Nominations for regular officers of the Sailors’ Union of the Pacific will occur at the September coastwise meetings.

All current officers term expire on February 28, 2002 with successful candidates assuming office on March 1, 2002 after a secret, mail ballot election is conducted between December 1, 2001 and January 31, 2002. The ballot will also include the election of four Trustees of the SUP Building Corporation and four delegates to the Seafarers’ International Union of North American Convention plus a referendum on two proposed amendments to the SUP Constitution and four proposed amendments to the SUP Shipping Rules.

Any eligible member may place his/her own name in nomination or may be nominated by another member. Nominations may be made either in person or by mail; however, any nomination made by mail must be received at the Branch or Headquarters at least one day prior to the meeting at which nominations will be received.

In accordance with the SUP Constitution, an official Notice of Nomination is printed on Page 3.

Senators blast customs rule to tax repair work in U.S.-flag ships

As a follow up to last month’s West Coast Sailors article on the U.S. Customs Service’s decision to tax repair work performed by U.S. mariners in American-flag vessels at sea, a bipartisan group of Senators wrote to Charles Winwood, Acting Commissioner of Customs on August 16 decrying the decision as “a major departure from past industry practices and obligations, whose financial and administrative burdens on the U.S. owner/operator are unfair, ill-conceived and impossible to meet.”

Commerce Committee Chairman Ernest Hollings (D-SC), Republican Leader Trent Lott (R-MS), Defense Appropriations Subcommittee Chairman Daniel Inouye (D-HI), the Ranking Member of the Energy Committee Frank Murkowski (R-AK) and Surface Transportation & Merchant Marine Subcommittees Chairman Breaux (D-LA) told Winwood, “Intended or not, this rule severely penalizes U.S.-flag vessels.

Along with a coalition of maritime interest the SUP criticized the rule several weeks ago in a letter to the Customs Service. The rule, in effect since April 25, further amends rules that impose a 50 percent ad valorem duty for U.S.-flag ships on the high seas. The rule now also subject to the 50 percent ad valorem duty. Moreover, equipment imported into the U.S. and duty paid thereon will now be subject to an additional ad valorem duty if the item is reexported without payment of duty.

When this rule was initially proposed in 1999, the maritime industry was not included and has thus not had input on its formulation. When the Department of Transportation issued its final rule in December 2000, the industry (unlike and employers) were stunned to discover that maritime had been included among all other transportation department-regulated industries (truck, etc.).

In a letter sent to the agency in June by maritime labor (SIUNA, MM&P, MEBA), employers and industry trade associations stated that “both marine employees and employers have a strong interest in supporting the Department’s objective of ensuring a safe and drug-free transportation workplace. However, we have serious concern about the burdens of the rule will impose on marine employers and the privacy issue it raises for marine employees.”

Since the Transportation Department was not responsive, the SIUNA (which the SUP and MFOW are affiliated), the MM&P, MEBA, and AMO wrote to Transportation Secretary Norman Mineta on July 30 requesting that the August 1 implementation date of the rule be permanently suspended and the rule itself be temporarily suspended “until such time as a methodology can be crafted to address the operational requirements of the maritime industry.”

The letter further stated: “One major difference between surface transportation and maritime transportation modes is found in the licensing and documentation of employees. A mariner must have a merchant mariner document issued from one source only— the U.S. Coast Guard (USCG). The USCG rigorously enforces the drug and alcohol requirements and suspends/revokes documents of offenders. If you have a mariners document, then you either have not committed an offense or your privilege has been restored by the USCG after completing an appropriate rehab program. The controls are already in place. The same may not be true for surface transportation with multi-state licensing.

We strongly believe that 49 CFR 40.25 is a clear invasion of privacy. Once an individual has participated in the return-to-duty process and is permitted by the collective bargaining agreements between the seagoing unions and their contracted companies, the record of prior drug or alcohol violations should not be relevant or affect the individual’s ability to gain employment aboard a U.S.-flag commercial vessel. After all, the USCG has restored the license of merchant mariners to the individual.

Furthermore, the provision, which may make sense for the surface transportation modes, does not take into account how the maritime industry supplies labor to shipping companies. In the maritime industry, there are essentially two (2) classes of employees— permanent and rotary hires. Permanent employees are tied to a specific vessel, and we believe the provision would have a marginal impact them. On the other hand, the provision would cause havoc on the hiring hall system, which supplies rotary hires to shipping companies. The hiring hall relies on just-in-time delivery of fit-for-duty merchant mariners to crew U.S.-flag vessels. A requirement for further background checks of merchant mariners who hold the requisite USCG license or documents prior to a vessel’s sailing makes no rationale sense in that it can potentially paralyze ves- sel operations.”

On August 17, American Ship Management notified the SUP and MFOW that the company intended to implement the Transportation Department drug and alcohol rule and requested the unions’ cooperation and assistance by having those dispatched fill out the Consent and Self-Certification form.

On the same day, SUP President Gunmar Landlebe and MFOW President Whitey Disley informed that “until such time as this matter is definitively resolved, the Sailors’ Union of the Pacific and the Marine Firemen’s Union have advised our agents not to have our members complete the consent and Self-Certification Form.” In addition, the union presidents stated, “Also be advised that we are opposed to a background check, included in the form by ASM, done by the Marine In- index Bureau (MIB) as the CFR 40.25 does not require it.”

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The Quarterly Finance Committee, duly authorized to act by the regular meeting at Headquarters on July 9, 2001, hereby submits the following report:

**SUMMARY OF CASH AND INVESTMENTS**

**General Fund** .......................................................... $1,026,668.67

**Political Fund** .......................................................... $3,563.13

**Strike Fund** ............................................................. $2,933,730.99

**Total Cash and Investments 2nd Qtr 2001** .................. $3,936,962.79


**GENERAL FUND**

**Income:**
- Dues, Initiation, Assessments .................................. $119,092.50
- Interest ........................................................................ 31,315.02
- Donations - West Coast Sailors .............................. 2,399.24
- Tanker & Joint Committee, Hiring Hall ................. 98,249.50
- Advertising & Promotion ......................................... 657.40
- Miscellaneous Reimbursements ............................. 1,464.23
- Reimbursed North/east Wages ............................... 6,393.52
- Reimbursed Field Expense ..................................... 99.44
- Contributions - General Fund ................................. 2,030.00

**Total Income:** .......................................................... $2,323,962.79

**Expenses:**
- Auto & Travel .......................................................... $3,019.04
- Rent ........................................................................... 10,721.04
- Postage, Printing & Office .................................... 5,009.67
- Telephone & Telegraph .......................................... 5,152.01
- West Coast Sailors Publishing Expense ............... 8,149.67
- Per Capita ................................................................. 12,447.25
- Salaries & Payroll Taxes .......................................... 167,757.54
- Office Workers Pension ......................................... 4,422.60
- Insurance ................................................................. 21,228.71
- Field Expense ......................................................... 996.78
- Committee & Neg., Conference & Conv. ............. 3,096.61
- Contribution ............................................................ 3,130.00
- Investment Expense ................................................. 1,413.31
- Officials’ Pension ...................................................... 1,546.29
- Flowers ..................................................................... 597.00
- Advertising & Promotion ...................................... 4,978.94
- Legal & Accounting ................................................ 4,000.00
- Filing & License Fees ............................................... 10.00

**Total Expense:** ....................................................... $2,329,962.79

**Total Income:** .......................................................... $2,323,962.79

**Net Income:** .......................................................... $6,000.00

**POLITICAL FUND**

**Income:**
- Contributions .......................................................... $2,763.00
- Interest ........................................................................ 3.12

**Total Income:** .......................................................... $2,766.12

**Expenses:**
- Contributions .......................................................... $2,763.00

**Total Expense:** ....................................................... $2,763.00

**Net Income:** .......................................................... $14,489.89

**1st Quarter** .............................................................. $4,653.37

**Year to date** ............................................................. $51,802.28

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**BUILDING CORPORATION**

**Income:**
- Assessments .......................................................... $3,400.00
- Vending, Miscellaneous ........................................ 33.07
- Interest & Principle on Mortgage Notes .............. 6,235.62
- Rents .................................................................... 91,146.88
- **Total Income:** ..................................................... $100,335.57

**Expenses:**
- Building Services & Utilities .............................. $25,205.72
- Repairs & Maintenance ........................................ 6,660.73
- Salaries & Payroll Taxes .................................. 14,022.73
- Pension ................................................................. 140.44
- Legal Expense ....................................................... 24,723.45
- Filing & License Fees ........................................... 523.00
- General Tax ............................................................ 10,553.99
- Insurance ............................................................... 657,927.38
- **Total Expense:** ..................................................... $68,217.28

**Total Income:** .......................................................... $313,118.29

**Net Income:** .......................................................... $244,901.01

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**SUP Meetings**

These are the dates for the regularly scheduled SUP meetings in 2001:
- May 10
- July 12
- September 16
- October 9
- November 13
- December 11

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**Protect your privacy**

The four major credit bureaus in the United States, are allowed to release your credit information, mailing address, phone numbers to anyone who requests it. This began July 1.

If you would like to “opt out” of this release of information, you can call 1-888-567-8688. It only takes a couple of minutes to do and you can take care of anyone else in the household while making only one call, you’ll just need to know their social security number.

