 – September 1

REFRIGERATION

Four week course—12 students max.
March 13 – April 7
May 1 – May 26

SHIPBOARD ELECTRICAL SYSTEMS

Two week course—12 students max.
April 17 – April 28
October 9 – October 20

SHIP'S MANAGEMENT

Two week course—16 students max.
February 7 – February 18
May 1 – May 12
July 31 – August 11

SHIP'S MEDICINE

Two week course—12 students max.
February 7 – February 18
April 17 – April 28
August 21 – September 1
November 27 – December 8

STEAM ENGINEERING

Six week course—20 students max.
April 17 – May 26

TANKSHIP LIQUEFIED GAS (LNG) (PIC)

Two week course—20 students max.
May 15 – May 26

TANKSHIP SAFETY DL (PIC)

Two week course—16 students max.
March 6 – March 17
June 19 – June 30
October 23 – November 3

UPGRADING MATES & ENGINEERS

Four week course excluding testing
20 students total combined
August 7 – September 1

WELDING

Four week course—12 students max.
January 17 – February 11
February 28 – March 24
October 23 – November 1

MEBA Inaugural Convention Success

Union democracy and progress toward the future were reaffirmed this summer when the MEBA Inaugural Convention was held at the Calhoun MEBA Engineering School in Easton, MD.

The Inaugural Convention brought together about 100 MEBA members to consider a wide range of issues related to the future of our union. Although the Convention did not have any legal or constitutional authority to make changes, it did provide a less formal way to open discussion on issues and formulate some of the responses to the many challenges faced by the MEBA in the new century.

"A gathering like this is important to our union democracy because it allows every member an opportunity to participate and to exchange ideas with the union's elected leadership and with fellow members. The MEBA is facing many challenges in the new century and we have to be ready for them," said MEBA President Larry O'Toole.

"Some of these changes are going to require that we modernize our union to respond to a different environment. And as a democratic organization, it is vital that we build the necessary consensus as we move for-

ward," O'Toole also said.

COMMITTEE STRUCTURE

The Inaugural Convention was structured around nine committees that addressed specific issues. Those committees made recommendations to the general assembly, which dis-



AFL-CIO Secretary Treasurer Richard Trumka speaks at the Inaugural Convention.



MEBA President Larry O'Toole with the MSC's Rear Admiral Bepko.

cussed and voted on each committee's specific proposals. In the following pages, the final reports of each of the committees and the vote tallies are reproduced.

Some of the proposals call for important changes in the way the MEBA conducts its affairs. In some cases, the changes can be effected by action by the District Executive Committee, and in other cases,

action on the recommendations requires a vote of the membership. In all cases, the normal constitutional and legal requirements will be observed, said MEBA Secretary-Treasurer Bob McFeeters, and the Inaugural Convention will in no instances be used to circumvent the democratic procedures of the union already in place.

Nor will we the membership be rushed into making important decisions, both O'Toole and McFeeters added.

be put forward under a schedule that allows ample time for discussion and reflection, both union officers affirmed.

OTHER VOICES

Aside from the committee work, the Inaugural Convention was also notable for bringing union members together with representatives of organizations that are important to the union's future. Convention organizers

invited a series of speakers involved in groups that are vital to the MEBA.

For example, Richard Trumka, Secretary-Treasurer of the AFL-CIO, delivered the keynote

address. Trumka spoke eloquently about the importance of organizing new members for all labor unions interested in the future. He also reaffirmed the commitment of the AFL-CIO leadership to supporting its member unions, such as the MEBA, when conflicts arise with labor organizations not affiliated with the AFL-CIO.

Also speaking was Rep. Neil Abercrombie (D-HI). Rep. Abercrombie is one of the strongest supporters in Congress of the American Merchant Marine and a long-time friend of the MEBA. Abercrombie

spoke on the importance of the 2000 elections, particularly on the efforts of the Democratic Party to regain control of the House of Representatives. For less partisan members of the MEBA, Rep. Abercrombie's comments reinforced the impor-



The General Assembly of the Convention debates the issues.



Don Keefe answers questions about the report of the Organizing Committee.

Committee reports have already been circulated among the membership and are being published here in the *Marine Officer* for every member to review. Some of these proposals will be presented to the membership in the future for a vote, but such proposals will

continued on page 25

POLITICAL EDUCATION

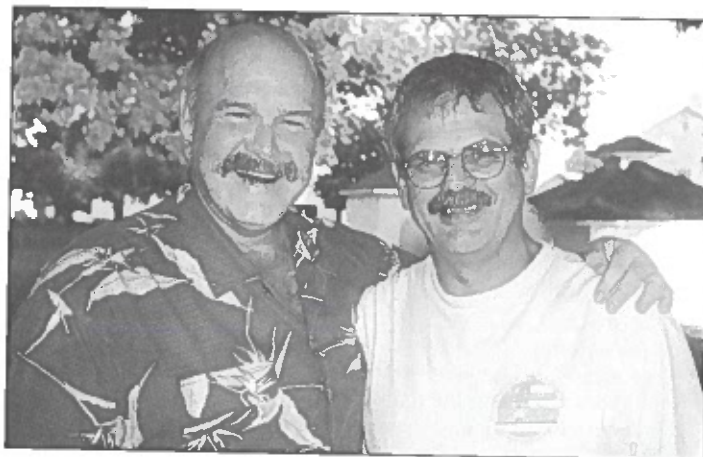
FINAL COMMITTEE REPORT TO GENERAL ASSEMBLY

*Chair: Marc Huber
Expert: Mike Ingram*

*Russell Rippetoe
Malissa Zimmerman
Doug Bull
Carl Harris
Jim Weythman
Michael Derke
Claudia Cimini
Patrick Bevers
Katherine Hildre
Jeffrey Andrade*

We, the Political Education Committee, offer to the General Assembly of this Inaugural District Convention the following report:

That the Political and Legislative Department of D-1 MEBA with the support of the District Executive Committee (DEC), adopt a mission statement similar to the one prepared in this committee.



Executive Vice President Bud Jacque, at left, has been very active in political education on behalf of the union for many years, particularly on the West Coast. He is shown above with Keith Wimer, who has served on the Organizing Committee at the Inaugural Convention.

POLITICAL ACTION FUND STATUS

- Currently PAF raises approximately \$550,000 per two year election cycle
- PAF spends \$690,000 per cycle resulting in \$70,000 a year deficit
- A competing maritime officers union raises and spends 71% more per cycle than the MEBA

SUGGESTED GOALS OF THE PAF FUNDRAISING DRIVE

- Opening balance at beginning of election cycle of \$1 million.
- Spending capability of \$1 million.
- 100% participation of all MEBA members, where possible utilizing the payroll deduction check-off.
- Educate all members on the importance of an effective political program in advancing the interests of the MEBA.

FUNDRAISING RECOMMENDATIONS FOR THE DEC

- Form a political committee for each port and bargaining unit comprised of rank-and-file members who are actively involved in promoting check-off and other fundraising tools for the PAF
- Composition of committee to be flexible and allow retirees
- Competitive fundraising challenge among committees
- Raffles, Sales of Promotional Items

- Other local fundraising ideas with approval
- Provide report during meetings when possible
- Revise deep-sea check-off program, to include increased levels of contributions. Choice could be \$25, \$50, \$75, \$100, percent and other.
- Utilization of direct mail pieces targeted to demographic groups within the MEBA.
- Promotional items- for various levels of contributions
- Utilize *Marine Officer* to encourage participation
- Develop specific programs for other non deep-sea bargaining units

RECOMMENDATION FOR ACTION BY THE NATIONAL EXECUTIVE COMMITTEE

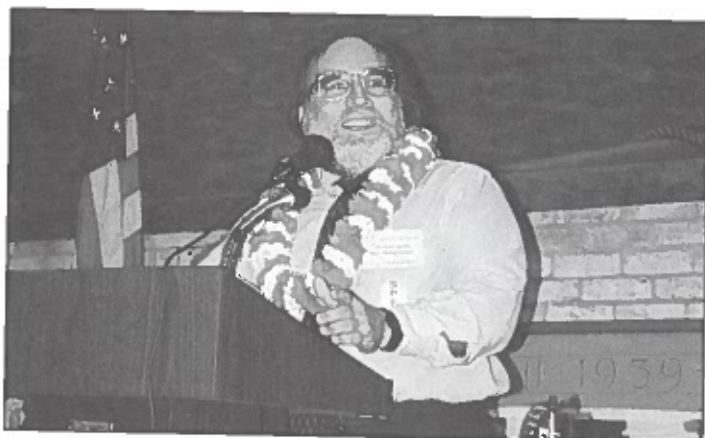
- To consider an amendment to the MEBA National Constitution Article 10, Section 13, so as to allow the AFL-CIO to receive District's mailing list for the exclusive purpose of grassroots political, legislative and financial benefit mailings.

PROPOSED GRASSROOTS PROGRAM

- Educate members on PAF contributions made to candidates and other political committees
- Provide political, legislative and activity reports as part of monthly meeting packets, including non deep-sea bargaining units
- Provide political and legislative presentations to membership at Calhoon MEBA Engineering School and monthly meetings
- Utilization of electronic communication and information dissemination especially the D1-MEBA web-site.
- In summary, the Political Education Committee having by unanimous consent stated specific goals and recommendations in conformity with the adopted mission statement of the Political Education Program, asks the General Assembly to support this report with an affirmative vote.

THE MISSION OF THE D-1 MEBA POLITICAL EDUCATION PROGRAM

- To foster and promote the interests of the MEBA and its membership through aggressive, informed participation in the federal political process in Washington, and, when and where appropriate, on the state and local level.
- To educate members of both the Senate and the House of Representatives on the rich history of the MEBA, the nation's oldest maritime union, and the important role that the Union



The Political Education Committee focused on the means of influencing elected politicians, like Rep. Neil Abercrombie (D-HI), who gave a rousing speech at the MEBA Inaugural Convention. Rep. Abercrombie told the MEBA delegates of the major push underway by the Democrats to regain control of the House of Representatives next year.

has played in the development of United States maritime policy.

- To work in concert with other maritime parties, seagoing labor unions, private U.S./C flag merchant ship operators and maritime related government entities to further the collective legislative interests and programs of the U.S. maritime community.
- To aggressively defend the existing, critical programs enacted by Congress, designed and intended to maintain a viable U.S. Merchant Marine, such as the Cargo Preference Laws, the Jones Act, and the Maritime Security Program.
- To promote new legislative initiatives designed to expand the U.S. Merchant Marine, thereby increasing job opportunities for MEBA members.
- To educate and develop support of non-sea going MEBA members including the many MEBA public sector affiliates. To support and defend their interests with employers, state and local government entities as allowed by the law.
- To work cooperatively with labor organizations to protect the interests of organized labor and the welfare of working men and women who comprise the backbone of the country.
- To enhance the image of the MEBA in the eyes and minds of the Congress and the international maritime community as the preeminent maritime union in the United States and the world.
- To develop local support in the ports and bargaining units to assist in efforts to educate MEBA members and solicit the funds necessary to implement this mission.

Vote by Inaugural Convention on Report of Political Education Committee
APPROVE.....74
DISAPPROVE.....8



Among the Inaugural Convention delegates listening to the report of the Dues/Revenue Committee are Joyce Matthews and Joe Martucci. Both are active in union affairs and are currently working as port engineers with NPR Inc.

DUES/REVENUE REVIEW

SUMMARY REPORT

Chair: Bill Ward
Expert: Frank Laurito
Bob McFeeters
Art Hemmings
Elliott Woods
Pare Abbott
Jeanne Harvey
Ray Blanchet
Kenneth Buck
Robert Curran
Michael Tinkel
Henry Phillips

The Committee recognizes that a shortfall exists between current union revenue and proposed expenditures. The Committee feels that budgeted funds for 1999 are reasonable, and that there are areas in which increased spending would benefit the membership.

The Committee finds it clear that the Deep-Sea members pay a disproportionate share of union expenses, but also that the value of our Non Deep-Sea Bargaining

Units in direct political, legislative and collective bargaining advantage must be considered. Disparity of income must be



The Organizing Committee recommended the creation of permanent full-time organizing department within the union, among other things. Shown here working on a draft of the recommendations are, left to right, Committee members Scott Conway, Dan Colon, and Dennis Naumann.

allowed for, and care be taken that any dues increase not endanger any organizing gains in membership.

The Committee suggests the establishment of a restricted account, initially consisting of some portion of the union's liquid assets augmented by the sale of real properties, along with the Sea-Land billet monies.

This move would protect these assets while providing interest income to offset operating expenses, possibly eliminating the need for future dues increases. The sale of union real estate would also increase the availability of J.E.C. funds, which are earmarked for the operating expenses of hiring halls. The J.E.C. fund is a significant asset and should be utilized to the greatest benefit of the membership.

The Committee therefore recommends that a steering committee be formed which will work with elected representatives of the individual bargaining units to determine a fair and acceptable increase in dues, based upon a cost in services per member determination. Any dues increase would then be put before the membership in referendum.

Vote by Inaugural Convention on Report of Dues/Revenue Committee
APPROVE.....60
DISAPPROVE.....22

ORGANIZING

RECOMMENDATION: ESTABLISH A FULLTIME PERMANENT ORGANIZING DEPARTMENT

Chair: Jon Anderson
Expert: Ed Gleason

Don Keefe
Paul Norman
Daniel Colon
George Gehring
Scott Conway
Joe Fernandez
Keith Wimer
Dennis Naumann
John Weber

1. Source of funding.

The majority of the membership will agree about the necessity of organizing. Thus we must consider creating an organizing department to mount a professional campaign. The question arises where the funding should come from. Some money will be forthcoming from the AFL-CIO. A portion of the funds received from the Sea-Land billet day money could be funding an

organizing department. By organizing we can increase our job base to replace recent job loss aboard Sea-Land vessels.

2. Amount of funding for an organizing department.

We must be realistic and committed to organizing in the Maritime Industry. The only way to be successful in this endeavor is to commit to long term financial funding to this department.



Tim Brown, President of the International Organization of the Masters, Mates & Pilots addressed the full Inaugural Convention and later met with Alliances Committee. The Committee came to the conclusion that "close cooperation and alliance with the MM&P is in the best interest of the union."

With a director and an administrative assistant at Headquarters, the trickle down workload will be to the port patrolman and they will have to call upon the membership to do footwork.

Within this Committee we cannot establish a specific amount of money to start an organizing department. An estimated figure would be to request \$1 million of the billet money to get this group off the ground. In addition, any new dues increase should include a contribution to the organizing department.

3. Initial Targets

A. Tanker Mates. When these individuals come into MEBA there will be an increase in dues monies received. This will bring revenue back into the Union. This unity in the tanker fleet will also be an advantage in achieving contractual raises across the board that will enrich the union.

B. Off shore oil exploration industry. To date this sector of the maritime industry has remained outside of the sphere of organized labor, and could provide the necessary growth for the MEBA to offset the declining number of deep sea billets.

C. Members Exchange Bureau - MEB. This exchange can provide a source of new organizing opportunities.

4. Membership Participation

It is critical for the success of this department, the increase in our job base, and the continued existence of our Union that our membership get more involved and participate in this endeavor.

(Delegates are asked to vote Yes or No on the recommendations numbered below:)

1. Do you want an organizing department within the MEBA?
2. Are you willing to allocate \$1M of Sea-Land billet day money to fund this new organizing department?
3. Should the Tanker Mates be organized?
4. Would you be willing to get involved and participate in an organizing campaign?

Vote by Inaugural Convention on Four Questions by Organizing Committee				
	1	2	3	4
YES	84	69	77	76
NO	4	13	6	3

UNION ALLIANCES

FINAL REPORT OF THE COMMITTEE ON UNION ALLIANCES

Chair: Tony Sasso

Expert: Pat Morris

Ronald Thomas

Dan Fuller

Jim Duffy

Joseph Martucci

Phillip Hellesto

Mark Zalenski

Peter Ladzinski

Gerald Lectiner

The Committee feels that cooperation with other unions that share democratic ideals is good for MEBA. Cooperative efforts between unions should not be construed as an endorsement for a merger.

Union alliances take many forms. Agreements, formal and informal, are already in place on many levels. Where money is involved, documentation and contractual agreements must be

in place. Contractual agreements must have an ability to be terminated. Termination may be invoked by the DEC or by union referendum. Financial justification for joint operations must show the positive to the membership.

Timely dissemination of information on all areas of cooperation is essential. Agreements evolve with membership involvement. The best interests of the MEBA membership must come first.

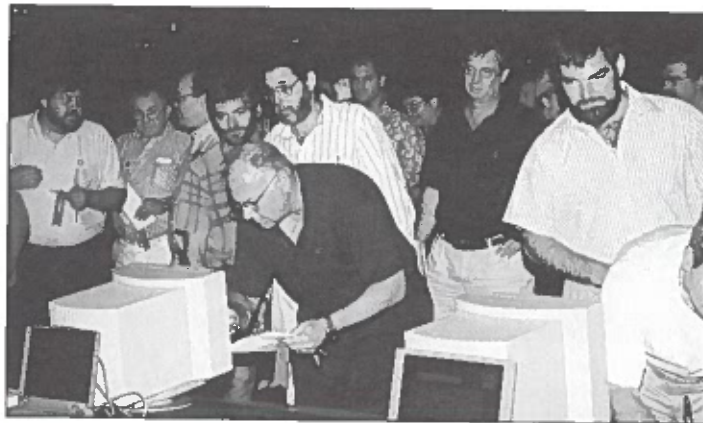
Some correspondence to the Committee suggested disenfranchising the deck officers. This Committee is strongly against this idea. The present and future deck officers of this union are dues-paying members and deserve the full rights and benefits thereof.

THIS COMMITTEE RECOMMENDS A CLOSE ALLIANCE WITH THE MM&P

Close cooperation and alliance with the MM&P is in the best interest of the union when present jobs are concerned. Where new jobs are concerned, for example, the ATC contracts, every effort should be made to go after the new jobs as part and parcel of the contract. We can not state strongly enough our intent to preserve, protect, and expand the opportunities for the MEBA deck officers.

We suggest a committee of rank-and-file MEBA deck officers and MM&P deck officers to discuss areas of mutual interest.

An example of closer cooperation could be the sharing of union halls. There will be savings. Additionally, sharing is also a good will gesture. A logical location to start this cooperative effort is in Norfolk where both of our halls are being lost.



The delegates tested an electronic system that may have use for the union in the future. Using a personal identification number (PIN) similar to that used by banks in their automated teller machines, the system is able to confirm the union membership of voters while guaranteeing that the right to a confidential ballot is protected.

This Committee recommends accepting displaced radio officers into MEBA

With the advent of GMDSS, REOs are being redesignated as electronics officers or being eliminated entirely. It is important to reaffirm this jurisdiction for the licensed engineers rather than allowing it to go to the unlicensed personnel.

We support providing the opportunity to members of radio operator unions to retrain as engineering or deck officers. Those who remain dedicated to the maritime industry will make the most of the opportunity. Additionally, we should use our training school to make sure our present and future members are capable of doing the job of electronics officer.

This Committee recommends MEBA resuming an active role in the Officers Union of International Seamen.

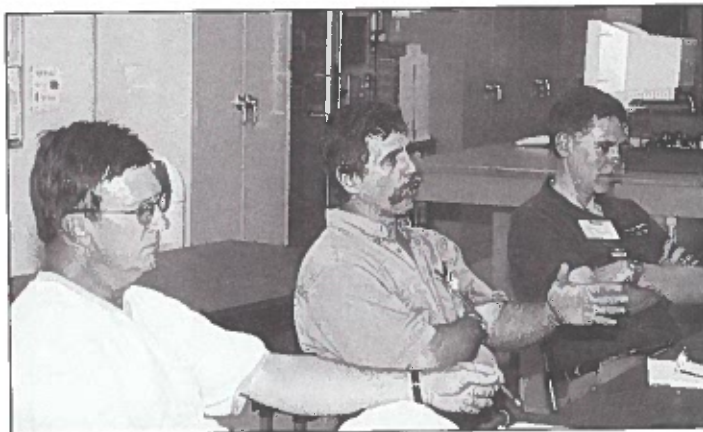
Membership in OUIS and the ITF enhances the credibility of the MEBA in the international maritime community. If we do not enter the arena another union will, much to our detriment.

