



West Coast Sailors

Official Organ of the Sailors' Union of the Pacific

Volume LXXXVII No. 12



SAN FRANCISCO, CALIFORNIA

Wednesday, December 11, 2024

Voting Starts in SUP Election

SUP members will once again vote on the leadership for the next term of office as well as decide an important Constitutional question. After months of preparation, balloting for the triennial election of Union officers and Constitution changes began on December 1, 2024, and it concludes on January 31, 2025. Ballots are in the mail.

Candidates for every constitutionally established Union office are on the ballot and the question of a dues increase will also be decided. Candidate statements are available in the special election supplement to the November edition of the West Coast Sailors. They are also available under the Elections tab of the political page of the SUP website at www.sailors.org.

The dues question is phrased the same way it has been in the past: "Are you in favor of a dues increase of \$50.00 per quarter from \$150.00 to \$200.00 per quarter?"

If for any reason a member in good standing does not receive a ballot, or has spoiled the ballot, he/she may request a duplicate ballot by calling 866 466 6455, or by contacting SUP Election Coordinator Martha Vizcarra, at 415 777 3400 or dispatcher@sailor.org. A written application to Unilect Election Service using the designated form available inside and in SUP halls. The form is also available on the Union website at www.sailors.org. The best and fastest method is to call 866 466 6455.

In accordance with the SUP Constitution, the entire secret mail ballot and election shall be conducted by the Impartial Balloting Agent, Unilect Election Services, selected by the Committee on Election. The ballots will be counted at SUP Headquarters on Friday, January 31, 2025. For more see the President's Report on page 11.

Union democracy depends on participation. VOTE!

AFL-CIO Unites Against FOC Shipping in U.S. Ports

The tragic collapse of the Francis Scott Key (FSK) Bridge in Baltimore, Maryland made clear the urgent need for tougher international maritime safety standards for cargo ships. The U.S. transportation unions affiliated with the Transportation Trades Department (TTD) of the AFL-CIO took a strong and unified position using the incident as a window on the abuses of the flag-of-convenience shipping industry and exposing the risks to Americans.

Before the container ship *MV Dali* struck and destroyed the FSK Bridge, the Port of Baltimore played a crucial role in U.S. shipping routes, ranking as the country's ninth busiest port, critical to both the national and regional economy, with 15,000 workers directly employed at the port, and another 140,000 indirectly. The collapse of the FSK Bridge is just another example of how current international maritime standards are both inadequate and inadequately enforced. It hurts the workforce,

the supply chain, and the national security of the United States. At their recent board meeting, the leaders of these the TTD Unions said this has got to stop.

The TTD demanded that standards be set that prioritize the safety of workers, the environment, and the goods being transported. They said sub-standard ships must live up to the rules set by port states in the United States and around the world. Part of the way this is done is for the U.S. to continue to invest in a thriving U.S. Merchant Marine to increase the capacity of the U.S. global supply chain and decrease our dependence on foreign-flag vessels that may or may not be meeting the standards. These policies include supporting and enforcing the Jones Act, increasing U.S. cargo preference requirements, and adequately appropriating the Maritime Security Program and Tanker Security Program every fiscal year.

It's important to note that only 2% of the foreign trade of the

United States is carried aboard U.S. flagged cargo vessels. The overwhelming majority of the ships in U.S. ports are foreign flagged, like the *MV Dali*. Further, many foreign-flagged ships are registered as flags of convenience carriers. Unfortunately, this means they often have poor safety standards regarding training mariners and inadequate licensing and credentialing requirements. Flag-of-convenience carriers are predatory models that benefit globalized shipping interests at the expense of American mariners and their jobs by encouraging the employment of the lowest cost available licensed and unlicensed foreign mariners instead of Americans.

The flag of convenience model rarely allows sufficient protection to international mariners who dare to prevent a ship from sailing in an unsafe condition. Under the globalized system that prevails in the industry today, international crews too often do not have the autonomy

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East Coast Longshore Talks Stall on Automation

The International Longshoremen's Association stopped contract negotiations with East and Gulf Coast port employers,

accusing them of pushing automation technology into a new coastwise labor pact that would eliminate union jobs.

The ILA and employers represented by the United States Maritime Alliance had only this week started bargaining again on a new six-year master contract covering 45,000 union workers involved in container handling at dozens of East and Gulf Coast ports. The impasse was noted to be focused on semi-automated rail-mounted gantry cranes (RMGs).