Be sure to listen closely, the first opt out is only for two years, make sure you wait until they prompt you to press “3” on your keypad to opt out for good.

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**Final Departures**


Former S.F. Bar Pilot William Meyer dies

Captain William W. Meyer, a retired San Francisco Bar Pilot, died in Berkeley on August 14.

Born in San Francisco in 1918, Meyer began his seagoing career at 17 when he was shipped as a cadet in a Matson line vessel under the command of his father Captain William R. Meyer. He was elected to a two-year term as Port Agent.

A memorial service for Captain Meyer will be held on September 13 aboard the Presidential Yacht Polomok in Oakland.
**Notice to all SUP Members**

**NOTICE OF NOMINATION AND ELECTION OF OFFICERS**

for the

SAILORS’ UNION OF THE PACIFIC

2002-2004 TERM

The membership of the Sailors’ Union of the Pacific is hereby notified that the regular secret unionwide convention of officers will be held from December 1, 2001, through January 31, 2002.

Attention is also called to the fact that nominations for regular office in the SUP for the 2002-04 term of office will be opened at Headquarters and in all Branches at the Regular meetings in September 2001.

The Regular meetings in September will be held at the following locations, dates and times:

- **Headquarters:** September 10, 2001 - 11:00 A.M.
  450 Harrison Street, San Francisco, CA
- **Branches:** September 17, 2001 - 11:00 A.M.
  Seattle, WA: 1253 Sixth Ave. So., Suite A
  Wilmington, CA: 1349 Marine Ave.
  Honolulu, HI: 707 Alakea St.

In accordance with the SUP Constitution, any eligible member may place his/her own name in nomination for any regular office or may be nominated by another member. Nominations may be made either in person or by mail; however, any nomination made by mail must be received at the Branch or at Headquarters at least one day prior to the meeting at which nominations will be received.

Any member of the SUP may submit or mail in his/her own name for nomination. However, no person may be a candidate for more than one office with the exception of the positions of Trustee of the SUP Building Corporation, and the SUP Board of Trustees of the SUINA Corporation.

All nominees who wish to run for office must have the necessary qualifications and acceptances in the office of the Committee on Candidates at Headquarters, 450 Harrison Street San Francisco, CA 94105, prior to midnight of October 14, 2001.

Balloting will be conducted by mail through an impartial balloting agent approved by the membership.

The election will fill the official positions in the SUP, as prescribed by the Constitution for a two-year term of office. The jobs are: President/Secretary-Treasurer, Vice President/Assistant Secretary-Treasurer, Business Agent, each at San Francisco.

At Seattle, Branch Agent; at Wilmington, Branch Agent; at Honolulu, Branch Agent.

In addition, five regular positions as SUP Building Corporation Trustees and four delegates to the SUINA Convention will be filled.

The acceptance shall be by letter which shall be dated and shall contain the following:

- a) The name of the candidate;
- b) His/her home address and mailing address;
- c) His/her membership number;
- d) The title of the office or other position for which he/she is a candidate, including the name of the port in the event the position is sought that is of Branch Agent or Business Agent, Building Corporation Trustee or SUINA delegate.

Any member of the union is eligible to be a candidate for any regular office if within the past five years he/she has been convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violations of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Landrum-Griffin Act, or conspiracy to commit any such crime.

The names and membership numbers of nominees, if obtainable at the time, shall be recorded in the minutes at the coastwise meetings. The Balloting Committee shall be elected and shall prepare a list of names and nominees for each office and forward copies thereof to each Branch. Such lists shall be conspicuously posted in each office or hall. All nominees shall be notified by mail of their nomination and such notice shall be mailed within five working days after the nominating meeting.

A Committee on Election composed of five members in good standing shall be elected at headquarters, whose duty shall be to prepare the ballot. All nominees who desire to become candidates shall have the necessary qualifications and acceptances in the office of the Committee on Candidates prior to midnight of October 14 of the election year.

The acceptance shall be by letter which shall be dated and shall contain the following:

- a) The name of the candidate;
- b) His/her home address and mailing address;
- c) His/her membership number;
- d) The title of the office or other position for which he/she is a candidate, including the name of the port in the event the position is sought that is of Branch Agent or Business Agent, Building Corporation Trustee or SUINA delegate.

- e) He/she is not disqualified by law.

Nominees who fail to comply herewith shall be regarded as having declined the nomination.

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**Alaska cuts cruise ship traffic**

Thousands of cruise ship passengers who booked vacations to Glacier Bay National Park in Alaska this summer may have to reschedule their trips because of a federal judge’s order that fewer ships visit.

The ruling by U.S. District Judge James K. Singleton on August 3, could affect up to 32 of the 42 cruise ships still scheduled to visit the popular Southeast Alaska destination this season. Each ship carries about 1,500 passengers.

“We know there’s going to be some effect. We don’t know how much of an effect there is going to be,” said National Park Service spokesman John Quincy. He said as few as 10 or as many as 32 ships could be banned from the Glacier Bay this year.

John Hansen, executive director of the NorthWest Cruise Ship Association, said he wanted to know more about the judge’s decision before commenting.

The injunction stems from a 1997 lawsuit brought by the National Parks Conservation Association, which argued that the Park Service should have done a full-scale environmental review before increasing the number of cruiseships (from 107 to 139) allowed into Glacier Bay. The groups say that increased cruise traffic heightens the risk of spill and air pollution and of possible collisions and harm to endangered whales.

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**ChevronTexaco merger likely to win government OK**

Negotiators for Chevron and Texaco this month reached an “informal understanding” with the staff of the Federal Trade Commission on a proposed $43.6 merger, according to documents filed by Chevron with the government.

Both companies have scheduled special stockholder meetings on October 9, for a vote on the merger.

In the filing with the Securities and Exchange Commission, San Francisco-based Chevron said its negotiators had reached an informal understanding that contained a proposed consent order that he FTC must approve.

Under the plan, White Plains, New York-based Texaco, would be required to divest its investment in Equilon Enterprises, a refining partnership with Royal Dutch Shell, and Motiva Enterprises, a joint venture with Shell and Saudi Refining Inc. In addition, Texaco would be required to divest itself of its interests in U.S. natural gas processing and transportation facilities and general aviation fuel sales.

Chevron announced its plan to acquire Texaco on October 16, 2000. Once established, ChevronTexaco will be the world’s fourth largest oil company.
SUP Honor Roll
Voluntary contributions from the membership to the following funds:

**Organization/General Fund**

- John Drolla ................. 40.00
- Joe Eckert ................ 20.00
- Danny Gonzalez ............. 100.00
- William Johnson ............ 60.00

**West Coast Sailors**

- Jose Angeles ................ 20.00

**Political Fund**

- Anonymous in memory of
  - Jon Nelson .................. 50.00
  - Jerome Dominguez .......... 20.00
- Romaine Dudley .............. 10.00
- James Fernandes ............ 25.00
- Lede Forasiepi ............. 20.00
- Martin Hoogendam .......... 20.00
- Hanuu Kurppa ............... 20.00
- Ramiro Montoya .............. 10.00
- Jack Stasko ................ 20.00

**Dues-Paying Pensioners**

- Archie Aki Book #3791
- Joseph Paul Liptay Book #3725
- John Battles Book #5512
- Frank Parks Book #3798
- Richard Cummings Book #4666
- Joseph Nuipier Book #2299
- Michael Dickson .......... 20.00
- John Perez Book #3810
- Steve Everson ............. 10.00
- Kai Sorensen Book #7479
- Steve Foster ............... 25.00
- Lede Forasiepi ............ 20.00
- Louis Frazier .............. 100.00
- Raymond Pineoli ........... 20.00
- Non-member in memory of
  - John Poloski in 1946 ..... 100.00
- Robert Garcia .............. 20.00
- John Battles ............... 20.00
- Mike Powell ................. 50.00
- James Savage ............... 30.00
- Greg Schaaf ................. 10.00
- Morris Thibodeaux ......... 60.00
- Jack Stasko .......... 20.00

**Pensioner Medical Benefits**

- Active members/dependents (415) 778-5491
- Main ......................................... (415) 778-5490
- Eligibility active members/dependents ........................................ (415) 778-5491
- SUP Welfare Plan Rep .............................. (800) 796-8003

**STCW 95 Basic Training**

This course is mandatory under international law for those planning to continue going to sea after February 1, 2002

- Basic Fire Fighting
- Personal Survival
- Basic First Aid
- Personal Safety and Social Responsibility

**LMSR Vessel Training (MSC approved)**

- Sep. 24-27 Oct. 29-Nov. 1 Dec. 10-13

**Small Arms Training (MSC approved)**

- Sep. 3-6 Oct. 15-18 Nov. 26-29

**Survival Craft (Lifeboatman)**

- Sep. 20-22 Oct. 1-3 Nov. 27-Dec. 7
- Sep. 24-26 Nov. 5-7 Dec. 10-12

**Training Information and Enrollment**

- Rich Reed, SUP Welfare Plan Rep
  - SUP Welfare Plan
  - 450 Harrison Street
  - San Francisco, CA 94105
  - Tel: (415) 778-5490
  - Fax: (415) 778-5494
  - E-mail: supwelfarerep@hotmail.com
  - Dave Connolly, SUP Vice President
  - c/o Andrew Furuseth School of Seamanship
  - 450 Harrison Street, San Francisco, CA 94105
  - Tel: (415) 777-5400
  - Fax: (415) 777-5088
  - E-mail: daveconnolly@msn.com

**Welfare Notes**

July 2001

**Active members**

Active members who have their medical coverage with Kaiser Permanente will be receiving a Kaiser benefit book. This booklet will be mailed to the address listed of each subscriber currently enrolled in a Kaiser health plan offered through the Sailor’s Union. The format of these booklets will give each member detailed information about their coverage and co-payments. The information in this booklet can let you take full advantage of the benefits offered by the Kaiser plan. Those members enrolled in other health plans may contact your plan directly to receive written information that explains your plan benefits. Listed are the contact numbers for your respective plan.