Raising the level of flag-of-convenience (FOC) ships reduces the cost differential between American and foreign flagships. A collective bargaining agreement for MEBA members aboard flag of convenience cargo, passenger, and tank ships is a real possibility.

MEBA appointed representatives going onto FOC ships extends our power, enabling us to do what the US Coast Guard and other agencies will not or can not do. The largest FOC fleet in the world is American owned. We, as an American union, have an obligation to uphold the rights of the seamen aboard these ships. Companies are going global and so must we.

Any re-entry cost is expected to be minimal. The money will be structured as a loan from the MEBA to the OUIS. Dues revenues from OUIS will repay the loan. The OUIS dues can then be used for such things as organizing and servicing.

In conjunction with this action, MEBA should have an information campaign to educate our members utilizing the *Marine*



The Union Alliances Committee dealt with some especially difficult questions about the role of the MEBA in the larger labor movement. Mark Zalenski, at left, listens as Gerald Lectiner, center, discusses how the MEBA can grow in the future. At right is Dan Fuller, formerly a master on an American ship that was switched to a flag-of-convenience registry two years ago.

Officer, the MEBA Telex Times, the MEBA website, and membership meetings.

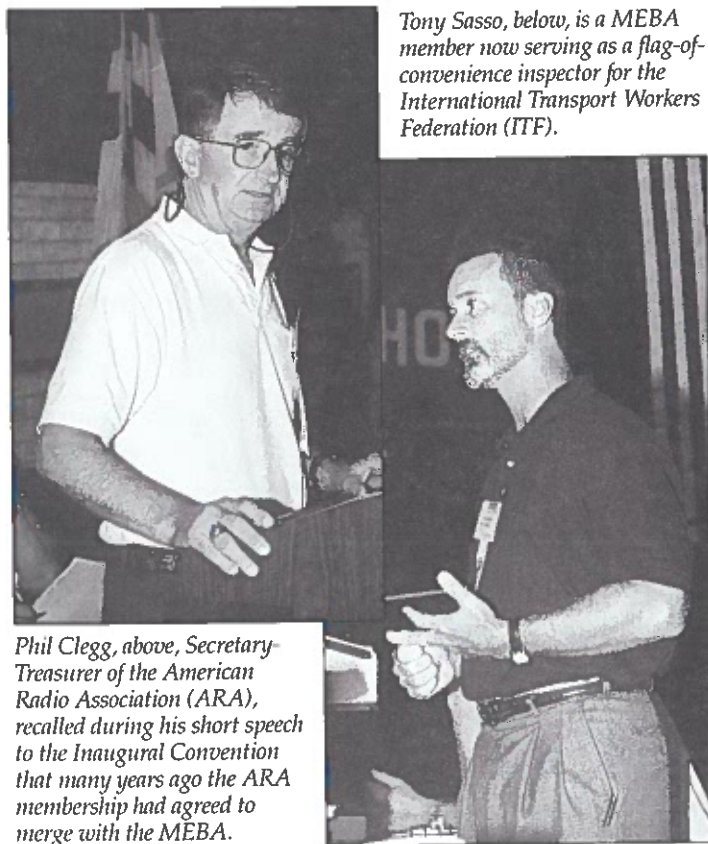
Participating in OUIS is a moral as well as practical imperative that not only enhances MEBA but will be helping to raise the standards of seafarers everywhere.

The Committee recommends against reaffiliation with the AMO as presently constituted.

We feel the AMO as presently constituted is not a democratic labor organization. The MEBA District 1 PCD should not deal in a friendly manner with what appears to us to be an employment agency. Our goal should be to use every opportunity to place pressure on the AMO to become a democratic labor union. Once they make such changes we will consider changing our position on reaffiliation.

The Committee recommends closer ties to other democratic labor organizations around the USA and the world.

If we want to have better alliances we need to be a better partner in the labor community. We need to stand up for labor everywhere. We want our union leaders to assist rank-and-file members in finding avenues to enter the local labor scene. We commend the members from all areas for being active in their local labor activities. Fostering good labor relations and alliances means honoring, supporting, and promoting labor even when it is not convenient. We suggest instituting a labor education class here at the school



Tony Sasso, below, is a MEBA member now serving as a flag-of-convenience inspector for the International Transport Workers Federation (ITF).

Phil Clegg, above, Secretary-Treasurer of the American Radio Association (ARA), recalled during his short speech to the Inaugural Convention that many years ago the ARA membership had agreed to merge with the MEBA.

BALLOT QUESTIONS FROM THE SHIPPING RULES COMMITTEE

(Delegates are asked to vote Yes or No on the recommendations numbered below:)

1. This Committee recommends a close alliance with the MMP
2. This Committee recommends accepting displaced radio officers into MEBA
3. This Committee recommends MEBA resuming an active role in the OUIS
4. The Committee recommends against reaffiliation with the AMO as presently constituted.
5. The Committee recommends closer ties to other democratic labor organizations in the USA and around the world.

Vote by Inaugural Convention on Five Questions by Union Alliances Committee					
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
YES	72	78	78	84	71
NO	11	8	7	1	2

NON-DEEP-SEA

RECOMMENDATIONS OF THE NON-DEEP-SEA COMMITTEE

Chair: Julie Pfankuch
Expert: Frank Laurito

Tom Leahy
Ruth Ann Ciszewski
Fran Mulcahy
Lynn Daniels
Don Weaver
Dan Reddan
Bob Pearl
Jeff Hauck

1. Each non-deep-sea bargaining unit wants ratification for their own particular collective bargaining agreements. No contract shall be signed or ratified without a ratification vote of the membership of the particular non-deep-sea bargaining unit.

2. Non-deep-sea bargaining units want elected negotiating committees instead of appointed committees to negotiate collective bargaining agreements and negoti-

ating labor management issues with management.

3. Non-deep-sea units who currently do not have a full time representative want their own elected union-paid Representative.

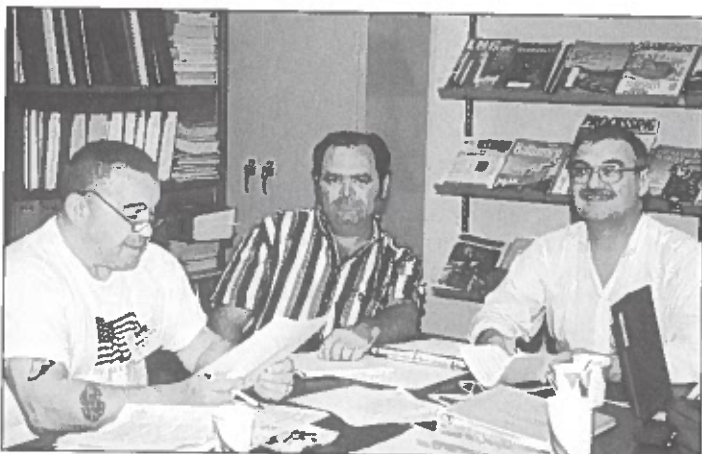
4. Education/Communication/Training is necessary to enlighten non-deep-sea membership on what is going on within the MEBA (ie: labor relations training, sharing of informational fact sheets for each particular non-deep-sea bargaining unit, formal orientation/indoctrination maintained at each hall, etc.)

5. Request the District Investigating Committee to consider restoring 12 hour shifts as one days sailing time for advancement in Group status as was the past practice. For example, non-deep-sea members working 12 hour days, as a normal tour of duty (80 hours of two weekly pay periods/compressed work schedules and alternate work schedules) should be credited a day and a half of sea time toward Group 1 status. Currently, these members are only credited one day of sea time. Four hours above eight is not overtime, it is mandatory comp time paid off with time off.

6. Non-deep-sea members who have less than five years in private sector want the opportunity to freeze their pension credits made to the MEBA pension.

7. All MEBA non-deep-sea members request access to training and classes at MEBA Calhoun Engineering School if it is relevant to their jobs. The option should exist to allow members to "self pay" if the training is available. No member should be excluded from utilizing the school.

8. A Professional, Office & Industrial Division representative elected to the Financial Review Committee.



The Non-Deep-Sea Committee included representatives from about a half-dozen different bargaining units. Don Weaver, at left, and Fran Mulcahy, center, are engineers from Washington State Ferries. Tom Leahy, right, is the MEBA's Baltimore Branch Agent.



The Professional, Office & Industrial Division (POID) was strongly represented at the Inaugural Convention. Jeanne Harvey, at left, works in the Denver office of POID-contracted APL Ltd. Julie Pfankuch, center, is the full-time POID Representative. Alana Newman, right, is an activist in APL's Seattle office.

9. Initiate web-site based voting to allow all members to vote while at sea or away from a hall.

(Delegates are asked to vote Yes or No on the recommendations numbered above.)

Vote by Inaugural Convention on Nine Questions by Non-Deep-Sea Committee									
	1	2	3	4	5	6	7	8	9
YES	66	68	35	72	55	55	72	42	59
NO	18	12	49	14	26	27	13	42	18

MEDICAL AND BENEFIT PLANS

Chair: Tom Lilley
Expert: Allen Szymczak

Peter Hammond
John McCurdy
Arthur Chapman
Louis Martone
Bill Tate
Harry Kirmon
Bob Smith
Lew Myers
Charles Blockston
Pat Wright

PENSION BENEFITS

The pension benefit is a substantial and important component of all members' economic security.

MISSION STATEMENT

Members want increased pension benefits and flexibility promoting greater pension equity for all members based on realistic actuarial projections that preserve full-funding status.

We recommend the membership accept the following proposals

Add Non Watch and Overtime to base for Pension Calculation: non - watch portion was viewed favorably; overtime can already be converted to vacation days.

Standard Pension Based on A-3 Dry Cargo Wages and high three years of job position held: recommend that the District Executive Committee institute an actuarial study of means to make future pensions more equitable realizing that this is a high-cost item that may not be feasible.

Increase Pension Calculations to 3% during the first twenty years of covered employment and to 4% for each year in excess of twenty years: meets mission statement in that it is equitable and increases benefits, but needs to be done within full-funding constraints (Highly recommended).

PENSIONER IMPROVEMENT

Increase the minimum pension for existing pensioners (see Waterman contract). Investigate allegations of past discrimination and inequities to pensioners as submitted by Peter Ladzinski and Charles Blockston with possibility of resolution. Highly recommended.

ELIGIBILITY:

Rule of 65: Minimum age 50 with 15 years credit for pension, Rule of 70: Minimum age of 55 with 15 years for pension: Investigate feasibility for actuarially reduced pensions, cost impact analysis.

FUTURE WORK:

Investigate, when trying to secure work with newly contracted companies, whether new agreements for licensed officers would be more attractive if pension benefits were under a defined contribution plan only rather than the present combination packages of the defined benefit plan and the defined contribution plan.

MEDICAL BENEFITS

Members should be aware that they presently receive medical benefits and service that are of higher quality than typically received in similar industries. Current contributions do not cover present medical expenses. Contract negotiations will have to address this shortfall.

MISSION STATEMENT

Investigate using cost saving measures and alternatives to providing services to improve quality of care.

PROPOSALS

Propose an analysis of the total cost of the clinics to providing a Diagnostic Center examination (including but not limited to costs of transportation, clinic rental, staff, and clinic equipment) versus the cost of using a private physician.

Propose that every effort be made to promote the concepts of preventive medicine and wellness in providing medical benefits. We believe that plan-covered routine diagnostic exams allowing for early identification of medical problems are in the long run more cost effective than payment of major medical claims.

Research obtaining a Preferred Provider Organization to achieve greater cost savings in providing dental benefits.

Lee Myers, standing at right, delivered the report of the Medical and Benefits Committee to the full Convention. Behind Brother Myers is Seattle Patrolman Mike Jewell, who did much of the coordinating work for the three-day gathering. Seated at left is Gulf Coast Vice President Ron Davis.



The Medical and Benefits Committee did not forget our retirees. Shown here are Convention delegates Charlie Ladzinski, with framed certificate, and Blackie Blockston, at far right. They are accepting, on behalf of the MEBA, a certificate of appreciation from the American Merchant Marine Veterans Association for the work the union has done on behalf of merchant marine vets. Gloria Tosi, of the American Maritime Congress, presents the certificate to the two World War II vets as Larry O'Toole looks on.

Investigate changing schedule of benefits with the emphasis on preventive dentistry and routine checkups. Do a cost analysis on providing additional benefits.

Medical plan benefits available to the survivors after the death of a member or a retiree are regarded as adequate. Plan already provides for five months of medical coverage for the dependents following the death of an active participant with COBRA benefits available for additional periods.

Vision Care as presently provided is considered adequate.

Drug Free certificates for Union Officials, Port Engineers, and Plans Staff Members to be covered by the plans was rejected by this committee.

Eligibility rules, though subject to abuse, exist for the good of the greater membership due to the uncertainties of shipping out of the hall. Eligibility changes should only be considered if the plan experiences extreme financial difficulties.

Coverage for alternative/complementary medicine to be considered when industry standards pay for such treatment.

OTHER BENEFITS

R.O.S. Vacations - Committee recommends that the D.E.C. look into streamlining the vacation process for filing R.O.S. vacation claims. We would like to see a change from daily filing to monthly filing.

Allowing retirees to fill vacancies in MEBA Engineering School courses - Committee recommends that due to current high utilization of the school allowing retirees to fill vacancies is not practical at this time.

Proposal to develop permanent courses on the West Coast was rejected. We want to assure the membership that the training plan will remain responsive to the needs of the West Coast membership and will provide courses at the union halls as the need and demand arises. Committee also wants to remind the membership that tuition reimbursement is available for approved courses available at private facilities throughout the country.

Accepted proposal to have the Plans Administrator make annual presentations on each coast in conjunction with pre planned trips to the areas.

Rejected proposal to open Cash Bar at the school.

Recommend that members participating in either the 401(K) or the M.P.B. be allowed to place a portion of their account into self directed brokerage accounts provided there is no liability to the plan. It is illegal to include vacation pay into the 401(K).

Recommend that access to e-mail and credit card telephones on ships be incorporated into future contracts. Committee recommends keeping present system on converting overtime.

Vote by Inaugural Convention on Report of Medical & Benefits Committee
APPROVE..... 65
DISAPPROVE..... 10

SHIPPING RULES

Chair: Al Camelio
Expert: Duncan Ballenger

Bob Barron
Robert Wappas
Bryan Winter
Chris Rasmussen
Bill Reece
Mark Lowell
Tim Dady
Fred Lozen
Dan Colon, Jr.

10. Discharge for Cause
11. Early Registration
12. Pier Head Jumps
13. Job Transfers
14. Port Relief Jobs
15. Temporary Assignments
16. Transfer of National Shipping Card
17. Leaves of Absence
18. Re-employment Rights Following Leaves of Absence
19. Office Hours
20. Group Status
21. Notification of Termination, Transferring, and Temporary Promotion
22. Origins of Company Hire
23. Sale and Transfer
24. Open Board Shipping Jobs
25. Promulgation of Rules
26. Adjustment of Rules
27. Legal Qualifiers
28. Primacy of Rules
29. Effective Date: N/A

TABLE OF RULES:

1. National & Port Postings
2. Registration
3. Clearances
4. Job Call
5. Return of Shipping Card
6. Dispatch Procedures
7. Picket Duties-Union Member Responsibilities
8. Rotary Assignments
9. Vacation Outside MEBA Plans

NATIONAL AND PORT POSTINGS

National Shipping List system shall be maintained in each Branch or Port of District No. 1- MEBA.

GROUP POSTINGS + PORT RELIEF POSTINGS

There shall be in each Branch or Port a separate National Shipping List for each Group and a separate Port Relief List for each Group. In addition, the National Shipping List for each Group shall be posted in a visible location in the union hall and updated at least monthly.



A few of the members of the Shipping Rules Committee at work. Left to right are Brother Winter, Brother Lowell, Brother Rasmussen, and Fred Lozen, a Committee member who wasn't in the room when the other photo on this page was taken.



The Shipping Rules Committee considered changes that would affect every active deep-sea member. Standing are J.B. Christensen, Tom Dady, Bill Reece, Los Angeles Branch Agent Duncan Ballenger, Robert Wappas, Bryan Winter, and Houston Patrolman Bob Barron. Seated are Mark Lowell, Chris Rasmussen, Los Angeles Patrolman Al Camelio, and Dan Colon, Jr.

REGISTRATION

Anyone desiring employment shall register personally with the Dispatcher and prove his good standing both at the time of registration and assignment. No person shall be permitted to register or remain registered who is employed by a shipping company, except for employment under these rules.

No one shall be registered on the Port Relief List for more than sixty (60) days or on the National Shipping List for more than (referendum vote) months. Anyone failing to use their cards within the above specified time shall automatically have their cards revoked and shall be required to re-register. However, the District Executive Committee shall have the authority, notwithstanding any provision to the contrary herein, to adjust such time limits in accordance with shipping conditions.

CLEARANCES

Any person, accepting employment, must under any and all circumstances, first obtain clearance from MEBA branch before reporting for work on any vessel. This includes return to work at the termination of a Leave of Absence and it shall be the responsibility of the returning officer to supply the Dispatcher with the documentation necessary to confirm the person's right to return to employment.

Any person who, in the course of continuous employment, is assigned by the Company to another vessel of the same Company, or accepts a change in permanent rating aboard the same vessel, must first obtain clearance from the Branch office having jurisdiction over the Port in which the change aboard the vessel occurs.

Any person who accepts any position, including observer, without having a clearance from the District, or who violates, in any way, any provision of these Shipping Rules, may be subject to charges and discipline in accordance with the provisions of the National MEBA Constitution and the By-Laws of the District. Applicants for Membership who fall under this category shall have their status reviewed and evaluated by the District Investigating Committee.

This rule shall not be construed as prohibiting an employer from hiring officers per the Collective Bargaining Agreement, but such officers shall be required to clear through the Dispatcher's Office, and upon presenting a letter from the employer, a clearance card shall be issued. They shall also notify any Branch or Port with which they are currently registered of said assignment.

JOB CALL

All jobs are to be posted on the board and filled at regularly scheduled job calls. Dispatching hours and the duration of job call are to be set by each constitutional branch for that branch and any port under its jurisdiction. Each hall shall have posted in a prominent place dispatch hours, duration of job call and documentation needed. This documentation shall be in the person's possession in the union hall at the time of job call. When a job is called, it may be taken by anyone with the earliest date and time stamped on his National Shipping Card. Group status shall be followed at job call.

In the event more than one member has the same time and date stamped on their card when competing for a job, a "pea" shall be drawn and the low "pea" shall get the job.

RETURN OF SHIPPING CARD

Anyone who takes a job from the Shipping List, which is believed to be a permanent job, or a temporary job which was to have been for 30 or more days and who through no fault of his own is laid off in 15 days or less, shall be entitled to have his National Shipping Card returned to him bearing the same date and time as the card that was tendered for the job.

Where an officer has taken a job from the National Shipping List which is believed to be a permanent job, or a temporary job which was to have been for 30 or more days, is forced to leave the vessel through no fault of his own or for reasons beyond his control, in thirty (30) days or less, the Branch Agent having jurisdiction for that Port shall have the authority to return his National Shipping Card, bearing the same date and time as the card which was tendered for the job, in order to prevent undue hardship on the officer. The decision of the Branch Agent shall be subject to the approval of the membership at the next regularly scheduled membership meeting for that Branch.

DISPATCH PROCEDURES

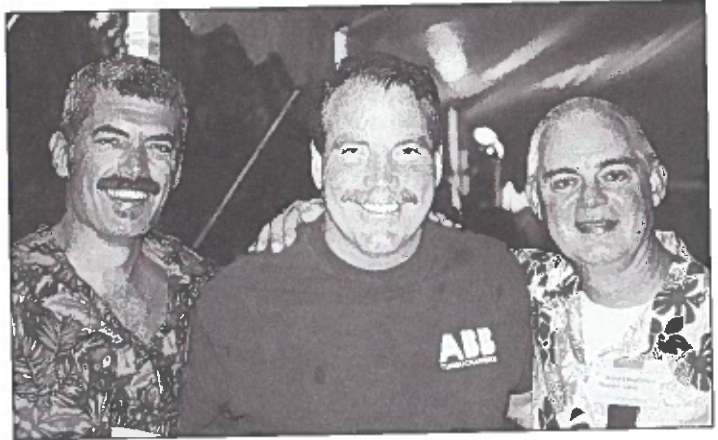
All persons dispatched shall be in good standing.

Anyone dispatched shall bear a distinguishing mark after his name denoting his Group status and whether the position is off the list or is by Company request.