The ILA has been adamant that it will not permit automation technology as part of a new coastwise contract. A three-day strike in October brought container handling at 36 port facilities to a halt and threatened the flow of billions of dollars worth of goods. The strike ended when Biden administration officials got the sides to agree to extend the current contract

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Congress Releases NDAA for 2025 With Support for MSP

Under a deal reached by the House and Senate Armed Services Committees on December 7, Congress released the latest version of National Defense Authorization Act. The giant fiscal 2025 defense policy bill favors mostly bipartisan priorities for the Pentagon such as grid resilience, nuclear energy and mineral acquisition. The compromise NDAA has a price tag of about \$895.2 billion.

The topline means the NDAA will come in under the congressionally mandated budget caps imposed by the Fiscal Responsibility Act (FRA), despite a push in the Senate to go over that number. The bill authorizes \$883.7 billion for fiscal year 2025, including \$849.9 billion for Department of Defense pro-

grams. Other funds outside the jurisdiction of the NDAA boost defense funding to the \$895.2 billion topline.

An early unofficial review suggests that the Maritime Administration is slated for more dollars to continue the Maritime Security Program. Beginning in 2025 the MSP is authorized to appropriate \$390,000,000 for each of fiscal years 2025 and 2026. The program is projected to extend to 2040 and come in at annual amount of half a billion dollars at 469 million in the final two years.

The deal resolves one major question looming over the bill—whether congressional authorizers would approve a significant uptick in defense spending. The answer to that is yes, but a new

problem to the NDAA's ultimate passage surfaced in the form of provisions over certain health-care coverage for children of service members.

The NDAA as drafted will provide a 4.5% pay bump for all servicemembers next year. Younger troops who have struggled for years to afford basic necessities such as food are slated to get a 14.5% increase. With the 14.5% raise, junior troops will earn about \$3,000 to \$6,000 more per year, depending on rank. For example, E-1s will make \$27,828 per year, compared to \$24,206 now, while E-4s with at least six years of experience will make \$44,107, compared to \$38,368 now.

The "Servicemember Quality

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SUP Honor Roll

Voluntary contributions from the membership to the following funds:

Dues-Paying Pensioners

- Diane Ferrari..... BK#2251
- Hannu Kurppa BK#3162
- Gunnar Lundeborg..... BK#4090
- Vince O'Halloran BK#2463
- James Clay BK#4794
- Mike Worth BK#3629
- Terrence Lane BK#4107
- Mike Dirksen..... BK#2739
- Teofilo Rojas BK#3194
- Leo Moore..... BK#6492

Political Fund

- Mark Acord \$70
- Vince O'Halloran \$200
- Matt Henning \$100
- Dave Connolly \$100
- Benjamin Linn \$100
- David Fadoul \$100
- Anna Lena Von Machui \$100
- Archie Bickford \$100
- Faith Matas \$30
- Dan Ternura \$50
- Patrick Weisbarth \$50

Organization/General Fund

- Noel Itsumaru \$50
- Dan Ternura \$50

West Coast Sailors

- Esther Gonzalez \$25
- Dean Crisostomo..... \$10

Final Departures

Richard Cahill, Book #4746. Born in New York in 1934. Joined SUP in 1960. Died on November 7, 2024. (Pensioner)

Robert Rosenau, Book #3063. Born in Michigan in 1929. Joined SUP in 1950. Died in Texas, November 28, 2024. (Pensioner)

SUP Pensioners Join the Ranks of Retirement

- Robert J. Burns 12/1/2024
- Charles W. Duke 12/1/2024

Christmas in a Box



Well in advance of the holiday, the journey of Christmas trees from the Pacific Northwest to Naval and Marine bases in Japan has begun. APL is a major carrier in that trade, partnering with the Navy Exchange, and using refrigerated containers and U.S. Flag vessels crewed by SUP mariners to transport these live trees.

WISHING YOU A VERY MERRY CHRISTMAS
&
HAPPY NEW YEAR



SUP WELFARE PLAN
PATTY MARTIN, WILMA ALDAY, MICHAEL JACYNA,
GINA JEW, BRIAN FARMER

SIU-PD PENSION & SUPPLEMENTAL BENEFIT FUNDS
DAN GAIPA, DEREK CHANG, HAZEL YWAN

SEAFARERS MEDICAL CENTER
RUSLANA BOYCHUK
NORMA AMBRIZ



MICHELLE CHANG, PLAN ADMINISTRATOR

Membership and Ratings Committee

The Committee met on December 5, 2024 and found the following members eligible for advancement in seniority and rating stamps in the various departments.