- Health Net and Flex Net: 1-800-522-0088
- Group Health Seattle: 1-888-901-4636
- HIP of New York: 1-800-447-2244
- Blue Cross-Blue Shield of Louisiana: 1-800-832-5817
- Active members who have their medical coverage with Kaiser Permanente will be receiving a Kaiser benefit book. This booklet will be mailed to the address listed of each subscriber currently enrolled in a Kaiser health plan offered through the Sailor’s Union. The format of these booklets will give each member detailed information about their coverage and co-payments. The information in this booklet can let you take full advantage of the benefits offered by the Kaiser plan. Those members enrolled in other health plans may contact your plan directly to receive written information that explains your plan benefits. Listed are the contact numbers for your respective plan.

- Kaiser: (800) 796-8003
- Blue Cross-Blue Shield: 1-800-832-5817
- Other health plans: Contact your plan directly

**Pensioners**

A.A.R.P. 55 ALIVE PROGRAM!! This program helps older drivers improve driving skills, and avoid accidents and traffic violations. The AARP 55ALIVE program is the nation’s largest classroom driver improvement course for driver’s age 50 and older. The eight-hour course is taught in two, four-hour sessions, and costs $10. The course helps with improving driving skills and developing safe driving techniques. AARP members and non-members alike may take the course. There are no tests!! Upon completion of the course graduates may be eligible to receive a state mandated multi year discount on their auto insurance premiums. You may get information on classes near you by calling toll free 1-800-227-7669.

**SUP Welfare Plan**

450 Harrison Street, San Francisco CA 94105

**Telephone Numbers:**

- Main ............................................ (415) 778-5490
- Eligibility active members/dependents ........................................ (415) 778-5491
- SUP Money Purchase Plan, SUP 401(k) Plan, Pensioner Medical Benefits .................. (415) 778-5493
- Toll Free Number ................................ (800) 796-8003
Save the C.A. Thayer

The historic lumber schooner C.A. Thayer needs the help NOW of all those who are concerned with this nation’s maritime heritage.

The Thayer has deteriorated so severely in recent years that unless the vessel’s structural framework is replaced soon, she will sink.

The Department of Transportation requested $9.4 million for fiscal year 2002 in gross construction costs to save the ship. The House Appropriations Committee approved $7.4 million for the vessel, however the Senate Appropriations Committee cut this figure to $2 million. The process is currently with the Joint Conference Committee to reconcile the house and senate versions of the appropriations. Without full funding the Thayer may be lost forever!

Here’s what you can do to help! Write or call Senator Dianne Feinstein’s office or Congresswoman Nancy Pelosi’s office and let them know how strongly you feel about saving this irreplaceable historic ship.

The newspaper investigates mariner shortage

A two-part investigation by the Baltimore Sun this month revealed a crippling dearth of mariners available to navigate America’s once-supreme merchant fleet, raising serious national security concerns.

Author of a previous article in this industry, Robert Little, reported that only 220 ships in the active deep-sea trade currently fly the U.S.-flag, a sharp decline from the 3,492 American-flag ships that dominated the world’s seas-lanes during the U.S. merchant fleet’s zenith in 1950.

Little wrote “the estimated size of the nation’s seafaring labor pool has shrunk from about 23,000 sailors in 1990 to fewer than 15,000 today,” even though “the military’s reliance on those sailors for wartime sealift has remained constant.”

“The United States cannot fight a war — even a small one — without cargo ships,” Little writes. “Aircraft can’t handle the volume of tanks, trucks, fuel and other supplies needed to deploy U.S. ground forces overseas. The largest airplane in the U.S. military, the C-5 Galaxy, can transport no more than four small tanks at a time; a ship could carry more than 1,000.”

Based on these facts, Little concludes that “the United States suffers from an inability to project military power to the far corners of the globe.”

U.S. Cruiseship bill ready for senate action

A new piece of legislation supported by the SUP, MFOW, MEBA, MM&P and SIU-AKG/NMU, that promises to kick-start the American domestic cruise ship industry is ready for the U.S. Senate’s full consideration.

The Senate Committee on Commerce, Science, and Transportation, chaired by Senator Ernest F. Hollings (D-SC), delivered on July 27 its report on S.127, the United States Cruiseship Vessel Act, marking the bill’s first arrival to the chamber floor.

Authors of Senator John McCain (R-AZ), the committee’s ranking member, S.127 allows for U.S. companies to operate foreign-built, U.S.-flag cruise vessels between American ports on a temporary basis. In exchange for this temporary waiver of the U.S.-build requirement of the Passenger Vessel Services Act, the company must agree to build a replacement cruise ship in an American shipyard. The foreign-built vessels must be crewed by U.S. citizens and comply with all U.S. laws, regulations, and tax obligations.

“The bill provides American companies, American workers, and American ports with increased opportunity to compete in the United States cruise market,” the report continued. “It recognizes that consumers are increasingly demanding a greater voice in domestic cruise destinations and allow more Americans to visit our nation’s port cities on a cruise vessel.”

In addition to providing consumers with more options, the legislation will stimulate all aspects of the U.S. maritime industry. “This would allow new companies to enter the domestic market with existing vessels and immediately increase the size of the U.S. commercial fleet, thus providing new jobs for merchant mariners,” the report continued.

“Further, by requiring operators to build new vessels in the United States, the bill would create much-needed work for U.S. shipyards while creating a fleet of modern and efficient U.S.-flagged cruise vessels.”

The Commerce Committee unanimously reported the bill on May 3. S. 127 was introduced on January 22, and has 17 co-sponsors: Senators Barbara Boxer (D-CA), Ernest Hollings (D-SC), Kay Bailey Hutchison (R-TX), Daniel Inouye (D-HI), John Kerry (D-MA), Barbara Mikulski (D-MD), Zell Miller (D-GA), Frank Murkowski (R-AK); Harry Reid (D-NV), Paul Sarbanes (D-MD), Charles Schumer (D-NY), Gordon Smith (R-OR), and Strom Thurmond (R-SC).

AFL-CIO President John Sweeney on Labor Day

Labor Day is a good time to take a look at where we are as a movement and where we can go.

One hundred nineteen years after America’s first Labor Day Parade, we’re still fighting for the freedom of working people to choose to improve their lives through union membership. Not only are employers still waging war against workers struggling to organize, they have gained support from a presidential administration and their foreign counterparts.

And we must challenge ourselves to build new levels of organizing and social justice that will make it possible for us to elect and hold leaders accountable to honor the people who build our homes, clean our offices, teach our children, patrol our streets, care for our sick and elderly loved ones, fly our planes, drive our trucks, build our cars and more. It will require unprecedented union strength to redirect this economy to respect workers, our families and our communities.

This Labor Day, talk to people, get on the airwaves, address your congregation and more. It will make it possible for us to carry out our vision of the future we want our children to inherit. We can’t afford not to invest in our future.

We have a job to do in refocusing our nation on a vision for the future that is free of social and economic injustice and in moving our society to a new level of commitment to the values of respect for work, family and community.

It’s time for us to challenge America to unite in battle against the unnecessary evil that drags down living standards and drive wedges between us: the loss of good jobs, neglected and overcrowded schools, child poverty, lack of health care, unaffordable prescription drugs, endur- ing forced labor and child labor, trade deals that hurt workers around the world, exploitation of immigrant workers, discrimi-nation in every form and damage to our environment.

We must reject the claim that America can’t afford to carry out its vision of the future we want our children to inherit. We can’t afford not to invest in our future.

And we must challenge ourselves to build new levels of organizing and social justice that will make it possible for us to elect and hold leaders account- able to honor the people who build our homes, clean our offices, teach our children, patrol our streets, care for our sick and elderly loved ones, fly our planes, drive our trucks, build our cars and more. It will require unprecedented union strength to redirect this economy to respect workers, our families and our communities.

This Labor Day, talk to people, get on the airwaves, address your congregation and issue a challenge to join today’s unions in an all-out crusade to bring about a better future for working families. Together, we can do great things.
A new beginning?  
Time will tell  

When the ESU started this quest in June last year, we ran into a stone wall called “Management;” we realized, after the first day of bargaining, that management’s intentions were not to bargain in good faith. We knew that we had to galvanize the membership for a protracted battle. We called upon you many times to support various actions that the Board deemed necessary to attain our goal of achieving a just wage increase. Each time your response was a resounding vote of confidence for the Board to press on. Now it is time to try to make the transition to normalcy.