No one shall be dispatched to any job if he is in a disreputable condition, or apparently under the influence of intoxicating beverages.



Seattle Patrolman Mike Jewell kept things running smoothly from the podium throughout the proceedings.



After the day's work was done, there was time for relaxation. Food and beverages were served under a tent in front of the Big House the first night. Left to right, Bob McFeeters, John Tuite and Tom Lilley enjoyed the evening.

No person shall be dispatched to any job while he is on vacation or receiving a paid vacation benefit except in accordance with any waiver provisions of this Association.

DISPATCH HOURS

Refer to rule 4.

PICKET DUTIES - UNION MEMBER RESPONSIBILITIES

All members in order to maintain their Good standing shall make themselves available for duty when requested by the Association during times of emergency or disputes or when desired by majority vote at membership meetings.

ROTARY ASSIGNMENTS

All rotary assignments shall be dispatched for 90 or 120 days according to applicable Collective Bargaining Agreement.

Once a Licensed Officer has reached 90 days on a not to exceed 90 day rotary assignment or 120 days on a not to exceed 120 day rotary assignment, his employment shall be deemed complete when:

The vessel returns to the Licensed Officer's original Port of Dispatch.

If the vessel will not return to the License Officer's original Port of Dispatch within 15 days or less, the Officer must get off the vessel at the first U. S. Port.

The Officer's assignment is deemed complete at 2359 hours on the final day. If the sailing board is set before midnight from the port of dispatch on that final day, his employment is deemed complete and the job must be called.

VACATION OUTSIDE MEBA PLANS

Any officer who receives vacation benefits from any source other than the MEBA Vacation Plan, shall provide written notification to Headquarters of the specific dates for the vacation period prior to registering on any Shipping or Port Relief Lists.

DISCHARGE FOR CAUSE

Officers who are incapable of performing their duties for any reason whatsoever, in an officer-like manner and who are dismissed by the employer, shall be replaced immediately and shall be subject to charges in accordance with the National MEBA Constitution and the By-Laws of the District. Applicants for Membership who

fall under this category shall have their status reviewed and evaluated by the District Investigating Committee.

EARLY REGISTRATION

Anyone who takes a job and during the course of his employment on that job prior to the termination of his employment on that job, registers for further employment, shall be subject to charges in accordance with the National MEBA Constitution and the By-Laws of the District. Applicants for Membership who fall under this category shall have their status reviewed and evaluated by the District Investigating Committee.

PIER HEAD JUMPS

Any job ordered after the regularly scheduled job call shall not be filled until the next regularly scheduled job call, provided the ship is not scheduled to sail prior to that next regularly scheduled job call. If the call, and the reason for the job being called after job call was caused by the Employer, then it shall be filled until the next Port. If the reason for the job being called after job call was caused by the Union or its members it shall be filled for one complete round trip.

JOB TRANSFERS

Group eligibility for transfers - refer to Rule 20.e.

CLEARANCE FOR TRANSFERS

Refer to Rule 3.b.

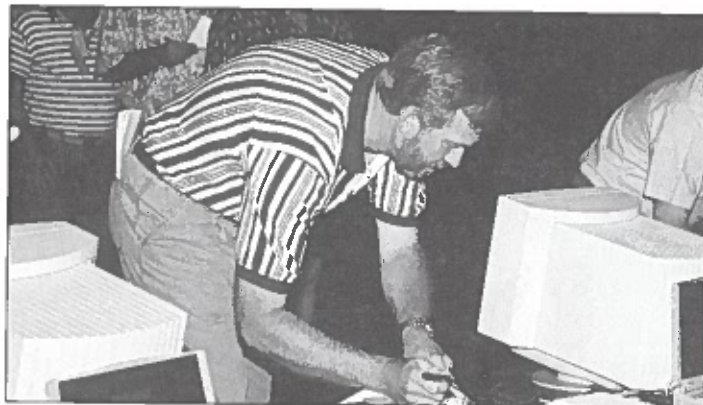
No officer shall be eligible for a transfer from one Company vessel to another unless he has been employed by the Company for at least one round-trip voyage or thirty (30) days, whichever is greater.

No officer shall be eligible for a transfer from one Company vessel to another while on a Leave of Absence except as provided for in Rule 18(d).

No officer may be eligible for a transfer from one Company vessel to another in a rating lower than the position in which he was originally employed in the Company's fleet without the permission of the District Executive Committee.



New Orleans Patrolman Marc Huber, at left, was the Chairman of the Political Education Committee. Claudia Cimini is an officer with the Alaska Marine Highway System.



Henry Phillips was a Chief Engineer with Sea-Land Service when he voted during the Convention proceedings. Since this photo was taken, Brother Phillips has been named the new Director of the Calhoun MEBA Engineering School.

PORT RELIEF JOBS

When officers are dispatched, in accordance with the Collective Bargaining Agreement, to a Port Relief job, the lowest number or oldest card has the choice of watches and there shall be no subsequent change of watches unless mutually agreed upon between the Dispatcher and men involved so that the office has a record of same. However, in cases where distance or transportation facilities make it impracticable to relieve at midnight, the Dispatcher may, where mutually agreed between parties concerned, dispatch only one officer to the job or may dispatch two (2) to men to stand full night or alternate nights as the circumstances may warrant.

All rules and guide lines for night relief shall be prominently displayed in the union hall.

The following rotation order will be adhered to when calling night jobs in all ports:

- 1) Group I
- 2) Group II
- 3) Group III
- 4) Anyone with a card that had not thrown in earlier.
- 5) Anyone eligible for a card, without a card - Applicant or member.
- 6) Doubling up and 299s.
- 7) Open to permanents and those on vacation.

No one shall be permitted to be registered on the Port Relief List for a period in excess of six (6) months from the date of his original registration on the Port Relief List, unless he has sailed for a minimum period of seventy (70) days prior to such registration.

Members not showing up for their assigned night relief shall have their night card held by the port dispatcher for 10 job calls.

Individuals in Group I who fail to meet the above seventy (70) day requirement may be permitted to register on the Port Relief List for Group II without being subject to the seventy (70) day requirement.

Individuals in Group II who fail to meet the above seventy (70) day requirement may be permitted to register on the Port Relief List for Group III without being subject to the seventy (70) day requirement.

Anyone on a Port Relief job shall have the right to compete for a Shipping job and if he gets one shall immediately notify the Dispatcher who shall at the same time dispatch a replacement.

Anyone who has cleared for a Shipping job shall not be eligible for a Port Relief job regardless of the starting date of the Shipping job.

continued on page 20

MEBA CIVMARs: Backbone of



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This feature article about the Military Sealift Command is the third in a series that highlights the activities of different bargaining units within the Marine Engineers' Beneficial Association. Look for future editions of the *Marine Officer* to focus on other units within our union that all contribute to the strength and vitality of the MEBA.
.....

The uniformed admirals come and go, but the MEBA officers and other civilian mariners in the ships of the Navy's Military Sealift Command (MSC) are there year after year to provide the steady performance crucial to our nation's armed forces.

Uniformed officers and crew do a great job in many areas of the MSC but even the crustiest blue-suiter in

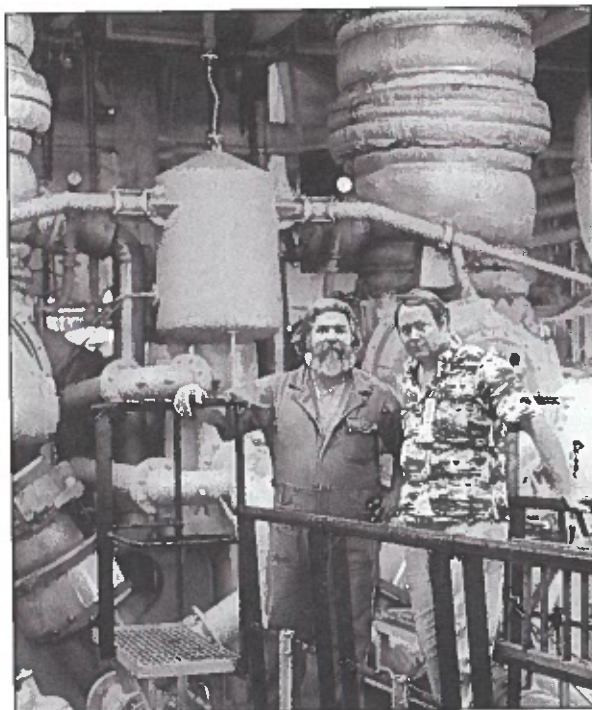
the Navy high command recognizes the crucial role played by the civilian mariners (known in Navy-speak as CIVMARs) who crew the 39 govern-

forces. And that trust has been earned many times over, as was emphasized repeatedly this year when the MSC celebrated its 50-year anniversary of successful operation.

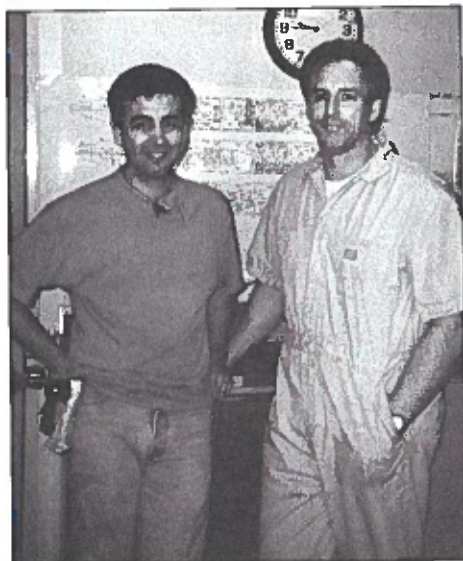
The 50 years have had their ups and downs for the military and the same has been true for the CIVMARs, who first were organized by MEBA in the early 1960s.

Currently, the Pentagon's need to tighten up its spending is falling heavily on the Navy and the MSC. The amount of money for new CIVMAR vessels, for example, is limited. MSC Commander Gordon Holder recently complained that the agency was still trying to squeeze more life out of a 50-year old ship, the *USNS Observation Island*.

Indeed, the MSC fleet continues to be the focus of the on-again, off-again debate about a "Charter and Build" program that would build new auxil-



The USNS Ericsson called recently in Hawaii, where MEBA Honolulu Representative Russell Rippetoe, at right, discussed working conditions with MEBA member Rick Rhoades in the engine room.



The USNS Mercy is one of MSC's two hospital ships. Headquartered in San Diego, CA, the ship's engine plant is kept ready for operation by First A/E Daniel Zalenke, at left, and Chief Engineer Lars Andres.

ment-owned military auxiliary vessels in the MSC.

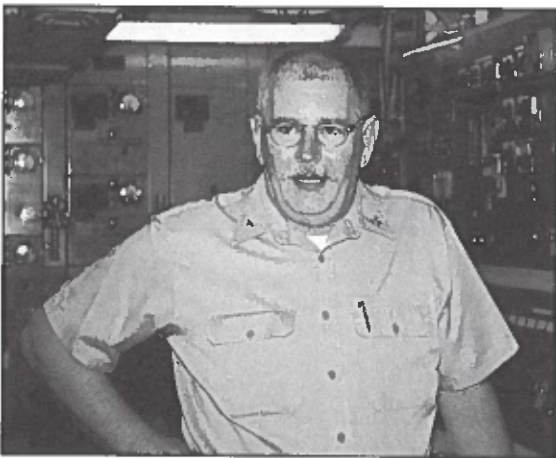
Among the CIVMARs, all of whom are employed directly by the Navy, are the 270 licensed engineering officers represented by the MEBA. They keep the engine plants going on the oilers, ammunition ships, supply vessels, tugs, hospital ships, and spy vessels that the armed forces need to deliver firepower in any corner of the world.

In other words, the MSC entrusts these civilian professionals with some of the most crucial and sensitive tasks of our nation's armed



Top elected officials of the MEBA are constantly in contact with the Naval officers who run the MSC. Here Secretary-Treasurer Bob McFeeters poses with MSC Commander Gordon Holder during a Washington function honoring the MSC's 50th anniversary.

Military Sealift Command fleet



Peter Schuffels is the Chief Engineer on the USNS Saturn, which completed a six-month deployment in the Mediterranean early this fall. He values a MSC program which allows his wife to serve on the same vessel so that the couple can be together during long deployments.

aries to replace the oldest hulls in the MSC fleet. Charter and Build, however, is bogged down in Washington budget battles and looks unlikely to be approved any time soon.

The problem with aging vessels, however, has not prevented the MEBA from maintaining a relatively consistent number of members from among the CIVMARs over the years.

That's because the Navy is seeking to "civilianize" some of its vessels now manned entirely by enlisted men and women. This is an ongoing process for the Navy. Recently, the *USNS Mount Baker* was converted from vessels operated by enlisted crew and commissioned Navy officers to one that is now manned by CIVMARs, including MEBA engineers.

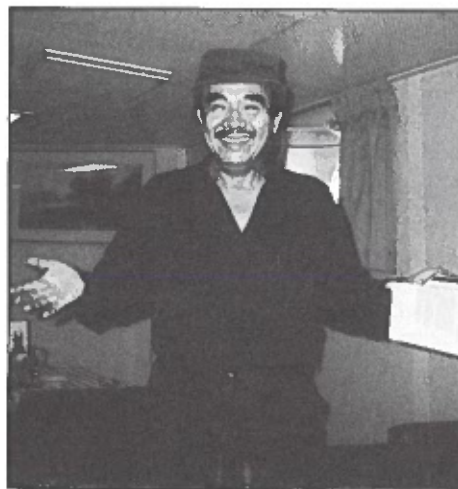
Further, Rear Adm. Holder has recently said the MSC is looking at the possibility of converting a whole series of naval vessels to CIVMAR operations.

Yet another area where budget constraints are presenting problems for MEBA CIVMARs is in hiring. MEBA Government Fleets Representative Randi Ciszewski estimates that the MSC needs to hire about 25 percent more engineers to bring the the group up to full strength.

Undermanning puts a lot of stress on the CIVMARs, in some cases obliging MEBA members to work a year or more without proper vacations, said MEBA member Peter Schuffels, a 17-year member of the union. The MSC is making some allowance for this, he said, by permitting his wife to serve as a steward on the same vessel.

The MEBA believes the MSC can attract the men and women it needs by raising salaries and reconfiguring employment rules to make MSC service less grueling. With a base annual salary starting at about \$38,000 and reaching up to about \$118,000, it seems the MSC has room to raise salaries if it wants to attract new engineering officers.

The challenge for the MEBA and its CIVMARs, then, is to find creative ways to improve pay and working conditions in an environment of a tight Navy budget. The Union is out front on the issue and committed to aggressive representation of the men and women who form the backbone of the MSC auxiliary fleet.



MEBA member Romeo Dizon is Second A/E on the USNS Kiska.

MEBA-manned MSC Auxiliaries

USNS Apache – Ocean Tug
USNS Big Horn – Oiler
USNS Butte – Ammunition
USNS Comfort – Hospital
USNS Catawba – Ocean Tug
USNS Concord – Combat Stores
USNS Flint – Ammunition
USNS Guadalupe – Oiler
USNS Hayes – Special Mission
USNS Henry J. Kaiser – Oiler
USNS John Ericsson – Oiler
USNS John Lenthall – Oiler
USNS Kanawha – Oiler
USNS Kilauea – Ammunition
USNS Kiska – Ammunition
USNS Leroy Grumman – Oiler
USNS Laramie – Oiler
USNS Mercy – Hospital
USNS Mohawk – Ocean Tug
USNS Mount Baker – Ammunition
USNS Narragansett – Ocean Tug
USNS Navajo – Fleet Tug
USNS Niagara – Combat Stores
USNS Observation Island – Special Mission
USNS Patuxent – Oiler
USNS Pecos – Oiler
USNS Rappahannock – Oiler
USNS San Jose – Combat Stores
USNS Santa Barbara – Ammunition
USNS Saturn – Combat Stores
USNS Shasta – Ammunition
USNS Sioux – Ocean Tug
USNS Sirius – Combat Stores
USNS Spica – Combat Stores
USNS Tippecanoe – Oiler
USNS Walter Diehl – Oiler
USNS Waters – Special Mission
USNS Yukon – Oiler
USNS Zeus – Special Mission

continued from page 17

It shall be the duty of the individual Port Relief Officer to notify the Dispatcher that their maximum number of hours will be reached, including weekends and holidays, before the scheduled job call so that a replacement relief officer can be obtained. It is understood that the individual's regularly scheduled watches shall cause the said maximum hours to be reached.

PORT RELIEF ON LEAVE OF ABSENCE - REFER TO RULE 17.E

No one shall be registered on the Port Relief List in more than one port at the same time.

No one shall be registered on the National Shipping List in one Port and registered on the Port Relief List in a different Port.

No one shall receive a new Rule 14 date until his old date has run out.

TEMPORARY ASSIGNMENTS

The maximum time limit for any temporary assignment shall be the time posted on the board at the time the job is dispatched and shall be taken off the National Shipping List. Under no circumstances can a temporary assignment be turned into a permanent assignment. All temporary assignment dispatch slips shall designate the name of the permanently assigned officer who is to be relieved and the approximate date he is expected to return.

Any licensed officer who takes a temporary assignment and fails to complete such assignment (except for personal illness or family emergency) shall be subject to charges in accordance with the National MEBA Constitution and By-Laws of the District. Applicants for Membership who fall under this category shall have their status reviewed and evaluated by the District Investigating Committee.

TRANSFER OF NATIONAL SHIPPING CARD

Officers may transfer their National Shipping Card from one port to another provided that they are personally in the hall to which they are transferring. All responsibilities and costs for the transferring of their National Shipping Card shall be borne by the officer. The officer is not required to transfer out of a hall. The carbon copy of the National Shipping Card shall stay in the original port of registration. The port of dispatch shall obtain the carbon copy from the port of registration for documentation.

TRANSFER AND PORT RELIEF ELIGIBILITY

Refer to Rule 14.l + 14.m



Assisting in the deliberations of the Medical and Benefits Committee are Allen Szymczak and Peter Klein. Szymczak, at left, is the Administrator of MEBA Benefit Plans and Klein is Benefits Manager.

LEAVES OF ABSENCE

An officer, who notifies the MEBA of a Leave of Absence in accordance with Rule 13, shall obtain, for the MEBA, written confirmation from the Company as to the category and approximate duration of such Leave of Absence.

In the case of a Leave of Absence for Illness or a Sickness in the family, such Leave of Absence must be supported by medical



Taking a break from the all-day proceedings on the second day of the Inaugural Convention are George Gehring, at left, and Daniel Matthew. Brother Gehring served on the Organizing Committee while Brother Matthew served on the Non-Deep-Sea Committee.

documentation supplied by the officer to the Branch within 15 days of the commencement of the Leave of Absence and at 30-day intervals thereafter.

Leave of Absence-for Personal Reasons may not be extended except for stated reasons nor without mutual consent of the Company and MEBA. No aggregate of Leaves of Absence for Personal Reasons shall exceed 120 days (or the length of a voyage, if greater) within a twelve-month period without the consent of the District Executive Committee. In the event an officer takes a Leave of Absence for vacation and fails to file for vacation benefits either initially or retroactively, the Leave of Absence shall be considered to have been taken for personal reasons and shall be subject to the aggregate as above.

When a vessel is to be temporarily withdrawn from service for a period not to exceed 120 days, the permanently employed officers on the vessel may elect to take a Leave of Absence pending the return of the vessel.

When a vessel is to be withdrawn from service in excess of 120 days, the permanently employed officers may elect to take a Leave of Absence pending reassignment, subject to the provisions of Rule 18 (d).

While an officer is on a Leave of Absence, he may without thereby breaking his continuous employment, register for and accept Port Relief jobs, provided however that no employment may be accepted by such officer on any day for which he receives unearned wages or paid vacation. If the officer registers for or accepts employment other than Port Relief work with any Company during the period of the Leave of Absence, his continuous employment with the Company where he has his Leave of Absence shall be broken.

RE-EMPLOYMENT RIGHTS FOLLOWING LEAVES OF ABSENCE

An officer on Leave of Absence must promptly report his availability for work to the MEBA upon termination of his Leave of Absence.

To await return to port of his original vessel and be reassigned to his original job.

To be assigned by the Company to a job on another vessel of the same Company, provided such assignment is not more than 30 days following the termination of the Leave of Absence.