Name and Membership	Number	Seatime	Rating
Matthew Dulay	Bk#2765	6 yrs.	A.B.
Rex Simbre	Bk#7541	6 yrs.	A.B.
Limneo Bation, Jr.	Bk#5773	6 yrs.	A.B.
Forbes Gumapac	Bk#3050	6 yrs.	A.B.
Brandon Manipon	B-19816	1 yr.	O.S.
Christian Bio	B-19817	1 yr.	O.S.
Trent Slate	B-19818	1 yr.	A.B.
Gonzalo Gonzalez	8-19819	1 yr.	A.B.
Ahmed Kassem	B-19820	1 yr.	A.B.
Grayelin Young, Jr.	B-19821	1 yr.	O.S.
Marquez Wilson	B-19822	1 yr.	O.S.
Mutee Ghaleb	C-3064	30 days	O.S.
Abdulrahman Saleh	C-3065	30 days	A.B.
Eric Bell	C-3066	30 days	A.B.
Arianna Wilkinson	C-3067	30 days	A.B.
Zulma Guity	C-3068	30 days	O.S.

Ratings: Bosun Stamp

Valeriy Goncharov Bk#3042

Membership and Ratings Committee's Report: Robert L. Reed, BK#3203; Ian Serra, BK#0378 and Munasser Ghaleb, Bk#19769 .



Robert Reed, Munasser Ghaleb, and Ian Serra served on the December Membership and Ratings Committee.

West Coast Sailors

Published monthly by the Sailors Union of the Pacific (an affiliate of the Seafarers International Union of North America, AFL-CIO), Headquarters, 450 Harrison St., San Francisco, CA 94105. Phone: 415-777-3400. FAX: 415-777-5088. Dispatcher: 415-777-3616. Website: www.sailors.org. Periodicals' postage paid at San Francisco. (USPS 675-180). Printed by Dakota Press Co., a Union shop. POSTMASTER: Send address changes to West Coast Sailors, 450 Harrison St., San Francisco, CA 94105.

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Underway Tanker Ops Becoming New Normal For U.S. Navy

A major growth area for U.S.-flag operations is in underway re-fueling tanker operations in support of the U.S. military. Known under the rubric CONSOL which stand for consolidated cargo operations in Navy-speak, the recent increase in this activity is broad enough to be considered a strategic shift.

As the West Coast Sailors has reported before, underway replenishment has long been the strategic standard in U.S. naval operations, but the wider inclusion of commercial tankers is new. Last month, a commercial tanker transferred fuel to the USS Abraham Lincoln (CVN 72), the first to re-fuel a carrier in many years. It was quickly followed by another U.S.-flag tanker in the same work with the USS Harry S. Truman (CVN 75) on November 26, 2024. Both carriers were deployed on missions.

The closure of the Navy's Red Hill Bulk Fuel Storage Facility in Hawaii may have accelerated the trend. At RIMPAC 2024, a major naval exercise off Hawaii, the MSC-contracted commercial tankers Overseas Mykonos and the SUP-crewed Allied Pacific conducted 17 separate CONSOL operations, delivering over two million gallons of fuel to MSC's fleet replenishment oilers.

Many SUP tanker sailors are skilled in these complex operations. Ships must deploy specialized equipment to receive or deliver the fuel, all the while maintaining a precise heading and ship separation of 160-200 feet between vessels. Though it can take 7-8 hours to complete and have wind, they allow MSC's Combat Logistics Force ships to remain on station and continue their vital refueling missions. The commercial tankers must also be specially outfitted and trained for the operations.

"The key advantage of taking fuel from a tanker versus a terminal is mobility," explained Capt. Keith Walzak, Pecos's civil service master, in August. "Using a fuel terminal requires us to leave contested areas and travel to wherever the terminal is, which takes time. When we return to a terminal, we can receive stores, both for us and



the ships we are servicing."

The implementation of CONSOLs during RIMPAC 2024 required careful preparation. Allied Pacific began its preparations in April with equipment fitting for CONSOL operations, followed by comprehensive training both in-port and at-sea. The Allied Pacific is operated by Patriot Contract Services with the SUP on deck.

China Hack: New Vulnerabilities Emerge in Regular Texting

A top White House official on December 3 said at least eight U.S. telecom firms and dozens of nations have been breached by a Chinese hacking campaign. Deputy national security adviser Anne Neuberger said the sprawling spying operation gave officials in Beijing access to private texts and phone conversations of an unknown number of Americans.

Neuberger divulged the scope of the hack a day after the FBI and the Cybersecurity and Infrastructure Security Agency issued guidance intended to help root out the hackers and prevent similar cyberespionage in the future. White House officials cautioned that the number of telecommunication firms and countries impacted could still grow. The U.S. believes that the hackers were able to

gain access to communications of senior U.S. government officials and prominent political figures.

Meanwhile, the FBI and the Cybersecurity and Infrastructure Security Agency (CISA) have issued a stark warning to Americans, urging them to stop sending text messages between iPhones and Android devices and switch to fully encrypted messaging apps.