Management has indicated that they would like to reduce the tension that exists between us and develop a better relationship. This has been said before, so we are naturally skeptical. But we as a union must constantly pursue a relationship based on mutual respect and cooperation even if it is not achievable; the pursuit is a grand purpose. It is in this spirit of cooperation that the Executive Board asks the membership to resume unlicensed safety meetings.

Speaking of safety, the Board would be remiss if we didn’t mention how proud we are of our members’ exemplary safety performance over the past year while this protracted battle was being waged. Additionally, we have had many new people come into the Company that have had to be trained and the safety record is still awesome.

The contract calls for periodic meetings between the company and the Union to discuss pending issues. We hope these meetings will prove productive and we can move forward and begin to redress some of the injustices that have been visited on too many of our members for too long. We will be extremely surprised, and pleasantly so, if a year from now these meetings are still being held and have achieved half of their intended purposes.

The ESU Board remains optimistic and intends to do its part to reduce confrontations and promote cooperation as long as it is a mutual undertaking.

A word of caution to management: next year the Union and management will again be challenged to forge peace to negotiate a new contract. The Union will attempt to negotiate in good faith as we did last year. We believe that the company had opportunities that were squandered because they refused to bargain in good faith. The strength of the Union is the membership and their unity and loyalty to the Executive Board. If the membership perceives that the Board and indeed, the Union itself has been rendered ineffective in dealing with management and can no longer offer viable representation, then the basic consensus will deteriorate and they will demand a change. The ball is at mid-court. The ESU is riding a wave of unity and strength that would be the envy of any Union or Corporation. But we must not be complacent. No Union that is complacent in its unity, strength and business will be able to sustain itself. We intend to remain vigilant.

Again, the ESU Executive Board is extremely grateful to the entire membership for your support over the past year. This membership has proven beyond a doubt that we can overcome any hardship and ascend to any heights, as long as we have a unifying goal and the will to make the climb.
Wage re-opener and contract extension approved by membership

On August 15, 2001, the American Arbitration Association notified the Exxon Seamen’s Union Baytown office of the results of the ratification vote on the wage re-opener and contract extension. The certified results are as follows: A total of 236 Ballots were received. There were 180 votes cast for the 95% across the board increase on Base, CSB, SSHOT, Overtime and Penalty rates. There were 49 votes against ratification. Seven votes were invalid. Of those seven, 5 were duplicates and 2 were ineligible. The vote was affirmed by a margin of 79%. This increase will become effective September 1, 2001. A separate check of $1,550.00 will be sent to all unlicensed personnel at their W-2 addresses the first week in September, 2001. The new wage tables are below.

### ESU Monthly Wages - Base Pay + Continuous Service Bonus - Effective 9/1/2001

<table>
<thead>
<tr>
<th>RATING</th>
<th>START</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>15</th>
<th>20</th>
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<tbody>
<tr>
<td>451 Pumpman</td>
<td>131.30</td>
<td>138.10</td>
<td>142.70</td>
<td>143.57</td>
<td>146.00</td>
<td>150.60</td>
<td>151.60</td>
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<tr>
<td>452 MM/2nd Pumpman</td>
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<td>130.63</td>
<td>134.63</td>
<td>135.50</td>
<td>137.70</td>
<td>141.93</td>
<td>142.97</td>
<td>144.13</td>
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<tr>
<td>456 QMED-Oiler</td>
<td>113.47</td>
<td>120.34</td>
<td>123.40</td>
<td>124.20</td>
<td>126.27</td>
<td>130.37</td>
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<td>134.30</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>481 Maint. Man/AB</td>
<td>98.10</td>
<td>105.13</td>
<td>107.50</td>
<td>108.20</td>
<td>108.83</td>
<td>112.07</td>
<td>112.93</td>
<td>113.80</td>
<td>114.67</td>
<td>115.57</td>
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<td></td>
</tr>
<tr>
<td>442 Able Seaman 1</td>
<td>92.17</td>
<td>97.03</td>
<td>100.20</td>
<td>100.93</td>
<td>102.67</td>
<td>105.90</td>
<td>106.73</td>
<td>107.53</td>
<td>108.33</td>
<td>109.13</td>
<td></td>
<td></td>
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<tr>
<td>441 Able Seaman 2</td>
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<tr>
<td>468 Maint. Seaman</td>
<td>74.53</td>
<td>78.43</td>
<td>81.10</td>
<td>83.83</td>
<td>86.13</td>
<td>88.67</td>
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<td>88.90</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>476 Fleet Chef</td>
<td>126.50</td>
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<td>137.13</td>
<td>137.93</td>
<td>140.20</td>
<td>144.40</td>
<td>145.43</td>
<td>146.53</td>
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<tr>
<td>478 Cook</td>
<td>94.20</td>
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<td>110.77</td>
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</tr>
</tbody>
</table>

On March 31, 2001, Marie-Brittige Rolin-Silva retired with 20 years of Company service. John sailed as Crew Officer on March 7, 1981 and joined SeaRiver as a Deck officer. John sailed as a Crew Officer on March 7, 1981 and joined SeaRiver as a Deck officer. Both Brigitte and John were loyal Union members and we wish them all the best. We wish to thank all the retirees and all of their future endeavors.

The ESU News is written and edited by the Exxon Seamen’s Union.
Along with MFOW President Whitey Disley, Vice President of Training Resources Ltd, attended a national forum on STCW problem solving at the MM&P’s Maritime Institute of Technology and Graduate Studies (MITAGS) at Linthicum, MD on August 2 and 3.

Over a hundred people attended the forum, hosted by Glen Paine, executive director of MITAGS and Richard Plan MM&P’s Director of Special Projects. Those in attendance represented a diverse cross-section of the maritime industry and all seafarers. At the forum, the National Maritime Center, the Maritime Administration, the Department of Labor, the Inlandboatmen’s Union of the Pacific, MEBA, SIU&AGNMO, A MO, and various deep sea and inland companies including American Ship Management and Matson.

The forum provided the attendees an opportunity to exchange ideas and proposals to resolve pre-STCW 95 and post STCW 95 issues. One of the purposes of the forum was to assist in both domestic and international national regulations to reduce the compliance burden on mariners active in the industry and to try to remove some of the barriers for entry ratings (ordinary seamen and wipers) to go to sea. To this end, the SUP and MFOW presented a series of proposals that would provide for meaningful and practical reform while remaining within the parameters of the STCW Code.

Initially, however, the SUP and the MFOW formally objected that the way the Code requires practical demonstration of a long list of competencies traditionally learned on the job. Without entry-level jobs or onboard assessors, those same competencies must be satisfied ashore or, in some cases, prior to gaining any sea-going experience. It was cited as impractical and unreasonable to collapse years of practical knowledge into a few months instruction without the sea-time to back it up. The SUP and MFOW further objected to the wide-variety of STCW interpretations among the Coast Guard Regional Examination Centers (RECs), an objection made by many others. The Coast Guard agreed to work on the correct ratings and make the checklists available to all the RECs. Finally, the Unions sought and received confirmation of the present “gap closing” requirements regarding mariners who have not taken Basic Safety Training (BST) but sailed in the five-year period prior to February 1, 1997.

In terms of our specific proposals, the Union argued that if the STCW system is to remain viable, affordable, and practical there must be an onboard assessorship infrastructure. The Union proposed the interpretation (ultimately confirmed by the Coast Guard) that a second mate or second assistant engineer or higher are obligated by the Code to serve as qualified assessors. Liability concerns, which formerly delayed implementation, were swept aside by the Coast Guard which described the assessor as a mere witness to a task performed at a particular moment in time and then compared to an unambiguous standard. The determination of overall and ultimate competency is left to the Coast Guard, but the mates and engineers (and the companies that employ them) are clearly obligated under the law to witness and document certain proficiency in a mariner’s Training Record Book.

In light of the lack of entry-level jobs, the SUP and the MFOW proposed two new ratings: Able Seaman/Provisional and QMED/Provisional. Such ratings would allow a seaman who has taken BST, passed a QMED or AB exam, and has satisfied all of the proficiency and sea-time requirement to be active in maintaining the ultimate decision.

Finally, the West Coast unions pushed for a broader interpretation of the available methods of gaining the 30 months of training needed for the endorsement of Officer. In Chief, Master, Officer in Charge of a Navigational or Engineering Watch. More possibilities for acquiring the training would greatly aid “hawsepipe” mariners to get a license if they so desire and help to keep the hawsepipe career path alive just as it was in the past.

Rear Admiral Paul J. Pfuta of the Coast Guard promised a thorough review of each and every suggestion or proposal and to continue working with industry as the date of full compliance (February 1, 2002) draws near.

MATSON NAVIGATION COMPANY

While at the MITAGS conference, Matson requested a meeting to discuss the possible purchase of new vessels. In attendance for the Unions were MFOW President Whitey Disley, MEBA President Larry O’Tolle, MM&P Secretary-Treasurer Glen Banks, MM&W Coast Vice President Don Marcus, and your secretary. Matson’s proposal included Berit Ericksson (IBU) and Terri Mast, Secretary-Treasurer of the IBU, also pursued more favorable Coast Guard sea service valuations of both training time and employment when vessels are in Reduced Operating Status (ROS). The Coast Guard agreed to review these comments but specified that in addition to the 95 ROS equivalencies where no bridge watches are stood in ROS and the vessel’s plant may be dead. Also, the Service for Rating Forming Part of an Engineering or Navi- gational watch must have the T. Despite the compelling language in the international Code, domestic resistance was strong. The SUP, MFOW, and IBU will continue to press for practical applicability standards for BST.