When an officer has completed his Leave of Absence for Vacation, Illness or Sickness in the Family, he shall have the right:

When an officer has completed his Leave of Absence for Personal Reasons, the officer shall have the right to return to his original job on his original vessel upon completion of the Leave of Absence within a maximum of 120 days from the commencement of the Leave of

Absence or one voyage of his vessel, which ever period is greater, unless such Leave of Absence is extended by action of the District Executive Committee.

When an officer has completed his Leave of Absence resulting from Temporary Vessel Withdrawal from service, he shall have the right to return to his original job on his original vessel upon the date of return of the vessel to service.

When an officer has elected to take a Leave of Absence, from a vessel which was permanently withdrawn from service, (or to be laid up in excess of 120 days) for the purpose of awaiting reemployment on the same or another vessel of the same Company, the officer shall not be entitled to register for nor accept any Shipping assignment until he either terminates his Leave of Absence or is reassigned to the Company to a permanent vacancy in a rating not lower than the position in which he was originally employed in the Company's fleet.

OFFICE HOURS

All Constitutional Branch Offices of the District shall be open for the conduct of business Monday through Friday from 9:00 A.M. to 5:00 P.M. in the Eastern Time Zone and 8:00 A.M. to 4:00 P.M. in the Pacific and Central Time Zones; except that they shall be closed on all holidays observed in the Port in which the office is located.

GROUP STATUS

All of the provisions of the Shipping Rules shall be subject to the following:

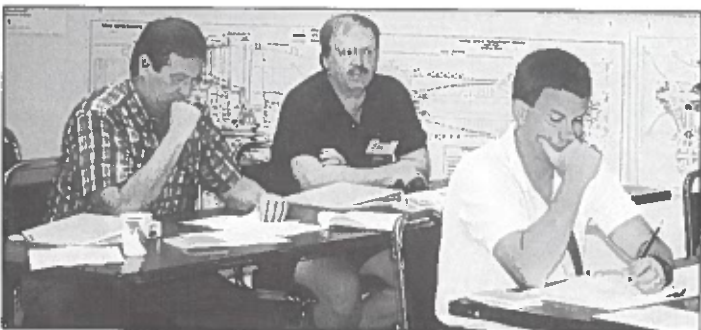
All members and applicants for membership in the District shall be classified into Group I, Group II or Group III.

A person in Group I shall lose such status and be placed in Group II if he fails to have at least 150 days of sailing time on District No. 1 - MEBA, contracted vessels during the three preceding calendar years.

The number of persons classified in Group I by the District Executive Committee shall not be less than the number of regular permanent jobs covered by District contracts nor greater than two and one half (2-1/2) times the number of jobs covered by District contracts. Such quota may be revised from time to time by the District Executive Committee to meet changing economic conditions, unless otherwise directed by a majority vote of the membership.

Vacancies in Group I shall be filled in the following order of preference:

- 1) by those persons who had been dropped from Group I and had 150 days of sailing time on District No. 1 - MEBA, contracted vessels subsequent to having been so dropped;
- 2) by all others in Group II, who have the greatest number of accumulated days of sailing time as a licensed officer on District No.



The Inaugural Convention provided food for thought on a whole range of issues. Here, Contracts Committee members Bill Vaughan, Ari Jalkio and Bill Van Loo listen as the pros and cons of aligning MEBA contract termination dates with other sea-going unions are discussed.

1 - MEBA, contracted vessels. Attendance at the MEBA school or employment with the Union or MEBA Plans shall constitute days of sailing time as a licensed officer on District No. 1 - MEBA, contracted vessels for all requirements of this Rule 20.

Any person in Group II who has never attained Group I status shall lose his Group II status and be classified in Group III if in the immediate two preceding calendar years he fails to have 150 days of sailing time on District No. 1 - MEBA, contracted vessels.

The number of persons classified in Group II shall not be less than 25% nor greater than 50% of the number established for Group I. Such quota may be revised from time to time by the District Executive Committee to meet changing economic conditions, unless otherwise directed by a majority vote of the membership.

Vacancies in Group II shall be available to those persons classified in Group III who meet the requirements for Group II and shall be filled in the order of the date of their respective applications for membership.



Paul Norman, at left, traveled from the Seattle area to attend the Inaugural Convention and other activities being held at the Calhoun School. MEBA Headquarters Representative George Clements is at right.

A person who loses his Group II status and is classified in Group III may reapply for Group II status if he has 150 days of sailing time on District No. 1 - MEBA, contracted vessels within a two year period subsequent to the date of his being dropped to Group III status. Upon approval of his application for Group II status, he shall be classified in Group II.

All applicants for membership in the District who present proof of 150 days of sailing time on US flag vessels with their original applications for a Group II status shall be classified in Group II, conditioned upon payment of the customary service fees and provided that vacancies in Group II exist. Such Group II classification shall be effective for a period of not less than two (2) years from the date of his original application for Group II status.

All other applicants shall be classified in Group III which shall also include those persons who have been dropped from Group II.

The respective shipping rights and privileges for those classified in the several Groups shall be as follows:

Persons in Group I shall have priority over all others in bidding for jobs except as provided in Rule 14 and shall be eligible for Leaves of Absence, transfers, promotions and changes in rating in accordance with and as provided in the Shipping Rules.

All persons in Group II shall have the next preference in bidding for jobs and shall be eligible for Leaves of Absence, promotions and changes in rating, as provided in the Shipping Rules, but shall not be eligible for transfers nor be permitted to remain in sailing employment aboard the same vessel for more than 12 calendar months, including any Leaves of Absence, except that a person in Group II shall be permitted to make a voyage in which his 12th calendar month occurs. This provision shall be enforced on all persons in Group II who obtain a permanent position subsequent to the effec-



The Political Education Committee poses for the camera. Standing, left to right, are Malissa Zimmerman from MEBA headquarters staff, Mike Derke, Pat Bevers, MEBA Honolulu Representative Russell Rippetoe, Jim Weythman, Doug Bull, and MEBA Political Director Mike Ingrao. Seated are Katherine Hildre, Chairman Marc Huber and Jeff Andrade.

tive date of these shipping rules. In the event a Group II officer obtains a permanent position in accordance with this rule, and subsequent to obtaining said position obtains Group I status, he shall still be limited to the 12 calendar months.

All persons in Group III shall be permitted to bid for employment in accordance with the Shipping Rules only after bidding has been closed for those in Groups I and II. They shall not be eligible for any Leave of Absence, transfer, promotion or change in rating. They may not, while in Group III, remain in continuous employment on any vessel in excess of 120 days or one complete voyage whichever period is longer, provided a Group I or Group II replacement is available.

The District Executive Committee shall have the authority, notwithstanding any provision to the contrary herein, to waive the application of these Rules and to provide exceptions to the Group I or Group II quota in order to encourage and effectuate the organization of new fleets or vessels. Such authority may be exercised in order to fulfill commitments undertaken in organizing programs or to make more effective such organizing programs leading to the acceptance of new members into the District. The Membership of the Union recognizes the necessity of obtaining new employment opportunities and authorizes the District Executive Committee to take such action as necessary, regardless of the provisions of these Shipping Rules, to effect increased employment opportunities for all persons affected or governed by these Rules.

The Group System only cover individuals in bargaining units which are part of the MEBA Pension Benefit Plan (Defined Benefit), MPB or both. Officers and unlicensed individuals transferring from non Pension Benefit Plan, and MPB covered bargaining units into covered bargaining units would start as Group II, if they had 150 days of employment in the last 3 years. Otherwise they would be Group III. Sailing time and employment covered only if under MEBA Pension Benefit Plan, MPB or as further defined by the District Executive Committee.

NOTIFICATION OF TERMINATION, TRANSFERRING, AND TEMPORARY PROMOTION

Anyone terminating his position aboard a vessel, or going on Leave of Absence for any reason or transferring to any position other than temporary promotions aboard a vessel, must immediately notify in writing the Branch having jurisdiction over Port in which such change of employment occurs. Such notification shall be presented in person. MEBA will provide forms for recording changes.

However, in circumstances where reporting in person would work a hardship on the individual, he may telephone at the earliest opportunity but not later than the following business day. Anyone failing to give such notice as required by this rule shall be subject to charges in accordance with the National MEBA Constitution and the By-Laws of the District. Applicants for Membership who fall

under this category shall have their status reviewed and evaluated by the District Investigating Committee.

A member registered in a Port who accepts employment in any Port must immediately notify the Port in which he is registered so as to clear the registry.

ORIGINS OF COMPANY HIRE

When a Company employs a licensed officer, he must be obtained from the office of the Association, provided that it is consistent with the applicable Collective Bargaining Agreement.

SALE AND TRANSFER

When a vessel is transferred or sold, the permanent officers who were last employed by the seller or transferor shall retain their right to employment on said vessel with the buyer or transferee.

OPEN BOARD SHIPPING JOBS

Open Board Shipping Jobs - 15 days or more

After job has been posted on the board without being filled, then it shall be opened to other ports of that coast. If it is still unfilled and sufficient time exists after this, notify the next coast according to established procedure.

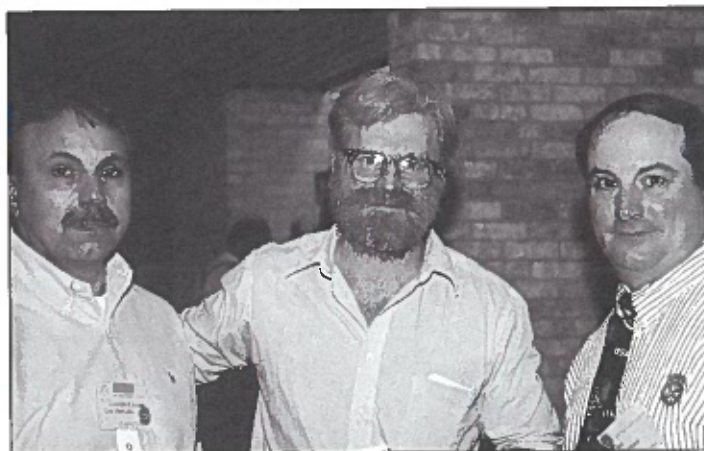
If the job is still unfilled, then the port where job originated shall offer the job to 299's. All ports shall keep a list of 299's with name, date and signature. 299's can remain on the list for up to 9 months before resigning and dating. The port who has the job, has the first option to ship a 299. 299's are to be dispatched for 60 days. If they are not relieved they can be reshipped for no more than another 60 days.

After being offered to 299's, if the job remains open, then the port where the job originated should offer the job on the night card for a maximum of one trip, or 60 days. The port will retain the shipping card for the member who takes the job until he is properly relieved.

Open Board Shipping Jobs - under 15 days shall be filled in the original port.

PROMULGATION OF RULES

The District Executive Committee shall promulgate the necessary rules and regulations to govern the application and interpretation of these Rules and the procedures for the filing and disposition of grievances hereunder. The disposition of any grievances by the District Executive Committee on these Rules, which result in the waiver of a Rule, shall be subject to the vote of the membership.



Among the guests from outside organizations was Don Marcus, Special Assistant to MM&P President Tim Brown. At left is MEBA New Orleans Representative Lou Marciello and at right is Lee Kincaid, Assistant Director of the Calhoun School.

However, in all non-constitutional Ports, the District Executive Committee shall have the authority to promulgate all rules for operation of the Port and shipping in the Port.

ADJUSTMENT OF RULES

The District Executive Committee shall also have the authority, notwithstanding anything to the contrary herein, to waive or adjust any term or provision of these Shipping Rules, unless otherwise directed by a majority vote of the membership.

LEGAL QUALIFIERS

Should any Rule, or subdivision of any Rule, be questioned or found by any court, regulatory body, or other appropriate authority to be defective, illegal, or non-binding on the membership, the remaining unaffected Rules shall remain legal and binding. In such case, said Rule, or subdivision of such Rule can be appropriately modified by a District Executive Committee Resolution subject to a majority vote of the membership.

PRIMACY OF RULES

These Shipping Rules shall supersede all previous Rules and be the only Rules for the Branches and Ports comprising the District. Where used in these Shipping Rules, words in the masculine also shall be read and construed as in the feminine in all cases where such construction would so apply.

(Delegates are asked to vote Yes or No on the recommendations numbered below:)

1. Do you approve the new transfer rule for National Shipping Card? Rule 16(a)
2. Do you approve of a referendum vote on the length of National Shipping Card? Rule 2(b)
3. Do you approve changes in Port Relief Jobs? Sec. 14
4. Do you approve the changes in Picket Duties and Member Responsibilities? Sec. 7
5. Do you approve the changes in Rotary Assignment? Sec. 8
6. Should the DEC institute standardized time clocks in all union halls?
7. Do you approve of the format for National Shipping Rules?

		Vote by Inaugural Convention on Seven Questions by Shipping Rules Committee						
		1	2	3	4	5	6	7
YES		75	69	72	78	76	71	72
NO		2	6	4	1	0	8	0

CONTRACTS

CONTRACTS COMMITTEE FINAL REPORT TO GENERAL ASSEMBLY

Chair: Mark Gallagher
Expert: Ed Gleason

Steve Oberle
Phillip Blaha
Ari Jalkio
Bill Vaughan
Al Pierangelino
Bill Van Loo
Pete Wojicki

The Contracts Committee has reviewed and debated all items presented to it. We have consolidated the information into four sections listed below. We recommend the General Assembly accept the Committee's recommendations on each of the four sections

GENERAL CLARIFICATION ISSUES

Recommended timely dissemination of contracts to halls and vessels. All future contracts to be issued as a complete finished document with any side-letters that may exist. The thrust here is to get away from having the actual working contract consist of numerous MOUs, side-letters and arbitration decisions.

Recommend all contracts be available as public domain on the MEBA web page with all side-letters and relevant arbitrations.

Recommend the DEC establish a standing committee similar to the 1995 Shipping Rules Committee to review and evaluate the standard Dry Cargo and Tanker Agreements with particular attention to the areas of work rules, past practices, language and verbiage improvements. The goal being not to modify but rather to clarify meanings, and to better organize and streamline the language. Recommend the inclusion of retirees and/or ex-union officials to draw upon their vast knowledge and experience.

Recommend the publication of an educational booklet or document detailing the history and origins of our collective bargaining and contract negotiations, as well as the rights and responsibilities of the union membership working under a contract.



Brother Vaughan presented the results of the Contracts Committee deliberations to the full Inaugural Convention. One of the recommendations was that the union publish an educational booklet on the history and origins of our collective bargaining and contract negotiations.

CONTRACT DATES AND TERMS

Recommend that the DEC try where possible to standardize contract termination dates per industry i.e. Dry Cargo or Tanker, as well as cooperating with the other maritime unions in aligning the termination dates. Recommend where possible, keeping contract terms to 3-4 years duration due to the difficulty in forecasting economic/industry conditions.

CONTRACT RATIFICATION

Recommend that all deep-sea contracts continue to be ratified in the union hall by the full union membership as opposed to only those currently working under a given contract, recognizing the fact that the membership working under independent bargaining unit contracts continue to ratify their respective contracts. Recommend the DEC continue to explore the possibility of



The Contracts Committee members are, left to right, Pete Wojicki, Bill Vaughan, Chairman Mark Gallagher, Bill Van Loo, Al Pierangelino, and Philip Blaha. Not pictured here is Committee member Ari Jalkio.



Jeff Hauck and Lynn Daniels are members of the Non-Deep-Sea Committee.

expanding contract ratification to include those members at sea. Recommend that all deep sea contracts where possible be presented to the union membership at a minimum one meeting prior to a ratification vote in order to allow full discussions on the contracts and ample time to send communications and receive feedback from all members who are currently sailing. It should be noted that the failure to ratify a contract does not mean it becomes a dead issue but rather that the proposed contract requires additional work to be acceptable to the membership.

Recommend that all contracts submitted to the membership contain a salient point sheet, which highlights the major points and contains a detailed comparison of the proposed contract over the existing contract, or in the case of a new contract, a comparison with similar contracts.

CONTRACT NEGOTIATIONS

(Delegates are asked to vote Yes or No on the recommendations numbered below:)

1. Recommend that the DEC continue the current administration practice of utilizing permanent and relief rank-and-file membership on the negotiating committees. It is further recommended that the DEC expand this practice to include the government fleets.

2. Committee realizes that there are a number of outstanding contract issues within the RRF fleet, we recommend that the DEC continue to address the membership's concerns with both the contracted operators and the Maritime Administration until these issues are satisfactorily resolved.

3. Committee recommends that the DEC insert language in all future contracts to allow members to have access to the electronic communication equipment available on vessels.

4. Committee recommends that the DEC improve the current contract language contained in Section 4A © (Dry Cargo and Tanker Agreement). Money draws to include all approved additional compensation up to the maximum allowable limit in accordance with applicable laws.

Vote by Inaugural Convention on Four Questions by Contracts Committee

	1	2	3	4
YES	55	70	72	70
NO	22	8	6	3

Mike Derke of the Political Action Committee and Phil Blaha of Contracts Committee listen to the General Assembly proceedings.



CONSTITUTION AND BY-LAW

RECOMMENDATIONS OF THE CONSTITUTION AND BY-LAW COMMITTEE

Chair: George Clements
Expert: Ed Gleason

Jim LaRiviere
Lou Marciello
Charles Norval
Alana Newman
Joyce Matthews
Conrad Kielkucki
David Seltzer
Ricky Walega

The Committee to review the National Constitution and District No. 1-PCD, MEBA Bylaws recommends the following changes in the District No. 1-PCD, MEBA Bylaws:

1. Add to Article Six Section 4 – (Duties of Secretary-Treasurer) "He shall be authorized to open bank accounts involving union funds and shall be responsible for setting policy for maintenance and use of such accounts."

2. Change Article Six Section 4b from a quarterly accounting period for the Secretary-Treasurer's audited financial report to semi-annually. This would be a cost saving measure.

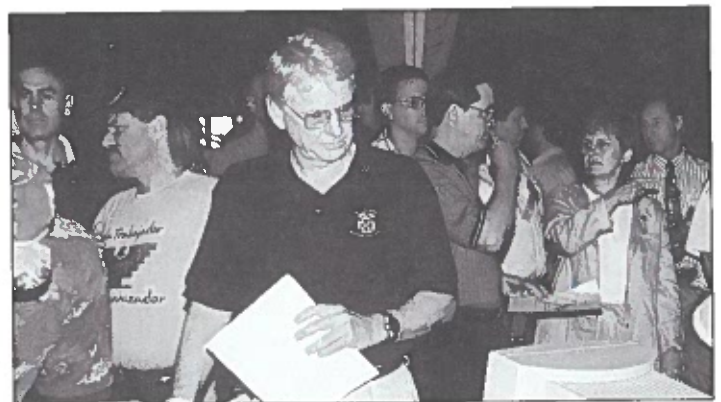
3. Article Six Section 9d – Financial Review Committee. Change the election of the Financial Review Committee. Change the election of the Financial Review Committee members from the March regular membership meeting to the April regular membership meeting. The committee members election will be nearer to the date of their meeting. The final year end audit is not ready for their review until the first part of April.

4. Article Eight Section 1 – Strike out the remaining paragraph beginning with "provided, however that the District Executive Committee may, by a unanimous vote, name any elected District Executive Committee member to assume the office of District President until the next general election." This would require the Executive Vice President to assume the office of the President if it is vacated.

5. Article Ten (Elections for District – wide offices and Jobs) Section 1a (nominations). Change the method of delivery of a candidate nomination letter from in person or registered mail to delivery by "any written means with a signature including fax." And add "It is the members' responsibility to ensure the nomination letter was received by Headquarters within the time limits prescribed by Section 1 (e) of Article Ten. Add to Section 1(e) "or faxes" after "The letter" to make 1(e) consistent with the above.

6. Add to Article Ten Section 1(b) the following sentence at the end of the section: "Except for faxes, the letters of nomination should not be opened by anyone outside the Credentials Committee's presence without the specific written authorization of the nominee."

7. Add to Article Ten Section 1© 3. (Dues receipt requirement). At the end of the sentence add "or states he is on dues check off." And add to Article Ten Section 1© 5. (Evidence of employment) the following additional evidence of employment. "Pay vouchers, employment histories from plans, or letters from employers."



Elliott Woods checks the monitor after voting. Brother Woods served on the Dues and Revenue Committee. Behind Brother Woods' shoulder, at left is Phil Hellesto, of the Union Alliances Committee.