The advisory comes in the wake of large-scale cyberattacks attributed to Salt Typhoon, a hacking group associated with China's Ministry of Public Security. The group's attacks on US telecom put authorities on edge. "Use your encrypted communications where you have it," said CISA's Jeff Greene during a press briefing. He emphasized the importance of encryp-

tion as a frontline defense against cyber threats, noting that even intercepted data remains unreadable if encrypted.

While messages sent between iPhones via iMessage or between Android devices using Google Messages are encrypted, communication between the two platforms remains vulnerable. The lack of end-to-end encryption in Rich Communication Services (RCS), the successor to SMS, has become a critical issue, with no clear timeline for a fix.

Tech giants Google and Apple have acknowledged the gap and progress and the fix has been slow. Security experts recommend avoiding standard text messaging for sensitive communication.

Traditional texting is insecure. Officials are encouraging the use of fully encrypted

messaging apps like Signal, WhatsApp, and even Facebook Messenger. These platforms offer end-to-end encryption for both messages and voice calls, ensuring that communication remains private and secure across devices. "Encryption is your friend," Jeff Greene said. "Whether it's for text messaging or voice communication, if the data is encrypted, it becomes nearly impossible for adversaries to access it."

Cybersecurity risks posed by state-sponsored attackers appears set to get worse. The alert by the FBI, CISA, NSA, and other Five Eyes intelligence partners said it was an ongoing threat. They urged business and individuals to adopt stricter security measures.

In U.S. Election, SUP Political Action Has Positive Impact

The SUP candidate for the presidency did not win, but no contributions were made to that race. The Biden Administration was pro-Jones Act and backed by the AFL-CIO and all of maritime labor

and it was a loss. But Congressional candidates who received backing from the SUP's voluntary political action fund enjoyed lots of success on Election Day.

Speaking on the presidential election, AFL-CIO President Liz Shuler stated, "Presidential administrations change, but the labor movement's values do not. We stand for the freedom to organize and for the right to collectively bargain. We stand for solidarity - the kind that is built when working people stand together to take on the biggest, richest bosses and the most powerful extremist politicians. Most importantly, we know how to fight back when anyone comes after our freedoms."

Now some Republicans claim to represent both the working class and apparently the billionaires that have historically exploited workers will now control Congress for at least two years. An example to watch is the sophisticated and well-funded attack of Amazon and SpaceX on the National Labor Relations Board and it's legal right to exist.

"This result is a blow for every worker who depends on our elected leaders to fight for our jobs, our unions and our contracts," Shuler continued. "We organized for months to produce a nearly 17-point advantage for Vice President Kamala Harris with union members. But it is clear that the economic struggle working-class people are facing is causing real pain and neither party has sufficiently addressed it."

Circling the Jones Act are proverbial sharks of unlimited offshore capital, well-established enemies of U.S.-flag shipping. Cruise industry raiders of U.S. markets, for example, stand ready with plans to exploit workers. The offshore drilling, wind, and global oil and gas interests might say that Americans don't want those seagoing jobs, or don't have the skills, or can't meet the need, thus blaming labor while claiming to support it. Corporate agriculture could try to cut costs by seeking cargo preference waivers, feeding none but the ever-hungry flags-of-convenience shipping companies that also devour good American maritime jobs. A Congress focused on divisive social issues together with a U.S. military that is distracted and dazzled by technology might ignore its logistical support - the U.S. merchant marine - all of which could compound the trouble.

Shuler concluded, "Organized labor is the path forward. In unions, people

have power to build a stable foundation for themselves and their families. To say, 'It's Better in a Union,' is not simply a slogan - it's the way to level the playing field and create a path to economic security for every working person. The nearly 13 million union members of the AFL-CIO won't be divided and we won't back down. We will be there for each other and we will fight every step of the way for every worker in this country, no matter who sits in the Oval Office."

For more on the election breakdown and outlook see the President's Report.



New book members Steve Fuentes and Alhagie Touray take the SUP Oath of Obligation before the membership at the SUP November Headquarters meeting in San Francisco.

SUP Meetings 2025

HQ	Branches
January 13	January 21*
February 10	February 18*
March 10	March 17
April 14	April 21
May 12	May 19
Jun 9	June 16
July 14	July 21
August 11	August 18
September 8	September 15
October 14*	October 20
November 10	November 17
December 8	December 15

*Tuesday meeting due to holiday

Galaxy Crew Held Captive in Yemen for One Year

The crew of the hijacked car carrier Galaxy Leader have been held as prisoners by Houthi forces for a year.

The Houthi rebel commandos boarded the ship via helicopter in an act of piracy and hijacked the ship on November 19 2023, and detained the ship near the port of Hodeidah, Yemen.