The SUP and the MFOW also proposed a comprehensive program for onboard BST renewal. Although it met with resistance from those who felt seamen must periodically “feel the heat” of fire-fight exercises in order to renew proof of competency, many in attendance understood the value of onboard renewal in terms of cost, practicality, maintaining a true vacation without the burden of meeting training requirements. During the forum, the concept of onboard renewal garnered more and more support, especially against the news that some European countries view BST as one-time requirement despite five-year renewal language in the Code. The Coast Guard is closely studying the issue, and the Union will continue to be active in influencing the ultimate decision.

The first ship would be ready to go into operation at the end of 2002 or the first quarter of 2003 and the second ship at the end of 2003 or the beginning of 2004. Sullivan stated that Matson would have to sell the idea to the union shop. Matson eventually went to the shop. Alexander and Baldwin. To that end, Sullivan stated that if Matson was to go forward it desired to lower operating costs, specifically crew costs. When the Union’s pointed out that reduced crew costs would be difficult to do without reducing the full-time equivalent crew, Matson offered to reduce costs despite the CCF account. The Union asked for and Matson agreed to provide more information on the funding for the vessels as well as a rational basis for the reduction.

On August 8, at Matson Headquarters in San Francisco the meeting began on the East Coast resumed. Representing the Unions were Disley, O’Toole, Marcus, SIU&AGNMO Assistant Vice President Nick Celona, MEBA Presidents and Apprentices, and Harriett MEBA Representative Bill Ward, ARA West Coast Representative Carl Young and your secretary. Matson was represented by Sullivan and Pericival.

Matson stated that at this meeting in addition to the two existing vessels Matson was considering funding for five shipyards to build two “open-top” or hatchless container ships each of which he estimated would cost approximately $100 million. All of these vessels would operate on the Hawaii trade.

Sullivan reiterated that in order for the company to go forward it needed labor concessions to justify the investment to Alexander & Baldwin’s stockholders. Despite the fact that Matson is one of the most profitable steamship companies in the world, Sullivan said that company was not generating enough income — in the Hawaii trade—projected for stockholders. In a slide presentation designed to give an economic rationale for the purchase of new vessels and to point out that the company was not generating enough income —in the Hawaii trade—projected for stockholders. A graph illustrated that Matson projects a $24 million loss in revenue, again in the Hawaii trade.

Sullivan’s presentation also cited competition in the Hawaii trade citing the presence of CSX, Pasha, Santa Maria Shipping and barge operators.

“Competition” or the threat of it, is an old Matson ploy. CSX has recently withdrawn one of its ships from the Los Angeles-Honolulu run and is buying space (slots) on Matson vessels. Pasha, building a car and roll-on/roll-off in at least a year and a half from operating. Pasha Santa Maria Shipping exists only on paper and has no vessels; and the barge operators take a small piece of Matson’s market in San Francisco. Sullivan pointed out that if Matson didn’t buy the two Kvaerner ships, Pasha or Santa Maria might. It was the consensus of the Unions that this was unlikely, given the time and effort Matson has expended in pursuing these vessels. Even Sullivan conceded that the bargain-basement price of the ships was a once-in-a lifetime opportunity compared to the estimated $150 million paid for the Pfeiffer.

Sullivan then distributed memoranda of understanding to the respective Union representatives which called for an 11.7% reduction in total cost of combined wages and benefits for the Kvaerner vessels plus any new open-top vessels and to take the case to the funding for the vessels as well as a rational basis for the reduction.

For the SUP, wages, overtime rates and supplemental benefits would drop 11.7% while other benefits (Money Purchase Plan, Welfare contributions, etc.) would remain the same. Overtime was the first item that was nixed. Sullivan went on to explain the bargaining out most of the economic gains made in bargaining in 1999, rolling back wages, etc. to what they were in 1997.

The memorandum also proposed that the agreement for the Kvaerner ships begin when the vessels come into operation and end on December 31, 2005 without any wage increases in the intervening period. In addition Matson proposed to eliminate the radio operator’s job.

When asked about the criteria used to conjure up the 11.7% figure, Sullivan explained that it was more or less a general reiteration of the measures that Matson desired to achieve.
reduce costs. When asked about how Matson was going to use the $160 million in CCF monies, Sullivan stated that the CCF was backing the commercial paper on the mortgage for the Pfeiffer. (Matson documents filed with the court) and a substantial contribution of approximately $500,000 per year in purchasing the vessels over their projected lifetime.

The Unions pointed out that the company would in fact lower its costs if it bought new vessels as they would displace older less efficient tonnage with larger manning scales. Sullivan stated that this was factored into the 11.7% figure which frankly made no sense to any of the Union representatives present.

Sullivan further clouded the economic aspects of the deal when stated that Matson might consider chartering the vessels instead of buying them!

At the conclusion of the meeting, the Unions caucused, with all agreeing that Matson needed new ships given the age of the current fleet. All were concerned that Matson might gimpick the deal and charter the ships to another company with other Unions as it did with the Kaimoku and Kainulu.

In further discussions between the SUP and MFPW it was argued that there was no compelling economic reason or justification for making the concessions proposed.

Matson has requested another meeting on this issue on August 15.

NOTE: After the Headquarters meeting was over, the Unions received the following message from Captain Sullivan at approximately 4:30 P.M.: "Regrettably I must announce the cancellation of this meeting. I apologize for any inconvenience this may cause, but there does not seem to be enough support in achieving our cost reduction requirement beyond this point."

A dispute has arisen with American Ship Management over the size of the gang required to clean and steam containers and chassis at Middle Harbor Terminal after 5:00 P.M. and before 8:00 A.M.

It is the company’s contention they have the “…right to determine manning requirements on the basis of workload (the number of containers to clean) when work extends outside of normal working hours.”

The Memorandum of Understanding signed on April 9, 1999 and ratified by the membership is clear in setting the manning scale at four: 1 bosun, and 3 ABs. Nowhere in the Memorandum is workload (or volume) mentioned.

In order to clarify the holiday language for flex tankermen in the collective bargaining agreement with the SUP.

A) Flex Tankermen shall receive 12 hours straight time for each holiday in a month.

B) In addition if the Flex Tankerman works a holiday they shall receive 8 hours of Holiday Pay at the overtime rate.

C) In addition, the required days worked for the paid holiday guarantee will be decreased by one (1) day for each holiday during that month.

The new language has the approval of those members employed by Foss as Flex Tankermen. Therefore, recommend general membership ratification.

CHEVERON SHIPPING COMPANY

Last month Chevron announced its Profit Sharing/Savings Plans result for the second quarter of 2001. For every dollar a participant contributed to Profit Sharing, the company matched with $0.35. Chevron’s match increased from $0.34 per manday to $0.35 per manday.

1) A participant received an allocation of Chevron stock equal to $8.55 to a participant’s Contingent Account for each dollar contributed to the Profit Sharing Member Account.

2) A participant also received an allocation of Chevron stock equal to $1.00 to a participant’s Saving Plus Account for each dollar that was contributed by a participant to the Profit Sharing Member Account.

For those SUP members participating in the Plan, Chevron’s match equaled 19.1% of base wages for the second quarter.

In order to participate in the Profit Sharing/Savings Plan, one must be employed by Chevron for a year and contribute a minimum of 2% to his or her Chevron 401(k) Plan.

Participation by SUP members employed by Chevron Shipping in the Profit Sharing/Savings Plan was achieved in bargaining in 1998 and is a benefit unequalled in the maritime industry. By December 31 by Chevron employees who participate in this Plan will accumulate a substantial nest-egg by the time they eventually swallow the hook.

Under the collective bargaining agreements with the San Francisco Bar Pilots, a wage increase is due on August 16. The agreement for the marine personnel calls for a 3% increase in wages and overtime rates for all ratings except for a 2% increase for the unlicensed AB/Boat Utility. The agreement for the regular dispatchers and assistant/relief/dispatchers calls for a 3% wage increase.

In response to allocations to the hiring hall (Joint Employment Committee) to help defray the cost of operating an office in Norfolk made last year by the Navigation Industry, the company stated that if Chevron employees who participate in this Plan will accumulate a substantial nest-egg by the time they eventually swallow the hook.

The dispatchers are not covered by the hiring hall as they are hired as per agreement directly by the Pilots.

In order to gain the broadest range of evaluation and perspective on all crew members’ service in the LMSR program during Year One. It was equally important to the committee to not only recognize and reward those crew members who are eligible for the Award Fee Bonus but also to identify those crew members who are not eligible. This is because of the importance to emphasize that participation, support and meeting commitments is necessary to the success of the Program and that the Award Fee Bonus recognizes this in a meaningful manner.

Calculation Of Award Fee Crew Allocation

Military Seafold Command rated PCS’s performance in Year One as “Exceptional” and awarded the Company 100% of the Award Fee for both the Fisher and the Seay. This amount was prorated for the actual days the ships were covered under the LMSR Program contract in Year One. Pre-delivery Orientation (PDO) was not counted by MSC toward Award Fee computation.

The following table shows the dates used by MSC to calculate the Year One AWARD Fee for each LMSR and the number of days used to calculate the amount of actual Award Fee.