8. Add to Article Ten Section 1© 5. (Evidence of employment) the following sentence: "Attendance at the Calhoun MEBA Engineering School or any other school or educational program as a student is not qualifying employment for nomination."

9. Article Ten Section 1© add "without exception" so that the first sentence reads "The letter shall without exception be dated and contain the following:" Also add to Article Ten Section 1© at the bottom the following sentence: "any nominating letter or fax which fails to reach Headquarters within the prescribed time limits set out in section 1 (e) below shall be disqualified by the Credentials Committee."

10. Article Ten Section 2. (Credentials Committee) Subsection C - add after sending a letter by airmail, special delivery, registered "or by overnight service guaranteeing delivery."

11. Article Ten Section 3 (Balloting Procedure) Subsection E - change ballots should be returned to the depository by November 30 to "ballots shall be postmarked to the depository by November 30." This change will clearly indicate ballots must be mailed by November 30 to count provided they are received by the time the tally committee picks up the ballots as called for in the language which follows in the bylaws.

12. Article Ten Section 4(d). Change the time the Tally Committee has to file their report from 24 hours to 48 hours. The last tally committee needed the extra time.

13. Article Nineteen (Meetings) Section 2. To permit meetings to commence between noon and 2:30 p.m. instead of the current 1p.m. to 2:30p.m. Also Section 3. Add Branches and/or Ports instead of just Branches for special meetings.

14. Article Nineteen - create a new section 4 (re-title old Section 4 and 5 to 6 and 7) to allow POID to hold informational monthly meetings to cover issues related to that division.

15. Article Nineteen, Section 7 - (Penalty of \$300.00 for failure to attend two membership meetings per year). Eliminate this bylaw section entirely. The committee felt the membership should re-look at this bylaw as a stand alone yes or no instead of its original implementation which had it as a choice between two penalties.

16. Article Nineteen. Create a new Section to reward members who attend meetings by - crediting a member with one sailing day for shipping Rule 20 (Group system) purposes limited to one day per month.



The full Constitution and By-Law Committee. In the front are Ricky Walega, Joyce Matthews, Chairman George Clements, and Alana Newman. In the back are New York Patrolman Jim LaRiviere, New Orleans Representative Lou Marciello, Charles Norval, Conrad Kielkucki, and Richard Seltzer.

17. Provide a bylaw under the appropriate Article and Section to "provide for a District wide Conference every three years to occur within the year following the district election."

(Delegates are asked to vote Yes or No on the recommendations numbered above:)

There are no additional Bylaw Amendment proposals, however, the committee does recommend to the District Executive Committee (DEC) the following:

- A. Investigate a secure method with emphasis on PIN number for electronic voting and report back to the membership by 12/31/99.
- B. Create a committee of National Executive Committee members and elected National Delegates to review the National Constitution. Time did not permit a review by this committee.

		Vote by Inaugural Convention on 17 Questions by Constitution & By-Law Committee															
		1	2	3	4	5	6	7	8								
YES	63	66	72	57	70	69	69	59									
NO	8	3	1	15	2	1	2	11									
		9	10	11	12	13	14	15	16	17							
YES	70	67	69	68	69	66	59	62	59								
NO	0	1	2	2	2	5	12	8	6								

Convention Success

continued from page 8

tance of political action to the hoped-for rejuvenation of the the nation's merchant marine policy.

Another highlight of the Inaugural Convention was a speech by Rear Adm. John Bepko, Deputy Commander of the Navy's Military Sealift Command. The Military Sealift Command and the U.S. Transportation Command require a partnership with civil-

ian mariners, and with labor unions in particular, for its plans to insure the nation's military security, Bepko said. He also recounted an incident in which the near miss of an Iraqi missile aimed at an American munitions facility resulted in huge changes in planning for the U.S. military cargo fleet.

LOOKING AHEAD

The consistent theme of the three-day convention was that the future of the MEBA will require the ability to adapt to changing circumstances.

"The delegates to the Inaugural Convention are to be commended for their serious approach to some difficult issues," commented O'Toole. "In looking to the future,

they all seemed to recognize that the assumptions of the past are not always valid anymore, and that our union has the strength and the willingness to move forward."

"I came away from this gathering feeling very optimistic feeling about the years ahead of us. Our organization is strong because we have a large group of very committed people.

The reports, recommendations and other documents that were produced are less important than what the Inaugural Convention said about the heart of our union: that we are united behind the goal of building the MEBA for the next millennium. They believe, as I do, that the greatest days of the MEBA are still ahead of us," O'Toole said.

Summary Annual Report:

MEBA Pension Trust

This is a summary of the annual report of the MEBA Pension Trust (Plan) EI Number 51-6029896 for the year ended December 31, 1998. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided by the Trust.

Plan expenses were \$125,695,316. These expenses included \$45,612,500 in administrative expenses and \$80,082,816 in benefits paid to participants and beneficiaries. A total of 6,372 persons were participants in or beneficiaries of the Plan at the end of the Plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$1,682,063,400 as of December 31, 1998 compared to \$1,571,242,482 as of January 1, 1998. During the Plan year the Plan experienced an increase in its net assets of \$110,820,918. This increase includes unrealized appreciation in the value of Plan assets; that is, the difference between the value of Plan assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$236,516,234, including employer contributions of \$8,599,553, earnings from investments of \$190,296,885, gain from the sale of assets of \$1,152,053, and other income of \$36,467,743.

MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The

items listed below are included in that report:

1. An Accountant's report
2. Assets held for investment
3. Transactions in excess of 5 percent of Plan assets
4. Insurance information including sales commissions paid by insurance carriers
5. Actuarial information regarding the funding of the Plan
6. Service provider and trustee information

To obtain a copy of the full annual report, or any part thereof, write or call the office of Allen R. Szymczak, Administrator, 1007 Eastern Avenue, Baltimore, Maryland 21202; (410) 547-9111. The charge to cover copying costs will be \$18 for the full annual report, or \$.25 per page for any part thereof.

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

You also have the legally protected right to examine the annual report at the main office of the Plan at 1007 Eastern Avenue, Baltimore, Maryland 21202 and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20216.

Form 990 (1998)		EIN 51-6029896 / P/0001		Page 6	
28 Did the plan acquire individual whole life insurance contracts during the plan year?				28	X
29 During the plan year:					
(a) (1) Was this plan covered by a fidelity bond? If "Yes," complete lines 29a(2) and 29a(3)				29a(1)	X
(2) Enter amount of bond: \$ 5,000,000				29a(2)	
(3) Enter the name of the surety company: National Surety Corp.				29a(3)	
(b) (1) Was there any loss to the plan, whether or not reimbursed, caused by fraud or dishonesty?				29b(1)	X
(2) If line 29b(1) is "Yes," enter amount of loss: \$				29b(2)	
30a Is the plan covered under the Pension Benefits Guaranty Corporation termination insurance program?					
☒ Yes ☐ No ☐ Not determined					
b If line 30a is "Yes" or "Not determined," enter the employee identification number and the plan number used to identify it.					
Employee identification number: 51-6029896 Plan number: 001					
31 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Allocate the value of the plan's interest in a commingled trust containing the assets of more than one plan on a line-by-line basis unless the trust meets one of the specific exceptions described in the instructions. Do not enter the value of an insurance contract that guarantees, during the plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar; any other amounts are subject to rejection. Place with no assets at the beginning and the end of the plan year, enter -0- on line 31f.					
Assets					
a Total noninterest-bearing cash					
b Receivables: (1) Employer contributions					
(2) Participant contributions					
(3) Income					
(4) Other					
(5) Less allowance for doubtful accounts					
(6) Total. Add lines 31b(1) through 31b(5) and subtract line 31b(5)					
c General investment: (1) Interest-bearing cash (including money market funds)					
(2) Certificate of deposit					
(3) U.S. Government securities					
(4) Corporate debt instruments: (A) Preferred					
(B) All other					
(5) Corporate stocks: (A) Preferred					
(B) Common					
(6) Partnership/venture interests					
(7) Real estate: (A) Income-producing					
(B) Nonincome-producing					
(8) Loans (other than to participants) secured by mortgages: (A) Residential					
(B) Commercial					
(9) Loans to participants: (A) Mortgages					
(B) Other					
(10) Other loans					
(11) Value of interest in common/collective trusts					
(12) Value of interest in pooled separate accounts					
(13) Value of interest in master trusts					
(14) Value of interest in 103-12 investment entities					
(15) Value of interest in registered investment companies					
(16) Value of funds held in insurance company general account (unallocated contracts)					
(17) Other. Exclude account/arbitration award					
(18) Total. Add lines 31c(1) through 31c(17)					
d Employer-related investments: (1) Employer securities					
(2) Employer real property					
e Buildings and other property used in plan operation					
f Total assets. Add lines 31a, 31b(6), 31c(18), 31d(1), 31e(2), and 31e					
Liabilities					
g Benefit claims payable					
h Operating payables					
i Acquisition indebtedness					
j Other liabilities					
k Total liabilities. Add lines 31g through 31j					
Net Assets					
l Subtract line 31k from line 31f					

Form 990 (1998)		EIN 51-6029896 / P/0001		Page 6	
32 Plan income, expenses, and changes in net assets for the plan year. Include all income and expenses of the plan, including any trust or separately maintained funds, and any payments/receipts from insurance carriers. Round off amounts to the nearest dollar; any other amounts are subject to rejection.					
Income					
a Contributions:					
(1) Received or receivable from:					
(A) Employers					
(B) Participants					
(C) Others					
(2) Noncash contributions					
(3) Total contributions. Add lines 32a(1)(A), (B), (C), and line 32a(2)					
b Earnings on investments:					
(1) Interest:					
(A) Interest-bearing cash (including money market funds)					
(B) Certificate of deposit					
(C) U.S. Government securities					
(D) Corporate debt instruments					
(E) Mortgage loans					
(F) Other loans					
(G) Other interest					
(H) Total interest. Add lines 32b(1)(A) through (G)					
(2) Dividends: (A) Preferred stock					
(B) Common stock					
(C) Total dividends. Add lines 32b(2)(A) and (B)					
(3) Rents					
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds					
(B) Aggregate carrying amount (see instructions)					
(C) Subtract (B) from (A) and enter result					
(5) Unrealized appreciation (depreciation) of assets					
(6) Net investment gain (loss) from common/collective trusts					
(7) Net investment gain (loss) from pooled separate accounts					
(8) Net investment gain (loss) from master trusts					
(9) Net investment gain (loss) from 103-12 investment entities					
(10) Net investment gain (loss) from registered investment companies					
(11) Net investment gain (loss) from other sources					
(12) Total income. Add all amounts in column (b) and enter total					
Expenses					
c Benefit payment and payments to provide benefits:					
(1) Directly to participants or beneficiaries					
(2) To insurance carriers for the provision of benefits					
(3) Other					
(4) Total payments. Add lines 32c(1) through 32c(3)					
d Interest expense					
e Administrative expenses: (1) Salaries and allowances					
(2) Accounting fees					
(3) Actuarial fees					
(4) Contract administrator fees					
(5) Investment advisory and management fees					
(6) Legal fees					
(7) Valuation/appraisal fees					
(8) Trustees fees/expenses including travel, seminars, meetings, etc.					
(9) Other					
(10) Total administrative expenses. Add lines 32e(1) through 32e(9)					
f Total expenses. Add lines 32d(4), 32e, and 32f(10)					
g Net income (loss). Subtract line 32f from line 32d					
h Transfer to (from) the plan (see instructions)					
i Net assets at beginning of year (line 31f, column (a))					
j Net assets at end of year (line 31f, column (b))					
33 Did any employees sponsoring the plan pay any of the administrative expenses of the plan that were not reported on line 32g?					

Summary Annual Report:

Pension Trust 401(k) Plan

This is a summary of the annual report of the MEBA Pension Trust 401 (k) Plan (Plan) EI Number 51-6029896 for the year ended December 31, 1998. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided by the Trust. Plan expenses were \$2,242,865. These expenses included \$33,544 in administrative expenses and \$2,209,321 in benefits paid to participants. At the end of the Plan year, a total of 3,256 persons were participants, of which 1,693 participants had account balances.

The value of Plan assets, after subtracting liabilities of the Plan, was \$56,182,095 as of December 31, 1998 compared to \$39,556,021 as of January 1, 1998. During the Plan year the Plan experienced an increase in its net assets of \$16,626,074. The Plan had total income of \$18,868,939, including contributions of \$7,204,750 and earnings from investments of \$11,664,189.

YOUR RIGHTS TO ADDITIONAL INFORMATION

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

1. An Accountant's report
2. Assets held for investment
3. Service provider and trustee information

To obtain a copy of the full annual report, or any part thereof, write or call the office of Allen R. Szymczak, Administrator, 1007 Eastern Avenue, Baltimore, Maryland 21202; (410) 547-9111. The charge to cover copying costs will be \$6.50 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the Plan administrator, on request and at no charge, a Statement of Net Assets Available for Benefits of the Plan and accompanying notes, or a Statement of Changes in Net Assets Available for Benefits of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan at 1007 Eastern Avenue, Baltimore, Maryland 21202 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Branch of Public Disclosure, Pension and Welfare Benefits Administration, U.S. Department of Labor, Room N4677, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

Form 990 (1998) EIN 51-6029896 / PH002 Page 5

28 Did the plan acquire individual whole life insurance contracts during the plan year?

29 During the plan year:

a (1) Was this plan covered by a fidelity bond? If "Yes," complete lines 29a(2) and 29a(3)

(2) Enter amount of bond > \$ 5,000,000

(3) Enter the name of the surety company > National Union Fire Insurance Co.

b (1) Was there any loss to the plan, whether or not reimbursed, caused by fraud or dishonesty?

(2) If line 29b(1) is "Yes," enter amount of loss > \$

30a Is the plan covered under the Pension Benefits Quarterly Corporation termination insurance program?

☐ Yes ☒ No ☐ Not determined

b If line 30a is "Yes" or "Not determined," enter the employer identification number and the plan number used to identify it.

Employer identification number > Plan number >

31 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Allocate the value of the plan's interest in a commingled trust containing the assets of more than one plan on a line-by-line basis unless the trust meets one of the specific exceptions described in the instructions. Do not enter the value of that portion of an insurance contract that guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar; any other amounts are subject to rejection. Plans with no assets at the beginning and the end of the plan year, enter -0- on line 31f.

Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	102,186	63,916
b Receivables: (1) Employer contributions	488,401	562,946
(2) Participant contributions		
(3) Income		
(4) Other		
(5) Less allowance for doubtful accounts		
(6) Total. Add lines 31b(1) through 31b(5) and subtract line 31b(5)	488,401	562,946
c General investments: (1) Interest-bearing cash (including money market funds)	2,346,413	3,277,955
(2) Certificates of deposit		
(3) U.S. Government securities		
(4) Corporate debt instruments: (A) Preferred		
(B) All other		
(5) Corporate stocks: (A) Preferred		
(B) Common		
(6) Partnership/joint venture interests		
(7) Real estate: (A) Income-producing		
(B) Nonincome-producing		
(8) Loans (other than to participants) secured by mortgages: (A) Residential		
(B) Commercial		
(9) Loans to participants: (A) Mortgages		
(B) Other		
(10) Other loans		
(11) Value of interest in common/collective trusts		
(12) Value of interest in pooled separate accounts		
(13) Value of interest in master trusts		
(14) Value of interest in 103-12 investment entities		
(15) Value of interest in registered investment companies		
(16) Value of funds held in insurance company general account (unallocated contracts)		
(17) Other		
(18) Total. Add lines 31c(1) through 31c(17)	34,617,021	52,375,378
d Employer-related investments: (1) Employer securities		
(2) Employer real property		
e Buildings and other property used in plan operation		
f Total assets. Add lines 31a, 31b(6), 31c(18), 31d(1), 31d(2), and 31e	31,514,021	56,182,095
g Liabilities		
h Benefit claims payable		
i Operating payables		
j Acquisition indebtedness		
k Other liabilities		
l Total liabilities. Add lines 31g through 31j	0	0
Net Assets		
Subtract line 31k from line 31f	39,556,021	56,182,095

Form 990 (1998) EIN 51-6029896 / PH002 Page 6

32 Plan income, expenses, and changes in net assets for the plan year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s), and any payments/receipts from insurance carriers. Round off amounts to the nearest dollar; any other amounts are subject to rejection.

Income	(a) Amount	(b) Total
a Contributions:		
(1) Received or receivable from:		
(A) Employers	7,204,750	
(B) Participants		
(C) Others		
(2) Noncash contributions		
(3) Total contributions. Add lines 32a(1)(A), (B), (C) and line 32a(2)		7,204,750
b Earnings on investments:		
(1) Interest:		
(A) Interest-bearing cash (including money market funds)	138,385	
(B) Certificates of deposit		
(C) U.S. Government securities		
(D) Corporate debt instruments		
(E) Mortgage loans		
(F) Other loans		
(G) Other interest		
(H) Total interest. Add lines 32b(1)(A) through (H)		138,385
(2) Dividends: (A) Preferred stock		
(B) Common stock		
(C) Total dividends. Add lines 32b(2)(A) and (B)		0
(3) Rents		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds		
(B) Aggregate carrying amount (see instructions)		
(C) Subtract (B) from (A) and enter result		0
(5) Unrealized appreciation (depreciation) of assets		
(6) Net investment gain (loss) from common/collective trusts		
(7) Net investment gain (loss) from pooled separate accounts		
(8) Net investment gain (loss) from master trusts		
(9) Net investment gain (loss) from 103-12 investment entities		
(10) Net investment gain (loss) from registered investment companies		11,525,804
c Other income		
d Total income. Add all amounts in column (b) and enter total		18,868,939
e Expenses:		
(1) Benefit payment and payments to provide benefits:		
(2) Directly to participants or beneficiaries	2,209,321	
(3) To insurance carriers for the provision of benefits		
(4) Other		
(5) Total payments. Add lines 32e(1) through 32e(4)		2,209,321
f Interest expense		
g Administrative expenses: (1) Salaries and allowances		
(2) Accounting fees		
(3) Actuarial fees		
(4) Contract administrator fees	53,544	
(5) Investment advisory and management fees		
(6) Legal fees		
(7) Valuation/appraisal fees		
(8) Trustees fees/expenses including travel, seminars, meetings, etc.		
(9) Other		
(10) Total administrative expenses. Add lines 32g(1) through 32g(10)		33,544
h Total expenses. Add lines 32e(4), 32f, and 32g(10)		2,242,865
i Net income (loss). Subtract line 32h from line 32d		16,626,074
j Transfers to/from the plan (see instructions)		
k Net assets at beginning of year (line 31f, column (a))		39,556,021
l Net assets at end of year (line 31f, column (b))		56,182,095

33 Did any employer sponsoring the plan pay any of the administrative expenses of the plan that were not reported on line 32g?

Yes ☐ No ☒

Summary Annual Report:

Medical & Benefits Plan

This is a summary of the annual report of the MEBA Medical and Benefits Plan (Plan), EI Number 13-5590515 for the year ended December 31, 1998. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

INSURANCE INFORMATION

The Plan has contracts with Kaiser Foundation Health Plan, Aetna Life Insurance Company, Group Health Coop. of Puget Sound, Unum Life Insurance Company, and First Unum Life Insurance Company, to pay certain claims incurred under the terms of the Plan. The total premiums paid for the Plan year ended December 31, 1998 were \$1,124,436.

BASIC FINANCIAL STATEMENT

The value of Plan assets, after subtracting liabilities of the Plan, was \$53,823,017 as of December 31, 1998, compared to \$51,931,459 as of January 1, 1998. During the Plan year, the Plan experienced an increase in its net assets of \$1,891,558. This increase includes unrealized appreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the Plan year, the Plan had total income of \$27,169,879, including employer contributions of \$19,351,439, employee and pensioner contributions of \$1,858,125, gain of \$1,010,906 from the sale of assets, earnings from investments of \$4,927,395, and other income of \$22,014.

Plan expenses were \$25,278,321. These expenses included \$3,315,126 in administrative expenses and \$21,963,195 in benefits paid to participants and beneficiaries.

YOUR RIGHTS TO ADDITIONAL INFORMATION

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

1. An Accountant's report
2. Assets held for investment
3. Transactions in excess of 5 percent of Plan assets
4. Insurance information including sales commissions paid by insurance carriers
5. Service provider and trustee information

To obtain a copy of the full annual report, or any part thereof, write or call the office of Allen R. Szymczak, Administrator, 1007 Eastern Avenue, Baltimore, Maryland 21202; (410) 547-9111. The charge to cover the copying costs will be \$13.25 for the full annual report, or \$25 per page for any part thereof.