The Houthis boarded the vessel using a helicopter and quickly seized control of the bridge. It was the group's first high-profile attack on shipping after the start of the war in Gaza, and it presaged countless attacks to follow.

As motivation for the hijacking, the Houthis cited the Israeli-linked ownership interests of the ship's commercial operator, UK-based Ray Car Carriers. The militants diverted the vessel to Hodeidah, Yemen and opened it to the public, making it a popular tourist attraction and dance-hall destination.

It appears that the crew have been living aboard Galaxy Leader throughout their

ordeal. Seventeen of the crewmembers are from the Philippines, and Manila has repeatedly called for their release. The remainder of the crew includes three Ukrainians, two Bulgarians, two Mexicans and one Romanian, reflecting the global nature of shipping and crewing.

In August, the Philippines Department of Foreign Affairs reported that several of the Filipino crewmembers were experiencing "significant health issues," including symptoms of malaria - a potentially fatal illness if untreated.

"It seems incredible that a year has passed, and the crew of the Galaxy Leader are still being held hostage. Innocent seafarers and families who have had their lives irrevocably changed by geopolitical forces wholly out of their control," said International Chamber of Shipping Secretary General Guy Platten. "The seafarers, some of whom have been at sea for nearly two years, have been held against their will only limited



contact with their families, friends, and loved ones. This is unconscionable and must not be allowed to endure. We are thinking of the seafarers and all of those affected at this time, and we continue to call for humanity to prevail and their immediate release."

Since the hijacking of Galaxy Leader, Houthi forces have attacked more than 100 vessels with drones and missiles, sinking two ships, damaging countless others, and killing four seafarers. The attacks continue.

Trump Picks Fox Host Sean Duffy as Next Secretary of Transportation

Former Rep. Sean Duffy in 2017, nominated to Secretary of Transportation by Pres.-Elect Trump

U.S. President-elect Donald Trump plans to nominate Sean Duffy, a former congressman from Wisconsin and a prominent Fox News host, as his next secretary of transportation. The post has authority over the U.S. Maritime Administration, including the National Defense Reserve Fleet, the Maritime Security Program and the U.S. Merchant Marine Academy.

Like President Trump, Duffy got his start in public life on reality television, appearing on MTV's The Real World and Road Rules in 1997, 1998 and 2002.

Duffy completed law school at William



Then-Rep. Sean Duffy, 2017
(Adam Fagen / CC BY-NC-SA 2.0)

Mitchell College of Law and was appointed district attorney for Ashland County, Wisconsin in 2002, a post he held until he began his first campaign for Congress

in 2010. He served for nine years in the House of Representatives, focusing his efforts on financial regulation in the House Committee on Financial Services. He resigned in 2019, citing a need to take care of his ninth child, a newborn daughter who had a serious heart condition.

After departing Congress, Duffy was hired by CNN as a contributor, but transferred to Fox News Media. He is currently the host of "The Bottom Line" on Fox Business.

Duffy has no prominent experience related to transportation in his biography. However, he has encountered maritime affairs at least once before. In 2016, he was active on the Congressional Task

Force on Economic Growth in Puerto Rico, a specially-appointed committee on reforming Puerto Rico's finances. In August 2016, as part of that effort, Duffy considered proposals to suspend the Jones Act transport requirement for the island province. He said at the time that "We have to come up with solutions that help the Puerto Rico people," Duffy told Reuters. "It's incumbent upon Republicans to engage on this issue."

After four congressmen - Rep. Duncan Hunter (R-CA), John Garamendi (D-CA), J. Randy Forbes (R-VA) and Joe Courtney (D-CT) wrote to Duffy and other members of the Task Force they left the Jones Act out of that review.

Scott Walker's Union Busting Law Thrown Out by Judge

In a victory for labor, a Wisconsin judge struck down large parts of famously anti-Union state law as unconstitutional on December 1.

Circuit Court Judge Jacob Frost ruled in favor of unions who filed a lawsuit a year ago. They argued the law's exemption for police, firefighters and some other public safety workers violated the state Constitution's equal protection guarantee.

The ruling restores bargaining power for public employees to what they had before Scott Walker became governor. Act 10 was passed by the Republican legislature and was considered Republican Gov. Scott Walker's signature achievement. It withstood numerous legal challenges over the years.

Act 10 allowed public unions to bargain solely over base wage increases no greater than inflation, prohibited automatic

renewal of union dues, required annual votes by members to recertify the unions, and forced public workers to pay more for health insurance and retirement benefits. The law's adoption led to a dramatic decrease in union membership across the state after sparking massive protests at the Capitol.

The lawsuit noted that unions exempted from the restrictions endorsed Walker in the 2010 gubernatorial election, while those subject to the restrictions did not.