<table>
<thead>
<tr>
<th>LMSR</th>
<th>Start Date</th>
<th>Finish Date</th>
<th>Days</th>
<th>Award Fee Amount</th>
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<tr>
<td>Fisher</td>
<td>8/4/99</td>
<td>7/22/00</td>
<td>354</td>
<td>$121,233</td>
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<tr>
<td>Seay</td>
<td>3/28/00</td>
<td>7/22/00</td>
<td>117</td>
<td>$40,068</td>
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Based on MSC’s stated anticipation of allocation, it was processed at a maximum qualified crew members of each LMSR were eligible for Award Fee Bonus based on a full 35% allocation of the Award Fee plus an additional 15% allocation discretionary award. This program is allocated on a Year One basis and is intended to allocate a portion of the Award Fee Bonus to participating crew members based on a 50% allocation of the Award Fee for determining Crew Award Fee Bonus. It should be noted that the total Award Fee Bonus is a gross amount before taxes.

The percentage of 92% of the gross number was used as a calculation for determining net Award Fee Bonus amount to allow for employer taxes. The following table explains the calculation of total net Crew Award Fee Bonus.

<table>
<thead>
<tr>
<th>Calculation</th>
<th>Fisher</th>
<th>Seay</th>
<th>Total</th>
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<tr>
<td>Gross Award Fee</td>
<td>$121,233</td>
<td>$40,068</td>
<td>$161,301</td>
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<tr>
<td>Determine Crew X.35</td>
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<tr>
<td>Allocation Amount</td>
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<tr>
<td>35% Standard/Crew $42,432</td>
<td>$14,024</td>
<td>$56,456</td>
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<tr>
<td>Less Allocation For ($15,379)</td>
<td>($5,379)</td>
<td>($16,949)</td>
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<tr>
<td>Non-Qualifying Crew Members</td>
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<tr>
<td>Total 35% Standard</td>
<td>$27,053</td>
<td>$31,480</td>
<td>$58,533</td>
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<td>Allocation For All</td>
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<tr>
<td>Qualifying Crew (gross)</td>
<td>$1,594</td>
<td>$5,338</td>
<td>$6,932</td>
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<td>Award to All</td>
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<tr>
<td>Qualifying Crew Members (gross)</td>
<td>$38,647</td>
<td>$71,792</td>
<td>$110,439</td>
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<tr>
<td>Add’l Performance</td>
<td>$3,802</td>
<td>$2,598</td>
<td>$6,390</td>
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<td>Awards (gross)</td>
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<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>$42,449</td>
<td>$20,390</td>
<td>$62,839</td>
</tr>
</tbody>
</table>
Eligibility

Determination of Individual Crew Member Phase and Billet Allocations

Bonus (net)

Employer Tax Adjustment for X.92 X.92

Award Fee Bonus

Qualifying Crew Award Fee Bonus

Days/% Days/% Days/% Percentage

The $62,839 in "Grand Total All Qualifying Crew Award Fee Bonus" represents 39% of the total Award Fee of $161,301 awarded by MSC to PCS for Year One. This exclusion meets minimum criteria for Crew Award Fee Allocation expected by MSC. All qualifying crewmembers received an Award Fee Bonus based on a 50% allocation with 27 crewmembers, receiving additional performance awards in excess of the 50% allocation.

Award and Billet Allocations:

The allocation percentage and hence, calculated daily amount of award fee bonus, for each billet is different for each phase (FOS, ROS, MODROS) due to the different minimum requirement criteria for the billets. The Award Fee Bonus is allocated to the various phases based on the percentage of time the ship was in each phase. This calculation is represented by the following formula:

Award Fee Bonus X Percent of Time in Each Status X Billet Allocation

The Billet Award Fee Bonus is then prorated for the actual number of days a qualifying crewmember serves in that particular billet in any given phase. The following table shows phase days and percentages for each LMSR in Year One:

<table>
<thead>
<tr>
<th>LMSR</th>
<th>FO5</th>
<th>MODROS</th>
<th>MODROS2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Days</td>
<td>Days</td>
<td>Days</td>
<td></td>
</tr>
<tr>
<td>Fisher</td>
<td>262</td>
<td>74/4</td>
<td>10/03</td>
</tr>
<tr>
<td>Seay</td>
<td>262</td>
<td>74/4</td>
<td>10/03</td>
</tr>
</tbody>
</table>

Determination of Individual Crew Member Eligibility

Crew eligibility was determined based on the PCS criteria described in the Allocation Policy. The primary criteria used in the determination of eligibility include:

1. Did the crewmember complete all assignments at ship?
2. If the crewmember worked in FO5 only, did the crewmember work greater than 36 days?
3. If the crewmember worked in MODROS/ROS did the crewmember work 177 days or one half of the days the vessel was in service that year (FOS days are counted also). To meet this criteria for Year One, a crewmember needed to work 177 days for the Fisher and 58 days for the Seay. Due to the fact that there were only two LMSR’s available for employment in Year One for a total number of 471 eligible employment days, the 177 day requirement on FISHER was waived and reduced to 120 days with Year One only.

4. If MODROS Orientation days were counted towards determining qualifying eligibility but not used to calculate award fee bonus amount.
5. Training requirements for Year One were waived.

Every crewmember determined eligible was awarded an Award Fee Bonus based on a 50% allocation for Crew Award Fee Allocation.

An additional discretionary individual performance award was awarded to those crewmembers, who were recognized for their individual performance, commitment of participation in the program. From this pool of crew members, PCS selected and ranked at least one and up to the three top performers from each union. We then calculated the individual excess awards based on the following:

Number 1 ranked 25% of calculated award fee bonus
Number 2 ranked 20% of calculated award fee bonus
Number 3 ranked 15% of calculated award fee bonus

This bonus was added to the 50% allocation calculation for the Award Fee Bonus.

Summary

A final note above, it is important to ensure that the Award Fee Bonus Program is meaningful and serves to attract and retain motivated qualified seafarers. A review of the attached schedules, highlights the importance of individual crew members meeting the commitments to the program. It should be noted that 102 participating crewmembers did not meet the minimum commitment requirements. This is damaging to the program and creates significant administrative problems with negative financial impact. The following statistic is a useful measure for crew performance by union:

<table>
<thead>
<tr>
<th>Union</th>
<th>Percentage</th>
<th>Award Fee Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Union</td>
<td>33%</td>
<td></td>
</tr>
</tbody>
</table>

Patriot hopes that the statistics for Year Two will be more positive enabling a wider distribution of Award Fee Bonuses monies to qualifying crew members. We look for your continuing support in this effort. Negotiations between MSC and Patriot for Year Two Award Fee are in progress. Year Two Award Fee will cover seven ships and is due to be awarded late this fall.

Checks for Year One Award Fee Bonus will be sent on the week of August 13, 2001 to the addresses of record for qualifying crew members.

Any questions regarding this determination should be directed to the undersigned.

Saunders A. Jones
Executive Vice President & COO
Patriot Steam Services, Ltd.
Of the 42 SUP members employed in the Fisher and Seay between August 1, 1999, and July 31, 2000, 23 members received the bonus which ranged from $315 to $970. The remaining 19 members generally did not qualify because they had not employed days utilized or failed to complete their assignments.

It must be noted that the Award Fee Bonus is not a contractual provision under the collective bargaining agreement with Patriot but strictly a military Seafarers Union benefit awarded to each LMSR for the purpose of attracting and retaining qualified crew members.

TRAINING

STCW - All hands are reminded that the deadline for full compliance with the amended international STCW (Standards of Training, Certification and Watchkeeping) convention is five-and-one-half months away.

In order to continue sailing after February 1, 2002, you must have an STCW 95 certificate.

Members who do not hold an STCW 95 certificate should enroll in the training courses scheduled to be held for this year. A complete schedule for the five-day training course will be published in this month’s West Coast Sailors.

Applications to attend STCW 95 classes at the SUP Training Resources Ltd. site in San Diego are available at cost to any SUP member who takes this training. Please consult the SUP Welfare Plan’s Training Fund. The reimbursement policy will be published in the July issue of the West Coast Sailors.

There is no cost to any SUP member who takes this necessary training: just his or her time. Tuition, transportation, and subsistence expenses are covered by the SUP Welfare Plan’s Training Fund. The reimbursement policy will be published in the July issue of the West Coast Sailors.

LMSR - Members interested in working the Large Medium Speed Roll-On/Roll-Off (LMSR) vessels operated by Patriot Contract Services for the Military Sealift Command must take the 11-day, MSC-required training at the SUP Training Resources Ltd. site in San Diego. Those contemplating taking this training should be physically fit and have a clean record (no felonies or misdemeanor convictions for domestic violence). In addition, members desiring to take the training are required to first sign a letter of commitment agreeing to serve in these vessels for a period of at least two, four month assignments, and, if or service is requested by the Union in order to fulfill our contractual obligations. This training is costly and will not be wasted on those who are not committed. There is not be noted that members dispatched to LMSRs are expected to complete their assignments (at least four and up to six months).

Applications for LMSR training are available at every SUP hall and the SUP Welfare Plan. All questions regarding individual eligibility should be referred to Rich Reed, Welfare Plan Representative, or Dave Connolly, Vice-President.

WAYNE BURGESS v. SUP

As the membership will recall, Dianne Nash #2437, filed charges against Wayne Burgess on August 21, 2000.