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

You also have the legally protected right to examine the annual report at the main office of the Plan at 1007 Eastern Avenue, Baltimore, Maryland 21202, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to Branch of Public Disclosure, Pension and Welfare Benefits Administration, U.S. Department of Labor, Room N4677, 200 Constitution Avenue, NW, Washington, DC 20216.

Form 8000 (1998)		EI 13-5590515 / PHS01		Page 5	
28 Did the plan acquire individual whole life insurance contracts during the plan year?				28	X
29 During the plan year:					
a (1) Was this plan covered by a fidelity bond? If "Yes," complete lines 29a(2) and 29a(3)				29a(1)	X
(2) Enter amount of bond > \$ 5,000,000					
(3) Enter the name of the surety company: National Union Fire Insurance Co.					
b (1) Was there any loss to the plan, whether or not reimbursed, caused by fraud or dishonesty?				29b(1)	X
(2) If line 29b(1) is "Yes," enter amount of loss > \$					
30a Is the plan covered under the Pension Benefits Guaranty Corporation termination insurance program?					
b If line 30a is "Yes" or "Not determined," enter the employer identification number and the plan number used to identify it.					
Employer identification number >					
31 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Allocate the value of the plan's assets in a commingled trust containing the assets of more than one plan on a line-by-line basis unless the trust meets one of the specific exceptions described in the instructions. Do not enter the value of that portion of an insurance contract that guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar; any other amounts are subject to rejection. Plans with no assets at the beginning and the end of the plan year, enter -0- on line 31f.					
Assets		(a) Beginning of Year	(b) End of Year		
a Total noninterest-bearing cash		1,050	1,050		
b Recipients: (1) Employer contributions		2,737,992	2,348,816		
(2) Participant contributions		496,337	472,325		
(3) Income		3,963,375	2,967,380		
(4) Other		302,857	302,857		
(5) Less allowance for doubtful accounts		8,895,747	5,497,564		
(6) Total. Add lines 31b(1) through 31b(5) and subtract line 31b(6)		1,524,684	3,464,415		
c General investments: (1) Interest-bearing cash (including money market funds)		28,383,230	28,733,421		
(2) Certificates of deposit		8,393,145	1,767,568		
(3) U.S. Government securities					
(4) Corporate debt instruments: (A) Preferred					
(B) All other					
(5) Corporate stocks: (A) Preferred		9,058,636	10,563,346		
(B) Common					
(6) Partnership/venture interests					
(7) Real estate: (A) Income-producing					
(B) Nonincome-producing					
(8) Loans (other than to participants) secured by mortgages: (A) Residential					
(B) Commercial					
(9) Loans to participants: (A) Mortgages					
(B) Other					
(10) Value of interest in common/collective trusts					
(11) Value of interest in pooled separate accounts		1,654,657	2,338,230		
(12) Value of interest in master trusts					
(13) Value of interest in 103-12 investment entities					
(14) Value of interest in registered investment companies					
(15) Value of lines held in insurance company general account (unallocated contracts)					
(16) Other		49,418,372	51,857,578		
(17) Total. Add lines 31c(1) through 31c(17)					
d Employer-related investments: (1) Employer securities					
(2) Employer real property		52,803	50,100		
e Buildings and other property used in plan operation					
f Total assets. Add lines 31a, 31b(6), 31c(18), 31d(1), 31e(2), and 31e		55,377,373	58,406,392		
Liabilities					
g Benefits claims payable		633,547	645,222		
h Operating payables					
i Acquisition indebtedness		2,792,966	3,938,053		
j Other liabilities		3,446,513	4,583,275		
k Total liabilities. Add lines 31g through 31j					
l Subtract line 31k from line 31f		51,931,459	53,823,017		

Form 8000 (1998)		EI 13-5590515 / PHS01		Page 6	
32 Plan income, expenses, and changes in net assets for the plan year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s), and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar; any other amounts are subject to rejection.					
Income		(a) Amount	(b) Total		
a Contributions:					
(1) Recipients receivable from:					
(A) Employers		19,251,439			
(B) Participants		1,858,125			
(C) Others					
(2) Noncash contributions					
(3) Total contributions. Add lines 32a(1)(A), (B), (C) and line 32a(2)			21,209,564		
b Earnings on investments:					
(1) Interest:					
(A) Interest-bearing cash (including money market funds)		147,179			
(B) Certificates of deposit		1,594,560			
(C) U.S. Government securities		523,734			
(D) Corporate debt instruments					
(E) Mortgage loans					
(F) Other loans		118,347			
(G) Other interest					
(H) Total interest. Add lines 32b(1)(A) through (G)			2,377,760		
(2) Dividends: (A) Preferred stock		115,524			
(B) Common stock					
(C) Total dividends. Add lines 32b(2)(A) and (B)			115,524		
(3) Realized gain (loss) on sale of assets: (A) Aggregate proceeds		61,143,509			
(B) Aggregate carrying amount (see instructions)		60,133,603			
(C) Subtract (B) from (A) and enter result			1,010,906		
(4) Unrealized appreciation (depreciation) of assets			2,337,879		
(5) Net investment gain (loss) from common/collective trusts					
(6) Net investment gain (loss) from pooled separate accounts					
(7) Net investment gain (loss) from master trusts					
(8) Net investment gain (loss) from 103-12 investment entities					
(9) Net investment gain (loss) from registered investment companies					
(10) Other income					
c Total income. Add all amounts in column (a) and enter total			27,169,879		
Expenses					
d Benefits payment and payments to provide benefits:					
(1) Directly to participants or beneficiaries		20,619,959			
(2) To insurance carriers for the provision of benefits		1,124,436			
(3) Other		218,800			
(4) Total payments. Add lines 32d(1) through 32d(3)			21,963,195		
e Administrative expenses: (1) Salaries and allowances		937,407			
(2) Accounting fees		45,417			
(3) Actuarial fees		87,350			
(4) Contract administrator fees					
(5) Investment advisory and management fees		110,975			
(6) Legal fees		141,829			
(7) Valuation/appraisal fees		73,632			
(8) Trustees fees/expenses including travel/seminars/meetings, etc.		1,959,516			
(9) Other					
(10) Total administrative expenses. Add lines 32e(1) through 32e(10)			3,315,126		
f Total expenses. Add lines 32d(4), 32e(11), and 32e(10)			25,278,321		
g Net income (loss). Subtract line 32f from line 32c			1,891,558		
h Transfers to (from) the plan (see instructions)					
i Net assets at beginning of year (line 31f, column (a))			51,931,459		
j Net assets at end of year (line 31f, column (b))			53,823,017		
33 Did any employer sponsoring the plan pay any of the administrative expenses of the plan that were not reported on line 32g?				Yes	No
					X

Summary Annual Report:

MEBA Vacation Plan

This is a summary of the annual report of the MEBA Vacation Plan - Atlantic, Gulf and Pacific Coasts (Plan), EI Number 13-6271916, for the year ended December 31, 1998. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

The value of Plan assets, after subtracting liabilities of the Plan, was \$43,358,512 as of December 31, 1998, as compared to \$42,186,651 as of January 1, 1998. During the Plan year, the Plan experienced an increase in its net assets of \$1,171,861. The increase includes unrealized appreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the Plan year, the Plan had total income of \$62,017,702, including employer contributions of \$59,162,351, gain of \$282,521 from the sale of assets, earnings from investments of \$2,544,003, and other income of \$28,827.

Plan expenses were \$60,845,841. These expenses included \$1,635,864 in administrative expenses and \$59,209,977 in benefits paid to participants.

YOUR RIGHTS TO ADDITIONAL INFORMATION

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

1. An Accountant's report
2. Assets held for investment
3. Transactions in excess of 5 percent of Plan assets
4. Service provider and trustee information

To obtain a copy of the full annual report, or any part thereof, write or call the office of Allen R. Szymczak, Administrator, 1007 Eastern Avenue, Baltimore, Maryland 21202; (410) 547-9111. The charge to cover copying costs will be \$5.50 for the full annual report, or \$.25 per page for any part thereof.

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

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Form 5500 (1998)		EIN 13-6271916 / PN 503		Page 5
28 Did the plan acquire individual whole life insurance contracts during the plan year?		Yes	No	
29 During the plan year:				
(1) Was this plan covered by a fidelity bond? If "Yes," complete lines 29a(2) and 29a(3)				
(2) Enter amount of bond > \$ 5,000,000				
(3) Enter the name of the surety company: National United Fire & Co.				
(4) Was there any loss to the plan, whether or not reimbursed, caused by fraud or dishonesty?				
(5) If line 29(4) is "Yes," enter amount of loss > \$				
30a Is the plan covered under the Pension Benefits Guaranty Corporation termination insurance program?				
Yes No Not determined				
b If line 30a is "Yes" or "Not determined," enter the employer identification number and the plan number used to identify it.				
Employer identification number > Plan number >				
31 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Allocate the value of the plan's interest in a commingled trust containing the assets of more than one plan on a line-by-line basis unless the trust meets one of the specific exceptions described in the instructions. Do not enter the value of that portion of an insurance contract that guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar; any other amounts are subject to rejection. Plans with no assets at the beginning and the end of the plan year enter -0- on line 31.				
Assets		(a) Beginning of Year	(b) End of Year	
a Total noninterest-bearing cash		475	475	
b Receivables: (1) Employer contributions		7,403,828	7,184,876	
(2) Participant contributions				
(3) Income		351,071	223,415	
(4) Other		2,776,461	532,469	
(5) Less allowance for doubtful accounts		113,842	173,842	
(6) Total. Add lines 31b(1) through 31b(5) and subtract line 31b(5)		16,257,516	7,766,918	
c General investments: (1) Interest-bearing cash (including money market funds)		711,023	1,473,778	
(2) Certificates of deposit		208,000	300,000	
(3) U.S. Government securities		16,292,684	17,336,551	
(4) Corporate debt instruments: (A) Preferred		4,110,112	4,158,774	
(B) All other				
(5) Corporate stocks: (A) Preferred				
(B) Common				
(6) Partnership/limited venture interests				
(7) Real estate: (A) Income-producing				
(B) Nonincome-producing				
(8) Loans (other than to participants) secured by mortgages: (A) Residential				
(B) Commercial				
(9) Loans to participants: (A) Mortgages				
(B) Other				
(10) Other loans				
(11) Value of interest in common/collective trusts				
(12) Value of interest in pooled separate accounts				
(13) Value of interest in master trusts		14,354,894	13,583,618	
(14) Value of interest in 100-12 investment entities				
(15) Value of interest in registered investment companies				
(16) Value of funds held in insurance company general account (unallocated contracts)				
(17) Other Excess account-arbitrage assets		3,668,511	0	
(18) Total. Add lines 31c(1) through 31c(17)		39,330,224	37,052,721	
d Employer-related investments: (1) Employer securities				
(2) Employer real property				
e Buildings and other property used in plan operation		27,315	27,142	
f Total assets. Add lines 31a, 31b(6), 31c(18), 31d(1), 31e(2), 31f(1), and 31f(2)		47,617,532	44,845,258	
Liabilities				
g Benefit claims payable				
h Operating payables		344,012	277,340	
i Acquisition indebtedness				
j Other liabilities		7,086,869	1,209,376	
k Total liabilities. Add lines 31g through 31j		7,430,881	1,486,716	
l Net Assets. Subtract line 31k from line 31f		42,186,651	43,358,512	

Form 5500 (1998)		EIN 13-6271916 / PN 503		Page 6
32 Plan income, expenses, and changes in net assets for the plan year. Include all income and expenses of the plan, including any trust(s) or separately managed fund(s), and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar; any other amounts are subject to rejection.				
Income		(a) Amount	(b) Total	
a Contributions:				
(1) Received or receivable from:				
(A) Employers		59,162,351		
(B) Participants				
(C) Others				
(2) Nonplan contributions				
(3) Total contributions. Add lines 32a(1)(A), (B), (C) and line 32a(2)			59,162,351	
b Earnings on investments:				
(1) Interest:				
(A) Interest-bearing cash (including money market funds)		57,243		
(B) Certificates of deposit		12,751		
(C) U.S. Government securities		892,410		
(D) Corporate debt instruments		291,565		
(E) Mortgage loans				
(F) Other loans				
(G) Other interest		57,933		
(H) Total interest. Add lines 32b(1)(A) through (G)			1,311,902	
(2) Dividends: (A) Preferred stock				
(B) Common stock				
(C) Total dividends. Add lines 32b(2)(A) and (B)			0	
(3) Rents				
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds		30,488,557		
(B) Aggregate carrying amount (see instructions)		30,206,036		
(C) Subtract (B) from (A) and enter result			282,521	
(5) Unrealized appreciation (depreciation) of assets			324,277	
(6) Net investment gain (loss) from common/collective trusts				
(7) Net investment gain (loss) from pooled separate accounts				
(8) Net investment gain (loss) from master trusts			907,824	
(9) Net investment gain (loss) from 100-12 investment entities				
(10) Net investment gain (loss) from registered investment companies				
c Other income			28,827	
d Total income. Add all amounts in column (a) and enter total			62,017,702	
Expenses				
e Benefit payment and payments to provide benefits:				
(1) Directly to participants or beneficiaries		55,863,348		
(2) To insurance carriers for the provision of benefits				
(3) Other		3,346,629		
(4) Total payments. Add lines 32e(1) through 32e(3)			59,209,977	
f Interest expense				
g Administrative expenses: (1) Salaries and allowances		776,277		
(2) Accounting fees		50,011		
(3) Actuarial fees				
(4) Contract administrator fees				
(5) Investment advisory and management fees		44,147		
(6) Legal fees		99,506		
(7) Valuation/appraisal fees				
(8) Trustees fees/revenues including travel seminars meetings, etc.		29,547		
(9) Other		634,076		
(10) Total administrative expenses. Add lines 32g(1) through 32g(9)			1,635,864	
h Total expenses. Add lines 32e(4), 32f, and 32g(10)			60,845,841	
i Net income (loss). Subtract line 32h from line 32d			1,171,861	
j Transfers to (from) the plan (see instructions)				
k Net assets at beginning of year (line 31l, column (a))			42,186,651	
l Net assets at end of year (line 31l, column (b))			43,358,512	
33 Did any employer sponsoring the plan pay any of the administrative expenses of the plan that were not reported on line 32g?		Yes	No	

Summary Annual Report:

Towboat Operators Pension Trust

This is a summary of the annual report for MEBA Towboat Operators Pension Trust, EI Number 51-6076870/PN 002, for the period December 1, 1997 through November 30, 1998. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided through a trust fund. Plan expenses were \$716,794. These expenses included \$76,099 in administrative expenses and \$640,695 in benefits paid to participants and beneficiaries. A total of 157 persons were participants in or beneficiaries of the Plan at the end of the Plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$6,828,027 as of November 30, 1998, compared to \$6,987,870 as of December 1, 1997. During the Plan year, the Plan experienced a decrease in its net assets of \$159,843. The Plan had total income of \$556,951, including employer contributions of \$105,713 and earnings from investments of \$451,238.

MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request.

The items listed below are included in that report:

1. An accountant's report
2. Assets held for investment
3. Insurance information
4. Actuarial information regarding the funding of the Plan

To obtain a copy of the full annual report, or any part thereof, write or call the office of Allen R. Szymczak, Administrator, 1007 Eastern Avenue, Baltimore, Maryland 21202; (410) 547-9111. The charge to cover copying costs will be \$6.25 for the full annual report, or \$.25 per page for any part thereof.

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

You also have the legally protected right to examine the annual report at the main office of the Plan at 1007 Eastern Avenue, Baltimore, Maryland 21202, and at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to Branch of Public Disclosure, Pension and Welfare Benefits Administration, U.S. Department of Labor, Room N5638, 200 Constitution Avenue, NW, Washington, DC 20210.

Form 5500 (1997)		EIN 13-6271916 / PN002		Page 5	
28 Did the plan acquire individual whole life insurance contracts during the plan year?		29		Yes	No
				X	
29 During the plan year:					
a (1) Was this plan covered by a fidelity bond? If "Yes," complete lines 29a(2) and 29a(3)					
(2) Enter amount of bond: \$ 600,000					
(3) Enter the name of the surety company: Fidelity & Deposit Co. of Maryland					
b (1) Was there any loss to the plan, whether or not reimbursed, caused by fraud or dishonesty?					
(2) If line 29b(1) is "Yes," enter amount of loss: \$					
30a Is the plan covered under the Pension Benefit Guaranty Corporation insurance program?					
b If line 30a is "Yes" or "Not determined," enter the employer identification number and the plan number used to identify it.					
Employer identification number: 51-6076870 Plan number: 002					
31 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Allocate the value of the plan's interest in a combined trust containing the assets of more than one plan on a line-by-line basis unless the trust meets one of the specific exceptions described in the instructions. Do not enter the value of that portion of an insurance contract that guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar; any other amounts are subject to rejection. Plans with no assets at the beginning and the end of the plan year enter -0- on line 31f.					
Assets					
		At Beginning of Year		At End of Year	
a Total nonexempt-issuing cash		30/1		33,299	
b Reinvested (1) Employer contributions		(2)			
(2) Participant contributions		(3)			
(3) Income		(4)			
(4) Other		(5)			
(5) Loss allowance for doubtful accounts		(6)			
(6) Total. Add lines 31b(1) through 31b(6) and subtract line 31b(5)		(7)		33,299	
c General investments: (1) Interest-bearing cash (including money market funds)		(2)		31,553	
(2) Certificates of deposit		(3)			
(3) U.S. Government securities		(4)			
(4) Corporate debt instruments: (A) Preferred		(5)			
(B) All other		(6)			
(5) Corporate stocks: (A) Preferred		(6)			
(B) Common		(7)			
(6) Partnership/limited partnership interests		(7)			
(7) Real estate: (A) Income-producing		(8)			
(B) Nonincome-producing		(9)			
(8) Loans (other than to participants) secured by mortgages: (A) Residential		(9)			
(B) Commercial		(10)			
(9) Loans to participants: (A) Mortgages		(10)			
(B) Other		(11)			
(10) Other loans		(11)			
(11) Value of interest in common/collective trusts		(12)			
(12) Value of interest in pooled separate accounts		(13)			
(13) Value of interest in master trusts		(14)			
(14) Value of interest in 103-12 investment entities		(15)			
(15) Value of interest in registered investment companies		(16)			
(16) Value of funds held in insurance company general account (unallocated contracts)		(17)		6,540,238	
(17) Other		(18)		6,567,051	
(18) Total. Add lines 31a(1) through 31a(18)		(19)		6,567,051	
d Employer-related investments: (1) Employer securities		(2)			
(2) Employer real property		(3)		5,316	
(3) Buildings and other property used in plan operation		(4)		4,413	
e Total assets. Add lines 31a, 31b(6), 31c(1), 31c(2), 31d(2), and 31e		(5)		1,001,456	
f Total liabilities. Add lines 31g through 31j		(6)		3,173,429	
g Benefit claims payable		(7)		13,426	
h Operating payables		(8)		3,259	
i Acquisition indebtedness		(9)			
j Other liabilities		(10)		13,426	
k Total liabilities. Add lines 31g through 31j		(11)		3,173,429	
l Net assets. Subtract line 31k from line 31f		(12)		6,828,027	

Form 5500 (1997)		EIN 13-6271916 / PN002		Page 6	
32 Plan income, expenses, and changes in net assets for the plan year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s), and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar; any other amounts are subject to rejection.					
Income		Net Amount		Net Total	
a Contributions:					
(1) Received or receivable from:					
(A) Employers		(3)		105,713	
(B) Participants		(4)			
(C) Others		(5)			
(2) Net cash contributions		(6)		105,713	
(3) Total contributions. Add lines 32a(1)(A), (B), (C), and line 32a(2)		(7)			
b Earnings on investments:					
(1) Interest:					
(A) Interest-bearing cash (including money market funds)		(3)		866	
(B) Certificates of deposit		(4)			
(C) U.S. Government securities		(5)			
(D) Corporate debt instruments		(6)			
(E) Mortgage loans		(7)			
(F) Other loans		(8)		456,372	
(G) Other interest		(9)			
(10) Total interest. Add lines 32b(1)(A) through (G)		(11)		456,372	
(2) Dividends: (A) Preferred stock		(3)			
(B) Common stock		(4)			
(3) Total dividends. Add lines 32b(2)(A) and (B)		(5)		0	
(4) Rents		(6)			
(5) Net gain (loss) on sale of assets: (A) Aggregate proceeds		(7)			
(B) Aggregate carrying amount (see instructions)		(8)		0	
(C) Subtract (B) from (A) and enter result		(9)			
(10) Unrealized appreciation (depreciation) of assets		(11)			
(11) Net investment gain (loss) from common/collective trusts		(12)			
(12) Net investment gain (loss) from pooled separate accounts		(13)			
(13) Net investment gain (loss) from master trusts		(14)			
(14) Net investment gain (loss) from 103-12 investment entities		(15)			
(15) Net investment gain (loss) from registered investment companies		(16)			
c Other income		(17)		354,351	
d Total income. Add all amounts in column (3) and enter total		(18)		556,951	
e Expenses:					
(1) Benefit payments and payments to provide benefits:					
(2) Directly to participants or beneficiaries		(3)		640,695	
(3) To insurance carriers for the provision of benefits		(4)			
(4) Other		(5)			
(5) Total payments. Add lines 32e(1) through 32e(5)		(6)		640,695	
f Interest expense		(7)			
g Administrative expenses: (1) Salaries and allowances		(2)		4,130	
(2) Accounting fees		(3)		10,560	
(3) Actuarial fees		(4)		3,000	
(4) Contract administrator fees		(5)			
(5) Investment advisory and management fees		(6)		7,837	
(6) Legal fees		(7)			
(7) Valuation/appraisal fees		(8)			
(8) Trustees' fees (including travel, honoraria, meetings, etc.)		(9)		49,132	
(9) Other		(10)			
(10) Total administrative expenses. Add lines 32g(1) through 32g(10)		(11)		74,659	
h Total expenses. Add lines 32e(6), 32f, and 32g(11)		(12)		716,794	
i Net income (loss). Subtract line 32h from line 32d		(13)		(159,843)	
j Transfers to (from) the plan (see instructions)		(14)			
k Net assets at beginning of year (line 31f, column (a))		(15)		6,987,870	
l Net assets at end of year (line 31f, column (b))		(16)		6,828,027	
33 Did any employer sponsoring the plan pay any of the administrative expenses of the plan that were not reported on line 32g?		34		Yes	No
					X

STANLEY M. ABBOTT

Brother Stanley Abbott died June 25 at age 82. The 30-year member of the MEBA was living in La Center, WA, at the time of his death. Brother Abbott had been retired since 1976. He is survived by his wife, Margaret.