In 2013 a federal appeals court ruled the state was free to draw a line between public safety and other unions, and in 2014 the Wisconsin Supreme Court upheld the law as constitutional. In 2019, a federal judge rejected a lawsuit arguing the law violates free speech and free association.

The chance for an appeal is uncertain. The state Department of Justice, overseen

by Democratic Attorney General Josh Kaul, represented state agencies named as defendants and supported dismissal of the case.

The Republican-controlled Legislature also wanted the case dismissed, arguing that "it has long been settled that Act 10 passes constitutional muster," and also argued the unions waited too long to bring the challenge.

In July Judge Frost issued a preliminary ruling signaling that he agreed with this argument. "Nobody could provide this Court an explanation that reasonably showed why municipal police and fire and State Troopers are considered public safety employees, but Capitol Police, UW Police and conservation wardens, who have the same authority and do the same work, are not," Frost wrote. "Thus, Capitol Police, UW Police, and conservation

wardens are treated unequally with no rational basis for that difference."

It is a potentially far-reaching decision. Much of it pertains to wage increases and bargaining power of public employees. Walker and state Republicans argued that teachers and other public employees were overpaid. After the law was passed, public workers earning \$50,000 a year saw their take-home pay decline by about 8.5% because they had to pay more for their benefits, according to an analysis by the nonpartisan Legislative Fiscal Bureau.

Union leaders praised the new ruling, with Kim Kohlhaas, president of the Wisconsin chapter of the American Federation of Teachers, saying Act 10 "stripped workers of the ability to speak up and be heard."

NLRB Supports Workers As Amazon Attacks

The National Labor Relations Board, now with Biden-appointed majority, has ruled that employers can't force workers to attend captive audience meetings.

In a 3-1 decision, the NLRB ruled that so-called captive audience meetings violate the law because they tend to "coerce" employees. The law "does not license employers to compel employees, on pain of discipline or discharge, to attend meetings where they are forced to listen to the employer's views," the majority wrote. The sole Republican member of the Board dissented from the majority opinion.

Captive audience meetings are used to intimidate workers and spread mis-

information: employees can be fired for failing to participate in the meetings or for asking questions. Workers who are forced to attend often fear termination if they don't adopt the employer's point of view. More than half dozen states, of which California is the largest, have also banned captive audience meetings.

The case before the Board involved the first Amazon warehouse to unionize, where Amazon spent millions against the union. The Economic Policy Institute has reported that 89 percent of all employers conduct captive audience meetings in response to organizing efforts.

"For far too long, managers have been

allowed to fearmonger and threaten discipline, site closure, wage and job cuts, deportation, and more if workers form a union," the AFL-CIO said in a statement issued after the ruling was announced on Nov. 13. "Finally, with this ruling, workers have a more even playing field. In just a few weeks, there's no doubt that Donald Trump and his incoming administration will put the NLRB and rulings like this under attack."

At the same time, Amazon, SpaceX and many other companies went on the offensive, broadly suing the National Labor Relations Board to block it from pursuing cases accusing them of illegal

labor practices. It is an unprecedented frontal attack on labor and labor law. A group of cases is being heard by the New Orleans-based 5th U.S. Circuit Court of Appeals on Monday are among the first of more than two dozen similar lawsuits - which claim the NLRB's structure is unconstitutional - that have reached influential U.S. appeals courts.

Court rulings invalidating the agency's in-house proceedings could bring the board's work to a standstill. And they could potentially tee up review by the U.S. Supreme Court, whose conservative majority has in recent years reined in the powers of federal agencies.

Chinese Trojan Horse: Coast Guard Sounds Second Alarm on Port Cranes

The Coast Guard issued a new Maritime Security (MARSEC) Directive 105-5 on the cyber risk coming from Chinese-made ship-to-shore cranes. This is the second maritime security warning following the previous MARSEC Directive 105-4.



Showing perhaps the serious nature of this second directive, the notice contains security-sensitive information and, therefore, cannot be made available to the general public. Owners or operators of ship-to-shore (STS) cranes manufactured by PRC companies should immediately contact their local Coast Guard Captain of the Port (COTP) or District Commander for a copy of MARSEC Directive 105-5

"The built-in vulnerabilities for remote access and control of these STS cranes, combined with intelligence regarding China's interest in disrupting U.S. critical infrastructure, necessitate immediate action," the directive effectively states. Chinese-manufactured cranes comprise about 80% of U.S. port infrastructure.

Shanghai Zhenhua Heavy Industries (ZPMC), a Chinese state-owned enterprise, maintains the majority share of these installations.