In his charges Nash accused Burgess of: 1) Shipping individuals to SUP-contracted jobs without being registered with the Union; 2) failing to keep accurate shipping and dispatching records; 3) failing to follow the registration policy of the SUP; 4) being incompetent to hold the job of Wilmington Branch Agent; and 5) failing to conduct himself in a manner expected by the membership and bringing discredit to the Union.

In accordance with the SUP Constitution a Trial Committee was elected at the August 2000 Wilmington Branch meeting. The Committee then set the date of September 5, 2000, at the Wilmington Branch.

The report of the Trial Committee stated in part that the charges were dismissed and that there was no evidence presented by all parties concerned and heard the testimony of all witnesses present. And in consideration of the above it has been found that Mr. Wayne Burgess is guilty of all charges presented. Therefore, the Trial Committee recommends that Mr. Wayne Burgess be suspended from office as per Article XII, Section 1 of the SUP Constitution, and that should the Wilmington Branch, Honolulu Branch, Seattle Branch and Headquarters concur with this committee’s report, that he be removed from and all elected offices of the Sailors’ Union of the Pacific.

Based on the report of the Trial Committee which was concurred with at the September 11, 2000 Headquarter’s meeting, your secretary recommended that Burgess be suspended, with pay, as Wilmington Branch Agent until the Branches acted on the Trial Committee’s report. The Headquarters and the Wilmington Branch Headquarters concurred with this recommendation and Burgess was suspended effective September 12, 2000.

In September and October, the coastwise Branch meetings overwhelmingly concurred with the Trial Committee’s recommendations based on the noted vote of the Branches and from any and all elected offices (Wilmington Branch Agent and SUP Building Corporation Trustee) of the Sailors’ Union of the Pacific effective October 17, 2000.

In November, Burgess, by formal letter of appeal, appealed the decision of the membership in concurring with the Trial Committee’s recommendations.

In accordance with the SUP Constitution, an Appeals Committee was elected at the December 11, 2000 Headquarters meeting and subsequently convened at December 16 at Headquarters. The Appeals Committee report stated: “After fully reviewing the record of the Trial Committee and after hearing the appellate oral testimony of Mr. Burgess, and after reading and discussing the merits of the appellate brief submitted by Mr. Burgess, we find the following:

1) There were no procedural errors in the Trial.
2) There was substantial evidence to support the Trial Committee’s finding of guilt on charges No. 1, No. 2, No. 5 and No. 6. The Appeals Committee concurred with the Trial Committee’s recommendation to remove Mr. Burgess from “any and all elected offices of the Sailors’ Union of the Pacific.”
3) The Appeals Committee discussed Charges Nos. 4 and No. 6 but is unable to determine without consideration of those charges.

After thorough deliberation the Appeals Committee unanimously recommends to concur with the recommendation of the Trial Committee that Mr. Burgess be removed from “any and all elected offices (Wilmington Branch Agent and SUP Building Corporation Trustee) of the Sailors’ Union of the Pacific effective October 17, 2000.”

At the coastwise SUP meeting in January of this year, the membership unanimously concurred with the Appeals Committee’s recommendations.

It should be noted, that during the period, Burgess was suspended as Wilmington Branch Agent. He filed for a labor position and then filed another grievance with the Relations Board in Los Angeles on October 5, 2000 against the Sailors’ Union alleging that the Union processed charges against him in an arbitrary and capricious manner because he was a Wilmington Branch agent, diversity agent and internal political activity.

On January 2, 2001, Victoria E. Aguyao, Regional Director of the NLRB in Los Angeles wrote to Mr. Burgess (and copied the Union) stating that after carefully investigating the charges that further proceedings on the charges were warranted.” Ms. Aguyao’s letter further stated: “There was insufficient evidence produced to demonstrate that either Sailors’ Union of the Pacific (or) the Wilmington Branch of the Union prosecuted internal Union charges against you in retaliation for your dissident activity and internal Union political activity, or in...
President’s Report continued

reimbursement for your complaints regarding Union policies and practices. In addition, there was insufficient evidence produced showing that either the Union or its Wilmington Branch Agent possessed any animus toward you because of your complaints. Rather, the evidence revealed that the Union repeatedly notified you of the areas in which your job performance as a Branch Agent was insufficient. As a result of several job performance problems, a fellow Union member filed individual grievances against you. Those charges ultimately led to your discharge from your Union position. I am, therefore, refusing to issue a complaint in these matters.

Under Article X of the SUP’s Wilmington Branch Agreement, Burgess was ruled to have had the right to appeal the decision, but apparently declined to do so. However, this matter is not over yet.

On August 8, the Union was served with a complaint filed with the United States District Court for the Central District of California (Los Angeles) on July 16 by Duke Peters, an attorney representing Burgess. The complaint alleges that Burgess was “unequivocally and unfairly expelled from his position as Branch Agent of the SUP’s Wilmington Branch...”

What Burgess wants the court to do is the following:

1) That the Union be ordered to reinstate Burgess to his position as Wilmington Branch Agent.
2) That the SUP and all persons acting in concert with them be restrained from in any manner, manner or under its direction, be permanently enjoined from undertaking further disciplinary proceeding against Burgess arising out of the charges which led to the expulsion of Burgess.
3) That Burgess be awarded damages for loss of salary and benefits, according to proof.
4) That Burgess be awarded attorney’s fees and costs.
5) For such other and further relief as the court may deem proper.

Needless to say, the SUP will vigorously defend this case. Will keep the membership fully informed.

SUP ELECTION: NOMINATIONS

In accordance with Article XII of the SUP Constitution, nomination of regular Union officers for the 2002-2004 term shall be made at the Headquarters and Branch meetings in September.

Written notice of this fact will be published in the August edition of the West Coast Sailors and posted in all halls.

A Delegate may be nominated by himself/herself or her own name in nomination for any regular office or may be nominated by another member.

Nominations may be made either in person or by proxy. Each delegate present at the meeting must be made by mail must be received at the Branch or Headquarters at least one day prior to the meeting at which nominations will be received. The Branch or Headquarters meeting shall be held September 10, 2001, and the Branch meetings are on September 17, 2001.

The names and membership numbers shall be recorded in the minutes. The Balloting Committee, which will be elected at the September Headquarters meeting, shall prepare a list of names and nominees for each office and forward copies thereof to each Branch. Such lists will be conspicuously posted in each office or hall. All nominees shall be notified by mail of their nomination and such notice shall be notified by mail of their nomination and such notice shall be mailed within five working days after the nominating meeting.

Any member of the Union shall be eligible to be a candidate for and hold any regular office, provided he/she possesses the following qualifications:

He/She is a member in good standing at the time of nomination.
He/She achieved "B" seniority as defined in the SUP Shipping Rules; and
He/She is not disqualified by law.

A member shall not be eligible to be a candidate for and hold any regular office if within the past five years he/she has been convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or II of the Landrum-Griffin act, or conspiracy to commit any such crimes.

The regular union officers for the 2002-2004 term shall be elected by the following:

Article X of the SUP Constitution: one President/Secretary-Treasurer, one Vice President/Assistant Secretary-Treasurer.
Lunar Branch Agent, one Wilmington Branch Agent, one Honolulu Branch Agent, one Seattle Branch Agent, and five Trustees for the SUP Building Fund.

The regular offices for the 2002-2004 term shall be in accordance with Article X of the SUP Constitution: one President/Secretary-Treasurer, one Vice President/Assistant Secretary-Treasurer, one Seattle Branch Agent, one Wilmington Branch Agent, one Honolulu Branch Agent, one San Francisco Business Agent and five Trustees for the SUP Building Fund, two of whom do not hold any other Union Office. In addition, four delegates to the SIUNA Convention, which will be held next year, may be subject to the nominating procedure.

In accordance with Article XII of the SUP Constitution, no one may be a candidate for more than one office with the exception of the position of Trustee of the SUP Building Corporation and delegate to the SIUNA Convention.

LABOR DAY

All SUP halls will be closed on Monday, September 3, in observance of Labor Day which is a holiday under all SUP collective bargaining agreements.

COMMUNICATIONS

Internal union charges were filed by Arianna Lyn #15105 against Christopher Rodgers #1833, Robin Colonos #18145, Rhonda Benoit #1551, Vince O’Halloran #2463, Bill Henneberry #5815, and Gunnar Lundeberg #4090.

In accordance with the Constitution, the charges were referred to a Trial Committee. The Trial Committee is: Elected Trial Committee: Col. Dewey #2741, Paul Fuentes #2223, Duane Hewitt #5748, Mark Pfaff #3852, Gene Van Klinken #862 and Charles Moham #6469 as alternate. The Trial Committee shall convene at Headquarters on Monday, August 27, at 8:00 a.m.

ACTION TAKEN

M/S to not publish the Lynn charges in the West Coast Sailors, a carried unanimously.
M/S to hire a court reporter for the trial on the Lynn charges. Carried unanimously.
M/S to ratify Foss tankerman addendum to the Foss Agreement. Carried unanimously.
M/S to accept the balance of the President’s report. Carried unanimously.

Gunnar Lundeberg

Custom Rule (continued from page 1)

mental and health standards and regulations, but his rule provides an even greater advantage to U.S.-flag foreign competitors because they are not subject to such arbitrary duties and regulatory demands.