BERTIE J. ANDERSON

Brother Bertie Anderson, 85, died Aug. 5. A member of the MEBA for 37 years, he had been retired for 19 years and living in Navarre, FL, when he passed away. His last recorded employment with the union was with Waterman Steamship in 1979. He is survived by a niece, Elizabeth D. Parker.

ROBERT E. ARMSTRONG

Robert Armstrong died earlier this year. He was 86 years old and living in Sarasota, FL. Brother Armstrong had been retired since 1975. He is survived by his wife, Sara.

MERLE C. BAKER



A 30-year union member, Merle C. Baker passed away June 16. He was 82 years old. Brother Baker had been a retiree since 1975

and was living in Reno, NV, at the time of his death. His last recorded shipping job was on one of the Trinidad tankers. He is survived by his wife, Louise.

JACK D. BENJAMIN

Jack Benjamin died Feb. 13 at age 69. Brother Benjamin had been retired for the last 20 years and was living in New Port Richey, FL, at the time of his death. His last sailing job as a MEBA member was with Lykes Brothers Steamship Co. He is survived by two daughters, Teresa E. Boyer and Michele Benjamin.

RAYMOND A. BENJAMIN

A 40-year union members Raymond Benjamin died July 6. He was 82 years old and living in New York City at the time of his passing. Brother Benjamin joined the union in 1945 and was employed steadily until his retirement in 1985. His last sea-going job under MEBA contract was with United States Lines. He is survived by his wife, Dorothy, and a daughter, Earline Benjamin.

ALEXANDER S. BODDEN

Brother Alexander Bodden died April 22. He was 77. He had been a member of the MEBA for about 22 years when he retired in 1968. He was a resident of Stuart, FL, and is survived by a brother, William H. Bodden, and a sister, Joyce B. Beam.

SHERMAN C. BROWN

Sherman Brown died July 31 at age 75. Brother Brown lived in Boothbay, ME. Originally associated with the Brotherhood of Marine Engineers, he retired from the MEBA in 1983. The union has no record of any surviving relatives.

WILMER E. BROWNLEE, JR.

A 35-year member who joined the union during World War II, Brother Wilmer Brownlee passed away on May 13. He was 80 years old. He took his last union shipping job in 1980 before beginning his retirement the next year. He was living in Alabama at the time of his death. He is survived by a daughter, Olivia L. Giddens.

ANGEL R. CARASQUILLO

Brother Angel Carasquillo passed away June 27 in Punta Santiago, Puerto Rico. He was 82 years old and had been retired since 1979. One of his last recorded MEBA employers was Sea-Land Service. Brother Carasquillo is survived by his wife, Maria.

ROBERT W. CATTAN

Recently retired Robert W. Cattan died July 4. He was 52 and lived in New Jersey. Brother Cattan joined the union in 1971 and just retired earlier this year. His most recent employment with a MEBA-contracted shipping company was with Farrell Lines in 1997. The union has no record of any surviving family members.

DELMAR L. CLINE

Delmar Cline of Tampa, FL, passed away July 25. He was 76 years old. Brother Cline signed up with the MEBA in early 1945 and remained an active member for 40 years. His last employment under a MEBA collective bargaining agreement was with Sea-Land Service in 1985. The union has no record of any surviving family members.

JAMES A. COYNE

James A. Coyne passed away on Aug. 29. He was 74 years old. Brother Coyne, who lived in Bogalusa, LA, joined the union in 1963 and retired in 1990. He is survived by a friend, Betty Stringer, and a son, James Coyne.

MERLE DARLING



Merle Darling of El Monte, CA, died May, 9. He was 91 years old and had been retired from the MEBA for 30 years. His last recorded sea-going employment was with Overseas Carriers. Brother Darling is survived by a stepdaughter, Vivian Delarosa.

MARION M. DAY

Marion Day died Aug. 17 at age 92. Brother Day, who lived in Bogalusa, LA, had been retired for more than 25 years at the time of his death. The MEBA has no record of any surviving family members.

DOUGLAS S. DANG



Douglas Dang, a 40-year member of the MEBA, passed away March 29. He was 73. Brother Dang joined the union in 1952 and retired on New Year's Day 1993. A resident of Aiea, HI, he last sailed for Matson Navigation. He is survived by his wife, Bernice, and three children, Douglas, Jr., Susan and Patricia.

MARIO DELGADO

Brother Mario Delgado died May 28. He was 92 and living in Rio Piedras, Puerto Rico. Brother Delgado was associated with the MEBA for 25 years or more when he retired in 1973. His last sailing job was with United States Lines back in 1971. He is survived by his wife, Gisella, and two children, Betsaida Delgado and Neftali Delgado.

FREDERIC N. DODD

Frederic Dodd of Lincolnville, ME, died June 5. He was 95 years old. Originally associated with the Brotherhood of Marine Engineers, Brother Dodd retired from MEBA employment in 1969. He is survived by his wife, Helen.

ROBERT M. DUCLOS

Brother Robert Duclos died earlier this year. He was 71. He retired from the union in 1978 and his last recorded sea-going job was with United States Lines. At the time of his death he was living in Woodhaven, NY. He is survived by a sister, Catherine L. Kelly.

HARRY E. EGAN

Harry Egan died June 11. He was 70 years old and living in Harrison, ME, at the time of his death. Brother Egan first joined the union in early 1961 and retired in late 1989. He is survived by his wife, Stella.

JOHN FENTON

John Fenton of San Diego, CA, passed away July 17. He was 86 and had been retired since 1972. He was originally associated with the Brotherhood of Marine Engineers. The MEBA has no record of any surviving relatives.

PATRICK D. FITZPATRICK



Patrick D. Fitzpatrick died July 27. The 73-year-old pensioner lived in Bethel Island, CA. Brother Fitzpatrick signed on with the MEBA in 1952 and retired 11 years ago. His last recorded sea-going employment under MEBA contract was with Waterman Steamship. He is survived by his wife, Martha.

EVERETT G. FLETCHER



Everett G. Fletcher died earlier this year at age 82. Brother Fletcher retired in 1978 after a long association with the MEBA.

The resident of Arroyo Grande, CA, had last shipped out with American President Lines in 1978. The union has no record of any living relatives.

FELIX F. FLORENCE

Brother Felix Florence of Lacey, WA, passed away Aug. 25. He was 85 years old. His last recorded employment with a MEBA-contracted company was Columbia Steamship in 1970. He retired the next year. His wife, Violet, survives him.

WILLIAM L. FLYNN

Another 40-year member of the union, William L. Flynn, died Feb. 2. He was 74 years old. He joined the union in 1944 and retired in 1984. He last shipped out aboard a Delta Steamship Lines vessel. He is survived by Randy A. Turner.

BASIL E. FORE

Basil Fore, who had been retired from the MEBA for 41 years, passed away July 1. He was 92 years old. At the time of his death he was living in Andrews, SC. He is survived by his wife, Miriam.

NEURING B. FOSTER, SR.

Neuring Foster died April 11. He was 83. Brother Foster joined the union in 1960 and retired in 1985. His last recorded employment was with Lykes Bros. Steamship Co. Brother Foster was a resident of St. Petersburg, FL. He is survived by his wife, Juliette Foster, and a son, Neuring B. Foster, Jr.

PAUL V. GALLETTA



Brother Paul Galletta had been an MEBA pensioner for more than 20 years before passing away Feb. 26. He was 81 years old.

Galletta was living in Savannah, GA, at the time of his death. His last shipping job with the MEBA was in 1977 with Mediterranean Marine Lines. He retired the next year. He is survived by his wife, Mary.

RALPH E. GERVAIS

Pensioner Ralph Gervais passed away May 10. He was 85 years old and living in Chapel Hill, NC. He had retired with 25 years of pension credit in 1971. He is survived by a son, Norman A. Gervais.

GENE H. HALL



Brother Gene Hall passed away Aug. 6. The retired radio officer was 68 years old. He first joined the radio officers organization in 1959 and retired 30 years later. He was a resident of New York City. He is survived by his friend, Madeleine Branch.

ALEXANDER E. HAS



Brother Alexander Has died March 17. The 83-year-old pensioner joined the union on July 1, 1944 and had retired on Jan. 1, 1984. His last recorded employment with the union was with Sea-Land Service in 1981. He was living in San Jose, CA, at the time of his death. Brother Has is survived by his wife, Neva.

WILLIAM P. HENRY



Brother William Henry died May 15 at the age of 82. A retiree since 1988, he had previously been employed by the State of Alaska. At the time of his death he was living in Palm Desert, CA. He is survived by his wife, Sadie.

LLOYD E. HIGH



Brother Lloyd High died June 5. He was 87 years old and had enjoyed a 25-year retirement from shipping. Brother High lived in Weldon, CA, at the time of his passing. His last recorded sailing job was with Sea-Land Service back in 1971. He is survived by his wife, Esther.

LOUIS J. JOHANSEN

Louis Johansen died Sept. 9 at age 83. Brother Johansen joined the union in 1970 and retired in 1982. His last recorded employment under MEBA contract was with the old New York Dock Railway. He lived in West Orange, NJ, and is survived by his wife, Alice.

ARZA H. JOHNSON

Pensioner Arza Johnson died Feb. 11, 1999 at the age of 85. Johnson had a long sailing career, with more than 32 years of pension credit to his name when he retired in 1975. He was originally associated with the Brotherhood of Marine Officers. Brother Johnson was living in Elmhurst, NY, at the time of his death. He is survived by a son, Charles W. Johnson.

SAMUEL R. JONES

Brother Samuel Jones, an active union member for 45 years, passed away on July 16. He was 76 years old. A member of District #3 - Radio Officers Union (ROU), he joined in 1943 and didn't retire until 1988. His last recorded MEBA employment was with Puerto Rico Marine Management in 1987. He was living in Baltimore, MD, at the time of his death. He is survived by two brothers, Ronald C. Jones and Richard N. Jones.

FRANK JUNG

Frank Jung died Feb. 26 at age 82. Jung was originally associated with the Brotherhood of Marine Officers and retired from the MEBA in 1978. He lived in San Francisco, CA. Brother Jung is survived by his sister, Aileen Jung.

NANNIE T. KELLER

Brother Nannie T. Keller passed away on Aug. 16. He was 98 years old. Retired for the last 22 years, he was living in the Houston area at the time of his death. He is survived by a daughter, Dorothy Desforges.

WILLIAM J. KENNERLY

William Kennerly died Sept. 7 at age 71. He had been retired for only about three years. He joined the MEBA in 1956 and last sailed with Matson Navigation in 1995. He lived in Splendora, TX, and is survived by his wife, Sheila.

THOMAS C. KNEER

Long-time pensioner Thomas Kneer, 90, passed away Aug. 12. He was living in southern California at the time of his death. Brother Kneer retired in 1965, the same year that he last sailed for Keystone Shipping Co. He is survived by his son, Thomas C. Kneer, Jr., and a grandson, Ray Lopez.

EDWARD LANIOHAN

Edward Laniohan of Kalaheo, HI, passed away on May 16. He was 71 years old. Brother Laniohan joined the union in late 1968 and retired in early 1993. His last recorded employment with a MEBA-contracted shipping line was with Matson Navigation. He is survived by his wife, Esther.

CLIFTON A. LEWIS



Clifton Lewis of Queens, NY, died March 12. Brother Lewis, 70, had been retired since 1993. His last sailing job was with Farrell Lines. He is survived by a son, Clifton Lewis, Jr.

SHERWIN H. LUEHRS



Active MEBA member Sherwin Luehrs died May 26. He was 69. Brother Luehrs, a resident of Alameda, CA, first joined the union in 1960. One of his employers was Sea-Land Service, although union records indicate that the last time he sailed under MEBA contract was in 1985. He is survived by a son, John H. Luehrs, and a daughter, Tammy A. Luehrs.

ED F. MASON

Ed Mason, 84, died Feb. 20. A member of District No. 3 - Radio Officers Union (ROU), Mason first joined the MEBA in 1967. He last sailed in 1984 aboard a Marine Transport Lines vessel. At the time of his death he was living in Hankamer, TX. Brother Mason is survived by his wife, Sarah.

WILLIAM T. MATYAS

Long-time MEBA member William Matyas died Aug. 22. The Camino, CA, resident was 82 years old. Brother Matyas joined the union in 1943 and retired in 1979. His last sea-going employment under MEBA contract was with Marine Transport Lines. He is survived by his wife, Jean, and a daughter, Susan Reverie.

KENNETH A. McCANN

Brother Kenneth McCann passed away Aug. 23 at age 85. At the time of his death he was living in Santa Rosa, CA. He became a member of the MEBA in 1974 and retired in 1987. His last employment with a MEBA-contracted shipping company was with Westchester Marine in 1985. He is survived by his wife, Virginia.

EDMOND P. McMAHON

A retiree for almost 35 years, Edmond McMahon died in early June. He was 88 years old. At the time of his death he was living in West Islip, NY. He had been a pensioner since 1965. Brother McMahon is survived by his wife, Nyra.

FLORENZO MICHETTI

Brother Florenzo Michetti died Feb. 1. He was 84 years old and a resident of Kissimmee, FL, at the time of his death. Brother Michetti retired 25 years ago with 20 years of pension credit to his name. He is survived by a son, Richard D. Michetti.

MARK P. MILLER

Mark Miller of Kingston, WA, passed away Feb. 12. Brother Miller, 75, was a member of the union for 43 years. He joined the MEBA in 1945 and retired in early 1988. One of his employers was American President Lines. He is survived by his wife, Lila.

WALTER F. MIZWIN



Brother Walter Mizwin, a 40-year member of the MEBA, passed away July 17. The Arlington, VA, resident was 77 years old. He joined the union in 1945 and didn't take his retirement until 1985. His last shipping job under MEBA contract was with West Coast Shipping. His wife, Marie, survives him.

CHRISTOPHER C. MULLER, JR.



Christopher Muller of Prescott, AZ, died Feb. 18. He was 77. Brother Prescott was a 39-year member of our union when he retired in 1983. His last shipping job with the MEBA was with Coastwise Shipping, an operation that handled oil transport for Amoco. He is survived by a daughter, Linda Snavelly.

JAMES MURRAY

Radio Officer James Murray of Seattle, WA, died Sept. 3. He was 75. A member of District #3 - Radio Officers Union (ROU) since 1969, Brother Murray took his retirement in 1990. His last recorded sea-going job under a MEBA contract was with Farrell Lines. He is survived by his wife, Hester.

FRED E. MYERS

Only 58 years old, Brother Myers passed Feb. 12. He had been retired for about 10 weeks at the time of his death. He was a long-time resident of the St. Louis, MO, area. Brother Myers first joined the union in 1976 and his last recorded sea-going employment was with Marine Transport Lines. He is survived by a son, John E. Myers.

CLARENCE L. NOLES

Pensioner Clarence Noles of Baltimore, MD, passed away May 12. He was 73 years old and had been retired since 1983. He had a long career with the MEBA, having first joined the union in 1946. One of his MEBA employers was United States Lines. He is survived by a sister, Frances A. Noles.

HERBERT P. O'DELL



Herbert O'Dell died May 6 at the age of 74. A pensioner since 1988, Brother O'Dell was living in Tampa, FL, at the time of his death. Shortly before retiring he had sailed with Waterman Steamship. He is survived by his wife, Zina.

CHARLES C. OXNER

Charles Oxner, 85, passed away May 10 in Seattle, WA. Brother Oxner had been retired since 1969. One of last sailing jobs was with States Marine Lines. He is survived by his wife, Joann.

STANLEY W. PACUK

Brother Stanley Pacuk passed away on March 4. He was 69 years old and had been retired for only about two years. His last recorded sea-going employment was in 1987 with Farrell Lines. A resident of Wrentham, MA, Brother Pacuk is survived by his wife, Mary.

EUGENE H. PALMER

Eugene Palmer died Aug. 25 at age 79. He was living in Wellington, FL. Brother Palmer had 30 years of pension credit when he retired in 1976. His last recorded employment under a MEBA contract was with Waterman Steamship. He is survived by his wife, Helen.

WAYNE E. PETTIFORD

Wayne Pettiford, 63, died April 13, 1999. He was living in Suffolk, VA, at the time of his passing. Brother Pettiford joined the union in 1974 and began taking his pension in 1996. One of his MEBA employers was Farrell Lines. He is survived by his wife, Glenda, and two children, Anthony W. Pettiford and April D. Clark.

JAMES H. PIQUETTE



Brother James Piquette died May 16 at age 75. He first joined the union in 1955 and retired thirty years later. At the time of his death he was living in Gold River, CA. His last recorded employment under MEBA contract was with American President Lines. Brother Piquette is survived by a niece, Coleene Stevens.

ENNIE PREWITT

Pensioner Bennie Prewitt passed away March 30. He was 84 years old and living in Brockton, MA, at the time of his death. MEBA records are incomplete about his early connection with the union but they do reflect that he had 25 years of pension credit when he retired in 1970. Brother Prewitt is survived by his wife, Ruth.

ROBERT T. QUERUBIN

Robert Querubin died March 20, 1999 at age 91. MEBA records are incomplete about his early connection with the MEBA but they do show that he retired in 1970 and that he was once associated with the Brotherhood of Marine Officers. He was a resident of Bellmawr, NJ at the time of his death. He is survived by his wife, Helen, and a son, Michael Querubin.

JOHN F. QUINN

John Quinn of Pompano Beach, FL, passed away June 15. He was 83 years old. Brother Quinn retired in 1972. He is survived by a daughter, Adrienne F. Quinn.

EDWARD C. RAGAN

Brother Edward Ragan of Savannah, GA, died Feb. 13. He was 78 years old. He joined the MEBA in 1952 and retired in 1980. He shipped out with United States Lines shortly before retiring. Brother Ragan is survived by his wife, Eleanor.