A joint investigative report issued in September by the House Committee on Homeland Security exposed major cybersecurity and national security vulner-

abilities at U.S. ports from these container cranes. "The evidence gathered during our joint investigation indicates that ZPMC could, if desired, serve as a Trojan horse capable of helping the CCP and the PRC military exploit and manipulate U.S. maritime equipment and technology at their request," warned Committee Chairman Mark E. Green, MD (R-TN).

Security concerns over Chinese-manufactured STS cranes were first made public in 2023 when The Wall Street Journal reported that the FBI discovered intelligence collection devices on ZPMC cranes at the Port of Baltimore. The investigation found connections between ZPMC and China's military interests, including unauthorized cellular modem installations and attempts to gain remote access to U.S. port facilities.

The White House responded to these threats in February by expanding the Department of Homeland Security's authority over maritime cybersecurity, enabling the implementation of new security standards for port networks and systems.



Yi Peng 3 passes under the Great Belt Bridge (Storebaelt Bridge webcam)

Fouled Anchor is Smoking Gun: Chinese Bulker Severed Sub-Sea Cables

A Chinese bulker was near two subsea cables at the time they were severed. The ship was later photographed with a damaged, fouled anchor, according to Danish media.

The bulker *Yi Peng 3* was outbound from St. Petersburg, Russia, in the Baltic during the timeframe of two back-to-back cable breaks on November 17-18. Its AIS record shows that it exhibited unusual course and speed changes at suspicious locations, attracting scrutiny from the authorities. "The ship has been near the two places at certain times when the incidents have taken place," police inspector Per Engstrom told SVT.

A Danish Navy patrol vessel intercepted and shadowed the *Yi Peng 3* as it transited towards area, and then the bulker interrupted its voyage by going to anchor shortly after. Denmark stopped short of saying that the *Yi Peng 3* had been detained, but a Danish patrol vessel has been monitoring it closely. Two other NATO

vessels - German and Swedish - have joined to create a growing government flotilla near the *Yi Peng 3*. Authorities said they would need evidence of a crime in Swedish waters to justify a detention or a boarding, and the available information does not yet rise to that standard.

"Everything points to the Chinese ship. It has slowed from 6.9 to 3.4 knots around the damaged cables and was in a Russian port before sailing out into the Baltic," said former chief Danish defense intelligence analyst Jacob Kaarsbo.

This time, governments around the Baltic are working on the assumption that the cable damage was intentional. "No one believes that these cables were accidentally damaged," said German Defense Minister Boris Pistorius. "So we have to conclude, without knowing who did that, that this is a hybrid action. And we also have to assume, without knowing, of course, that this is sabotage."



Killer Whale: China Launches Unmanned Warship

An unusual trimaran drone ship was made its first official appearance at the Zhuhai Airshow in China in November. Called the "Killer Whale" on social media, the PLA Navy unveiled a new surface combatant miniature warship. It appears to be a shallow draft ship much like the U.S. Navy's Independence-class Littoral Combat Ship, except it is smaller and appears to be capable of operating without crew.

According to Chinese media, the vessel has a length of 190 feet and displaces about 300-500 tonnes, with a maximum speed of 40 knots and a range of about 4,000 nautical miles. Fitted to carry a wide array of weaponry - antiship missiles, anti-aircraft missiles, torpedoes, and a drone helicopter on the rear deck, it is a new type of ship.

One important feature is the "modular mission package" concept, an idea that was part of the original U.S. design for the Littoral Combat Ship in 2012. The underlying concept was to field a multipurpose vessel that could carry "swap-

pable" weapons packages for different missions - mine warfare, antisubmarine warfare and surface warfare. The U.S. Navy ultimately ditched the "swappable" concept aboard its two LCS classes, and each LCS vessel is now permanently fitted with specific equipment.

According to local media, the Killer Whale's mission sets include surveillance patrols, surface warfare, anti-submarine operations, and air defense missions. It can be reconfigured for "sea battlefield environment surveys and rescue in distress," making it an "all-around warrior."

Though open-source intelligence experts said the ship is designed and designated as unmanned, the new USV also has a prominent wraparound bridge deck for human watchstanders. Naval analysts have noted that it bears a striking resemblance to Indonesia's manned Klewang-class fast attack craft: The carbon fiber Klewang-class is longer, narrower, and has less range and payload, but has a comparable top speed and a superficially similar appearance.

Scientists Say Octopus Most Likely To Succeed Humans

Octopuses are the species that are most likely to take over the world after humans, scientists say. World leading experts claim the eight-limbed creatures are primed to become the dominant force on Earth should humanity die out.

In the event of a wipeout through either wars or climate change or some other catastrophe, the marine invertebrates were noted to possess the 'physical and mental attributes necessary' to evolve into the next civilization-building species.

Professor Tim Coulson of the University of Oxford said their "dexterity, curiosity, ability to communicate with each other, and supreme intelligence" means they could create complex tools to build a vast Atlantis-like civilization underwater.