The senators warned that the prohibitive costs of the Final Rule would threaten the ability of the U.S.-flag merchant fleet to compete in the international market.

"General industry annual minimum cost impact assessments are estimated at approximately $230,000 per deep sea vessel, excluding collateral costs such as engineering, production, and legal services. The legislation could be a total of $230,000 per vessel, excluding collateral costs such as engineering, production, and legal services," the lawmaker cautioned. "Costs of this magnitude together with the other burdens of the rule are so onerous as to make the amendment of the U.S. registry a realistic alternative." The senators explained that the loss of a capable American merchant fleet would constitute a "direct threat to U.S. national security because of the negative effect on U.S. ownership of the U.S. merchant fleet."

"We would urge the Customs Service to revisit the VISA legislation and to stay the rule. The American Congress, not the United Nations, should decide what is best for the United States," Gary Oliphant, the non-rated seaman, and John Sulujian did an outstanding job as delegates. Minor clarifications in the wording of knots splicing, three-, and twelve-strand synthetic splicing, and use of knots in splicing medicines have been revised. The wording of Article 20 of the SUP Constitution: one President/Secretary-Treasurer, one Vice President/Secretary-Treasurer, one Wilmington Branch Agent, one Honolulu Branch Agent, one San Francisco Business Agent and five Trustees for the SUP Building Fund, two of whom do not hold any other Union Office. In addition, four delegates to the SIUNA Convention, which will be held next year, may be subject to the nominating procedure.

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M/S to accept the balance of the President’s report. Carried unanimously.

Gunnar Lundeberg
Seattle

July 16, 2001

Shipped the following during the period: 6 ABs, filled by 3 A cards, 1 B card and 1 C card.

Registered for the period: 14 A cards for a total of 31; 8 B cards for a total of 21; and 9 C cards for a total of 19.

Ships checked

APL Philippines, APL Singapore, check out OK. Rigging loft has no problems.

Maui and Kauai in twice and running smoothly.

Along with MFOW, attended the ILWU Bloody Thursday picnic. I was a guest at the MM&amp;P at the Magnon Awards where U.S. Senator John Kerry of Massachusetts spoke on the importance of collecting and spending taxes. Captain Mark Remijn buttonholed the Senator on the Jones Act who replied that as a former Naval Officer he was in favor of a U.S.-flag merchant fleet.

Kaj Kristensen stopped by and made the rounds and everyone was pleased to see him. Vice President Dave Connolly returned to the Northwest for a meeting on training issues. Brother Connolly puts in long hours and it is my belief that the membership is lucky to have him working for them.

I attended the King County Labor Council meeting, the “Waterfront Workmen” meeting and the KCLC Political Action Committee meeting.

Members are still delaying going to STCW school. These classes will be difficult to get into towards the end of the year. Go Now!! Give Rich Reed a call and secure a date. Your livelihood depends on it.

Vince O’Halloran
Branch Agent

Wilmington

July 16, 2001

Shipped the following during the period: 5 boats in transit, 3 J ohn Maint., 2 OS and 97 standbys for a total of 125 jobs shipped. Registration stands at 51 A members, 28 B members, 13 C members, and 1 D registrations.

Ships checked

Manoa, APL (new plugs so crane will be safer), Ewa, President Adams (three-man minimum on big barge lines). Mahimahi, APL Philippines, President Polk, President Wilson and the Lilue. The Lilue had a possible asbestos problem. After leaving the Chinese shipyard, preliminary tests were negatives. The trades were insignifiable and well below CAL OSHA and Federal levels.

Mark Harley, Branch Agent

Norfolk Office

July 6, 2001

Shipping slowed down in the month of June. Shipped 33 ABs and 1 OS. Jobs were filled by 3 D registrants, and 1 C card.

June 24 I went to New Orleans and was on hand for the crowning of the new LMSR Pililaue. Bosun Jim Bailey is doing a fine job. Deck Delegate Sonny Stemback also getting squared away. Good gang. I also made the Chevron in Pascagoula. Mike Fox Bosun, Bill Galley chief steward: in very good shape. I checked all LMSR ships in the Norfolk area and found them all in good shape. The USNS Fisher got towed to Baltimore and will go to the shipyard. The word I hear from Patriot’s, consultant, John Howe, is that four ships are to take part in Operation Bright Star in mid August: the USNS Suyee, USNS Pililaue and two of the older ships to be determined some time this month. This will be a big operation to test all the skills of the LMSR ships registered for shipping: 3C cards and 3 D cards.


San Francisco Business Agent

August 13, 2001

Chief Gadow - Trev Mottlow, delegate: Smoking on the WH. See Section 18 of the SUP Work Rules.

Kauai - Rich Cahill, delegate: No problems.

Mahimahi - Tony Montoya is the new delegate. Finished up the yard period and flew the school flag. Still no word from Matson about the failure to wash down the shipyard before the period.

Manoa - Ivar Thorbjornson, delegate: This ship is the next for the shipyard for Matson.

Matsonia - James Meador, delegate: Routine.

Mau - Larry Roe, delegate: OK.

Mokuhana - Dean Smith, delegate: In good shape.

Moku Pahu - Anura Tasa, delegate: Came in to Crockett with a load of sugar, cleaned up and shifted up river for a load of grain bound to North Korea.

R.J. Pfeffer - Rudy Menchaca, delegate: Disputed overtime on a weekend shift caused a lot of problems. Things settled down for the start of the next trip.

San Francisco Bar Pilots - Peter Johnson, delegate: No problems.

Foss Maritime - Tom Tynan and Mike Worth co-delegates. The Barge 210 seems to be coming together to the satisfaction of the gang.

Chevron Arizona - Had a call from Mike Nielsen, delegate: All is in good order with Chris Bujnowski as bosun.

Chevron Mississippi - John Suljihan, delegate: Routine.

Chevron Washington - Dave Mercer, delegate: Running to Hawaii and El Segundo, no problems.

Chevron Dock - Rick Wilson, Bosun: In good shape.

Ready Reserve Fleet-Alameda - Danny Foster, delegate: Good shape.

ASIM Shore Gang - Norman Kwak, delegate: All OK.

President Adams - Robert Green, delegate: Good trip, no problems.

President Jackson - Dennis Timley, delegate: Routine.

President Kennedy - Tom O’Dell, delegate: Routine.

President Polk - Desmond Johnson, delegate: No problems.

President Truman - Ernie Stimach, delegate: No problems.

President Wilson - Diane Ferrari, delegate: Lots of confusion for this ship today.

Quite a bit of turnover in the gang, which should help; but if a member doesn’t like the prospect of saying “no” then “bosun” is the wrong job for that sailor.

Bill Hennemeyer

San Francisco Branch Reports

Stop Fast Track! Don’t Export More Jobs!

President George W. Bush and giant corporations want a special bill that will let them rush trade agreements through Congress with no changes and minimal review. That’s Fast Track.

Bush’s Fast Track plan would limit the time congress can consider trade agreement and prevent our representative and senators from doing anything other than voting “yes” or “no” on any trade deals Bush negociates. So if Congress gives Bush Fast Track, we’ll see more and faster trade deals like NAFTA, more U.S. job losses, more communities decimated by job loss and smaller wages, more attacks on workers’ rights across the globe, and more devastating pollution of our air and water.

Congress is expected to decide soon whether to hand Fast Track to Bush and giant corporations.

Call your members of Congress today toll-free at 1-800-393-1082.

Stop Fast Track Now!

Did you know?

In 1992 corporations out spent unions on federal candidates and political party committees by 9 to 1; in 1996 11 to 1; and in 2000 to 14 to 1.

Support your SUP Political Fund

Augustana

Dispatcher’s Report

Headquarters—July 2001

Deck

Bosun........................................ 7
MM.................................................. 0
AB................................................ 25
OS ............................................. 1
Standby......................................... 33
Total Deck Jobs Shipped ............. 71
Total Deck B, C, D Shipped .......... 14

Engine/Steamer

QMED............................................ 0
Pumpman..................................... 0
Overboard.................................. 0
Wiper.......................................... 0
Steward....................................... 0
Cook............................................ 0
Mate ........................................... 0
Total E&S Jobs Shipped ............. 0
Total E&S B, C, D Shipped .......... 0

Ready Reserve

Total B, C, D Shipped-All Deps. .... 14

Labor Day festivities

In the San Francisco Bay Area, the Central Labor Council of Alameda County will be celebrating at the Oakland Coliseum with the AF of L and the President Truman Sweeney as guest speaker.

The King County Labor Council is hosting Seattle’s annual Labor Day Picnic at Woodland Park from 11:00 A.M. to 4:00 P.M. on Sept. 3. Admission is free and all are invited.

Wilmington is one of the few cities in the country that has a traditional Labor Day parade. The SUP contingent will assemble at E Street and Broad Avenue beginning at 8:00 A.M. and march at 10:00 A.M. with the rest of the labor movement in the harbor area to Banning Park.

In Honolulu, the Hawai State AFL-CIO is hosting its annual Union Labor Day event on Sunday, Sept. 2, at Waikele Shell. The event will also have a booth there which the SUP and others will help set up and will attend during the day. This is a free concert for union members and their families.

Page 12 WEST COAST SAILORS Friday, August 24, 2001