EDWARD M. REESE

Edward Reese of Houston, TX, died June 10. He was 85 years old. A 33-year member of the MEBA, Brother Reese retired in 1979. His last recorded employment with a MEBA-contracted shipping company was with Lykes Bros. Steamship Co., also in 1979. He is survived by his wife, Areta.

EDWARD RIEGER

Brother Edward Rieger died March 28, 1999. He was 86. He joined the MEBA in 1945 and retired in 1982. Brother Rieger last sailed under MEBA contract in 1979 for Trinidad Corp. He is survived by a son, Gary Weber.

DOUGLAS S. RODRICK

Douglas Rodrick, a 41-year member of the MEBA, passed away in April. He was 80 years old and living in Langley, WA. He joined the union on Oct. 1, 1943 and retired on July 1, 1984. His last employment with an MEBA-contracted shipping company was in 1980 with Sea-Land Service. He is survived by a daughter, Linda R. Swenson.

JOSEPH ROKICKI

Joseph Rokicki, 80, died May 5. He had been retired for 15 years from the Woods Hole, Martha's Vineyard and Nantucket Steamship Authority. Brother Rokicki, who is survived by his wife Lillian, lived in Hebron, CT.

JOHN F. ROMANN

John Romann, passed away Feb. 5 of this year. He was 78 years old and lived in Easton, PA. Brother Romann joined the MEBA in 1966 and retired in 1991. One of his shipping jobs was with Moore McCormack Lines. He is survived by his wife, Jacqueline.

WILLIAM J. ROSE



William Rose passed away March 3 of this year. The Long Beach, CA, resident was 71. Brother Rose was an active member of

the union between 1961 and 1987. Shortly before retiring in 1987, he was employed by Vessel Charters, Inc., a company that was closely associated with Prudential Lines. Brother Rose is survived by his wife, Leona.

FITZGERALD ROSS



Brother Fitzgerald Ross, 76, died March 9. He joined the union in 1967 and retired in 1986. Immediately before retiring he had been

employed by United States Lines. He is survived by his wife, Priscilla.

ROBERT N. SANFORD

Brother Robert Sanford died Aug. 12. He was 70 years old. The Salem, WA, resident became a union member in early 1979 and retired in early 1992. His last recorded employment under MEBA contract was with Matson Navigation in 1991. The union has no record of any surviving family members.

STANLEY SCHMIDT

Stanley Schmidt of Daly City, CA, passed away July 3. He was 91. Brother Schmidt retired from the union in 25 years ago with 25 years pension credit to his name. He is survived by his wife, Edith, and a son, George S. Schmidt.

CHARLES J. SCHULER

A decorated merchant marine veteran of World War II, Charles J. Schuler passed away May 21. He was 79. Brother Schuler was an early graduate of the U.S. Merchant Marine Academy at Kings Point, which was created to train officers for service in World War II. Schuler was cited for valorous action under fire in Dutch Harbor, AK, during a Japanese attack. He also was awarded a medal from the Soviet Union for his service on dangerous convoy duty. Retired since 1976, Brother Schuler was in the East Orange (NJ) Veterans Hospital at the time that he died. He is survived by a sister, Annette Andrea, by a niece, Anita Griffin, and by two nephews, James P. Andrea and John Schuler Jr.

EUGENE SECUSKIE

Eugene Secuskie of Guston, KY, died June 8. He was 67 years old and had been retired since 1991. Brother Secuskie joined the MEBA in 1966 and sailed with Matson Navigation shortly before retiring. He is survived by his friend, Misako McCune.

JOSEPH R. SHAFER

Joseph Shafer, 84, passed away June 10. Brother Shafer joined the union in 1969 and retired in 1982. The Corona, CA, resident sailed with American President Lines shortly before his retirement. He is survived by his wife, Lillian.

FREDERICK C. SHIELDS

Frederick Shields died Feb. 7 at age 83. A resident of Westville, FL, he had been retired since 1978. Shortly before retiring he had shipped out with Lykes Bros. Steamship Co. Brother Shields is survived by a sister, Vivian M. Shields.

WILLIAM E. SHILLING

Brother William Shilling died April 25. He was 83 and living in Texarkana, TX, at the time of his passing. He joined the union in early 1967 and retired in 1981. His last union job at sea was with Lykes Bros. Steamship Co. He is survived by his wife, Hilda.

ROBERT R. SHREVE

Radio officer Robert Shreve passed away Feb. 17. He was 74 years old. Brother Shreve was associated with District No. 3 - Radio Officers Union (ROU) and became a member of the MEBA in 1977. He worked for United States Lines shortly before he retired in 1989 and was living in Winter Haven, FL, at the time of his death. He is survived by his wife, Juanita.

KIRBY N. SMITH

Long-time MEBA member Kirby Smith passed away Aug. 5. He was 78 years old and living in Salisbury, NC, at the time of his death. Brother Smith joined the union in early 1944 and retired 40 years later. His last recorded employment with a MEBA-contracted company was in 1984 with United States Lines. He is survived by his wife, Gloria, and a son, Gregory L. Smith.

THEODORE R. SOOMANN



Brother Ted Soomann, an active member who sailed for Marine Transport Lines as recently as this year, died March 30. He

was 54 years old and had been in the union since 1969. Brother Soomann was a resident of Novato, CA. He is survived by a friend, Michael L. Gardner.

DUANE A. STRAHIN

Only 49 years old, Brother Duane Strahin died on May 9. A member of the union since 1971, his last recorded sailing job was in 1988, with Puerto Rico Marine Management. He lived in Wilmington, NC, and is survived by his father, John E. Strahin.

GEORGE E. STUCKEY

Brother George Stuckey of Marysville, WA, passed away April 1. He was 91 years old. Union records do not reflect when he first joined the union but show that he started taking his retirement in 1975.

HERMAN STUGER

An active member of the MEBA for almost 35 years, Brother Herman Stuger died Aug. 14. He was 76 years old. He joined the union in early 1951 and retired in 1984. His last recorded employment with a MEBA-contracted shipping company was with Marine Transport Lines in the same year as his retirement. The union has no record of surviving family members.

GEORGE T. SWINSON

George Swinson died Feb. 16 at age 85. Brother Swinson retired in 1964 with 20 years of pension credit to his name. He was living in Morehead City, NC, at the time of his death. He is survived by his wife, Ethel.

URSA E. SWISHER

Long-time pensioner Ursa Swisher passed away Feb. 24 at age 88. He had been retired since 1969. At the time of his death Brother Swisher was living in River Ridge, LA. He is survived by his wife, Orina.

RALPH E. TASKER



Pensioner Ralph Tasker died March 12, 1999 at age 86. A resident of Hillsboro, OR, Brother Tasker had been retired

since 1977. His last employment under MEBA contract was with States Steamship. He is survived by his wife, Lillian.

JAMES K. TODD

James Todd of Ronan, MT, died June 15. He was 75 years old. Brother Todd joined the MEBA in 1966 and retired in 1987. His last recorded MEBA-contracted employer was Sea-Land Service. He is survived by his wife, Wanona.

DANIEL L. TUCKER



Only 48 years old, Daniel Tucker died May 11. He joined the MEBA in 1980 and has been shipping out on a regular basis, most

recently with Sea-Land in 1998. Brother Tucker lived in Lake Stevens, WA. He is survived by a daughter, Anastasia K. Tucker, and a brother, Edward L. Tucker.

STANLEY J. TURNER



Brother Stanley Turner passed away April 4. He was 86 years old and had been retired for the last 22 years. He was

living in Brookings, OR, at the time of his death. A daughter, Constance C. Bowling, survives him.

RICHARD W. UFFLEMAN

Richard Uffleman passed away on Valentine's Day of this year. He was 75 years old. Brother Uffleman had been a pensioner since 1968 and was living in Bushkill, PA, at the time of his death. He is survived by his wife, Audrey.

JOHN F. VARGAS



Brother John Vargas, a member of MEBA District No. 3 - Radio Officers Union (ROU), died in March. He was 88. Brother Vargas retired

in 1975 after more than 20 years in the union. He was living in Raleigh, NC, at the time of his death. He is survived by a daughter, Cynthia V. Parsons.

JOSE J. VARGAS

Jose Vargas of Houston, TX, passed away May 8. He was 77. He joined the MEBA in 1957 and retired in 1983. His last recorded employment under a MEBA contract was with Lykes Brothers Steamship Co. Brother Vargas is survived by his wife, Ileana.

MALCOLM L. WADE

Another member of District No. 3 - Radio Officers Union (ROU), Malcolm L. Wade, died in April. He was 86 years old. Brother Wade joined the union in 1944 and retired in 1982. His last MEBA job before retiring was with United States Lines. At the time of his death he was living in Orlando, FL. He is survived by his wife, Takako.

CARL B. WALLMARK

Brother Carl Wallmark of Nassjo, Sweden, died Feb. 4 at the age of 82. He joined the union in 1968 and retired in 1983. One of his MEBA employers was Lykes Brothers Steamship Co. He is survived by his wife, Margareta.

THOMAS J. WILSON

Active MEBA member Tom Wilson died June 13. He was only 46 years old. Born to a large family in St. Louis, MO, he acquired his nickname "Friar Tuck" — or "Tuck" to his friends — while attending a seminary high school there. An early interest in shipping led to jobs on river tugs and he became a member of the National Maritime Union in the 1970s. A desire to learn and to gain broader shipping experience drew him to the Calhoun MEBA Engineering School, where he graduated in 1980. His last recorded employment under MEBA contract was with Lykes Bros. Shipping Co. in 1990. He lived in Wilmington, NC, and is survived by his devoted friend, Gwen.

JAMES D. WRISTON

Long-time pensioner James D. Wriston passed away Feb. 26. He was 84 years old. MEBA pension records do not indicate when he first joined the union but do show that he retired in 1968 with a full pension. There is no record of any surviving family members.

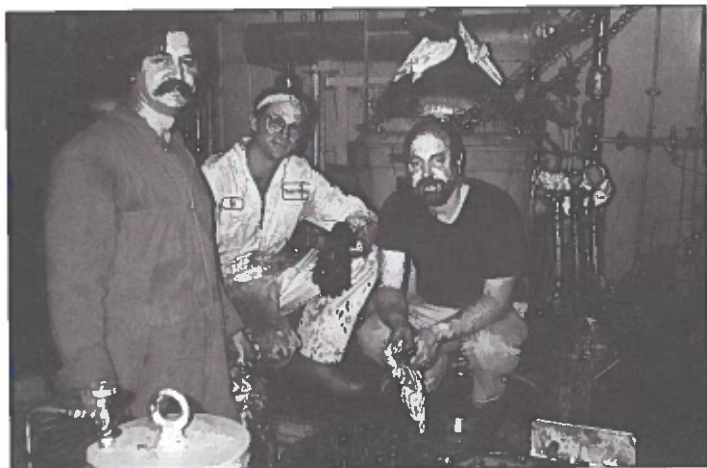
Marine Officer Invites Members To Remember Union Comrades

The *Marine Officer* publishes obituaries of union members who have passed away as a tribute to the dead and as a service to the living.

The information contained in the obituaries is obtained from MEBA Benefit Plans, which maintains data bases for the purpose of administering union benefits. That information therefore reflects only a small percentage of the information about the lives of members who have sailed on the Final Voyage.

The *Marine Officer* is always happy to supplement its information about departed members with other information received from friends and relatives. MEBA headquarters sometimes receives letters from friends and relatives that include photos, clippings from local publications or other material that illuminates the lives of departed brothers and sisters, and every attempt is made to include this material in the pages of the *Marine Officer*.

Members are encouraged to send such letters if they become aware of the death of a union member or sister so that the *Marine Officer* can better reflect the richness of the lives of departed brothers and sisters. Letters should be addressed to the *Marine Officer*, "The Final Voyage," 444 North Capitol St. NW, Suite 800, Washington, DC 20001-1570.



MEBA maintenance engineers are shown here taking a break from engine repairs on the America. Left to right are Hugh Yarbrough, Bill Thomas and Dave Pape. The America, formerly the President Hoover, is a modern container ship employed in the Lykes Lines transatlantic service.

Meeting Schedule

Port	Dec. 1999	Jan. 2000	Feb. 2000
Baltimore	Tues. 7	Tues. 4	Tues. 8
Boston	Mon. 6	Mon. 3	Mon. 7
Calhoun School	Wed. 8	n/a	Wed. 9
Honolulu	Fri. 10	Fri. 7	Fri. 11
Houston	Tues. 7	Tues. 4	Tues. 8
Jacksonville	Wed. 8	Wed. 5	Wed. 9
Los Angeles	Thurs. 9	Thurs. 6	Thurs. 10
New Orleans	Wed. 8	Wed. 5	Wed. 9
New York	Thurs. 9	Thurs. 6	Thurs. 10
Norfolk	Wed. 8	Wed. 5	Wed. 9
Portland	Tues. 7	Tues. 4	Tues. 8
San Francisco	Tues. 7	Tues. 4	Tues. 8
Seattle	Mon. 6	Mon. 3	Mon. 7
Tampa	Thurs. 9	Thurs. 6	Thurs. 10

Meetings are held monthly the first week of each month following the first Sunday. Meetings normally scheduled for a holiday will be held the next business day.

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Bruce Vail (Acting Editor),
 MARINE OFFICER, October 12, 1999

July 1999

PORT	GROUP	SHIPPING LIST REGISTRATION ENGINE DECK	DISPATCHED FROM SHIPPING LIST ENGINE DECK	CLEARED TO RETURN TO SHIP ENGINE DECK	PORT RELIEF REGISTERED ENGINE DECK	PORT RELIEF DISPATCHED ENGINE DECK
BALTIMORE	GROUP 1	41	4	0	1	16
	GROUP 2	1	1	0	0	0
	GROUP 3	2	0	0	0	0
BOSTON	GROUP 1	67	9	13	1	21
	GROUP 2	20	4	2	1	0
	GROUP 3	40	2	7	0	0
CHARLESTON	GROUP 1	7	2	6	2	0
	GROUP 2	0	1	0	0	0
HONOLULU	GROUP 1	13	2	7	0	0
	GROUP 2	1	0	1	0	0
HOUSTON	GROUP 1	31	4	6	1	9
	GROUP 2	14	1	3	2	0
	GROUP 3	5	0	1	0	0
JACKSONVILLE	GROUP 1	28	0	11	0	4
	GROUP 2	1	0	0	1	0
LOS ANGELES	GROUP 1	50	1	16	0	13
	GROUP 2	9	0	2	0	0
	GROUP 3	0	0	3	0	0
NEW ORLEANS	GROUP 1	27	4	5	0	7
	GROUP 2	10	0	2	0	0
	GROUP 3	5	3	2	0	0
NEW YORK	GROUP 1	47	1	0	1	8
	GROUP 2	4	0	0	0	0
	GROUP 3	9	0	1	0	0
NORFOLK	GROUP 1	23	1	2	0	6
	GROUP 2	2	1	2	0	0
PORTLAND	GROUP 1	15	1	0	0	3
	GROUP 2	1	2	1	0	0
SAN FRANCISCO	GROUP 1	71	3	17	0	12
	GROUP 2	11	0	5	0	0
	GROUP 3	5	0	6	1	0
SEATTLE	GROUP 1	66	3	13	1	17
	GROUP 2	14	2	2	0	0
	GROUP 3	5	0	7	0	0
TAMPA	GROUP 1	18	0	3	1	5
	GROUP 2	3	1	2	2	0
	GROUP 3	1	0	0	0	0

Note: Job figures are for the calendar month. Registration figures are compiled on the last business day of the month. * 3 berths ** 1 berth *** 1 berth

August 1999

PORT	GROUP	SHIPPING LIST REGISTRATION ENGINE DECK	DISPATCHED FROM SHIPPING LIST ENGINE DECK	CLEARED TO RETURN TO SHIP ENGINE DECK	PORT RELIEF REGISTERED ENGINE DECK	PORT RELIEF DISPATCHED ENGINE DECK
BALTIMORE	GROUP 1	37	5	4	0	11
	GROUP 2	1	2	0	0	0
	GROUP 3	5	1	0	0	0
BOSTON	GROUP 1	69	13	3	0	18
	GROUP 2	21	4	6	0	0
	GROUP 3	41	3	1	0	0
CHARLESTON	GROUP 1	9	1	10	2	2
	GROUP 2	1	1	0	0	0
HONOLULU	GROUP 1	13	2	2	0	1
	GROUP 2	2	0	1	0	0
HOUSTON	GROUP 1	31	2	0	4	7
	GROUP 2	12	1	1	2	0
	GROUP 3	2	0	5	0	0
JACKSONVILLE	GROUP 1	16	0	9	0	5
	GROUP 2	3	1	0	0	0
LOS ANGELES	GROUP 1	55	2	12	0	10
	GROUP 2	9	0	3	0	0
	GROUP 3	0	0	4	0	0
NEW ORLEANS	GROUP 1	30	6	4	1	11
	GROUP 2	7	1	3	1	1
	GROUP 3	3	3	4	0	0
NEW YORK	GROUP 1	47	1	5	0	7
	GROUP 2	3	0	0	0	0
	GROUP 3	0	0	0	0	0
NORFOLK	GROUP 1	21	0	1	0	0
	GROUP 2	3	1	1	0	0
PORTLAND	GROUP 1	9	2	0	0	5
	GROUP 2	2	2	0	0	0
SAN FRANCISCO	GROUP 1	69	3	17	2	27
	GROUP 2	11	0	2	0	0
	GROUP 3	9	0	8	1	0
SEATTLE	GROUP 1	69	3	19	0	13
	GROUP 2	14	2	6	0	0
	GROUP 3	12	0	13	0	0
TAMPA	GROUP 1	15	0	5	1	4
	GROUP 2	3	1	0	1	0
	GROUP 3	2	0	1	0	0

Note: Job figures are for the calendar month. Registration figures are compiled on the last business day of the month. * 3 berths ** 1 berth *** 1 berth

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YOUR POLITICAL ACTION FUND AT WORK...

Political Action Starts At Local Level

Organized labor is a powerful force in California, and particularly in the San Francisco Bay Area. Here, MEBA San Francisco Representative Bill Ward touches base with Democratic Sen. Barbara Boxer and Frank Egger, a candidate for the California State Assembly.



A famous politician once said "All politics is local" and the MEBA is working to make sure that local politics works in favor of our union.

MEBA elected officials are continually working to strengthen our ties to local political organizations in the knowledge that influence is often exerted upward through the structures of local, state and federal governments.

These efforts are taking place across the country: MEBA officials and rank-and-file members are active on all coasts and in dozens of electoral races and political contests.

In just one recent example, MEBA members Joseph George and George Robinson this fall volunteered their time in support of a Louisiana State Senate candidate involved in a tight race against an opponent explicitly hostile to organized labor. The pro-labor candidate, Mike Robichaux, defeated his opponent with the help of the MEBA and other unions.

California State Senator Don Penta shares the MEBA's interest in the high-speed ferry systems that are being developed in the Bay Area. San Francisco Patrolman Jon Anderson, at right, is working to insure MEBA jobs are part of the new ferry systems being considered by local government officials.



U.S. Sen. Barbara Mikulski (D-MD), above, seated next to MEBA President Larry O'Toole, is a valued friend of the MEBA. The relationship with her began when she was a Baltimore City Councilwoman, developed further when she was a member of the U.S. House of Representatives, and continues as she gains seniority as a Senator. She recently addressed a graduating class at the Calhoun MEBA Engineering School and pledged her ongoing support for the American merchant marine.



Atlantic Coast Vice President Paul Krupa, at left, and Federal Maritime Commissioner James Momm attended a maritime industry event in New York earlier this year. Personal relationships with political appointees in key government posts, like Momm, are part of the face-to-face political work that supports the PAF.

Countless other examples demonstrate the importance of local involvement. As the country increasingly focuses on the 2000 Presidential races and the fight for control of Congress, the MEBA will not be forgetting its commitment at the local level. The union, of course, will be actively involved in the national struggles next year but it will also be in the trenches at the community level across the country.

CORRECTION

The last edition of the *Marine Officer* contained a list of members who use the check-off to make a donation of at least \$30 a month to the Political Action Fund (PAF). Mistakenly omitted from the list were several union officials who support the PAF through check-off contributions of at least that amount. They are Duncan Ballenger, Bob Barron, Al Camelio, Marc Huber, and Bill Ward. The *Marine Officer* regrets the error and apologizes for any inconvenience caused by the error.