And although the octopus is 'unlikely' to develop into a full land animal, it was clever enough to 'extend' its time out the water to develop new methods of hunting, he claimed. Professor Coulson,



who is one of the world's leading zoologists and biologists and has advised governments. He said the cephalopods were now in 'pole position' to colonize the world in the event humanity dies out.

Primates — long thought to be the successor to humans — would face the same challenges as humans and also become extinct, he said. The professor said the octopus predators - which can breathe for 30 minutes out of water - could, over millions of years, develop their own methods of hunting on land in much the same way as humans have done at sea.



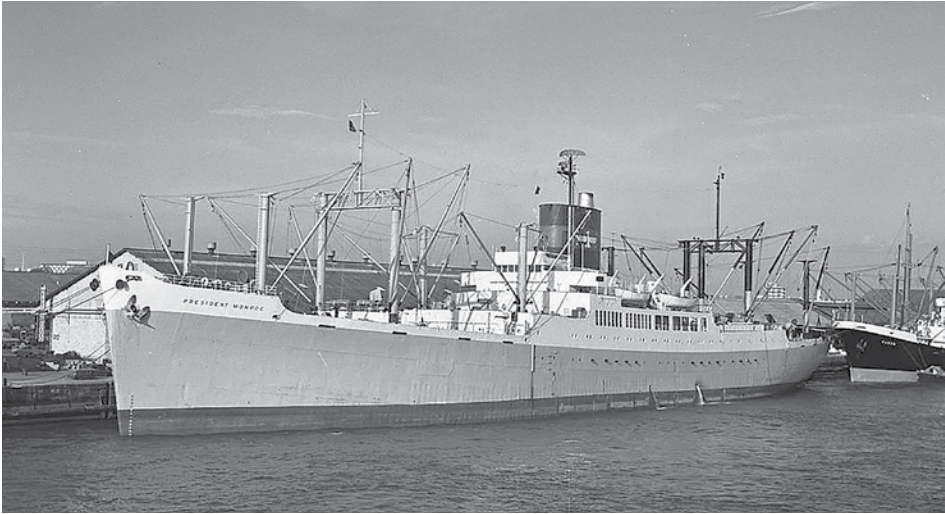
The APL containership *President J. Q. Adams* clears Blossom Rock in San Francisco Bay off the city front enroute to Oakland.

A Look Astern




In the 1980's the crews of the APL shuttle ships *President Taft* and *President Garfield* would occasionally call at the same time in the port of Fujairah in the United Arab Emirates on the Gulf of Oman. Here parts of the crew of both ships mingle at the Anchor Bar. From left is Jim (Yosemite Sam) Welton, Sandy Earle, Jack Stasko, Joe Castege, Ian McLeod, Mike Worth, Allen Gonzalez, and an unknown sailor.

APL's President Monroe



A precursor to the *President Monroe* today was APL's C3 passenger-cargo ship built in 1940, commandeered by the U.S. Navy as a troopship. She was part in the first large U.S. military convoy from the West Coast to Australia in January 1942 and later participated in the invasions of the Gilbert Islands, the Marshall islands and Guam. After the war, APL operated the ship until 1965,



SUP PLANK OWNERS:
With San Francisco in the background, on November 20, 2024, the original crew of the newest APL U.S.-flag container ship *President Monroe* gathered on the bridge in Oakland after a Union meeting with SUP official. From left is AB Glen Milla, bosun Jose Duran Jr., AB and delegate Ronildo Dimatulac, AB Eugene Ajoste, AB Matt Blom and STOS Steven Riley.

Social Security Benefits To Rise in 2025

The major Social Security change coming in 2025 is a 2.5% cost-of-living adjustment (COLA) for the new year. Social Security Administration (SSA) announced this back in October.

But other Social Security changes are on the way in 2025, too. One change for Social Security in the new year is relatively mundane. During the worst of the COVID-19 pandemic, local Social Security offices were closed. Those offices reopened in April 2022, but the SSA recommended that individuals needing help make appointments in advance. In 2025, this suggestion will become a requirement -- at least in most cases. Beginning Jan. 6, 2025, anyone seeking assistance from a field office must schedule an appointment.

Only high earners will be affected by yet another Social Security change. If you begin receiving Social Security retirement benefits before reaching your full retirement age (FRA) and continue to work, the SSA could temporarily "claw back" some of your benefits if your earnings are higher than a set limit.

The FRA has increased by two months annually for several years. It will do so again in 2025. The FRA will be 66 years and eight months for anyone born in 1958 and will be 66 years and 10 months for anyone born in 1959. If you were born


in 1960 or afterward, your FRA is 67.

One other major Social Security change is coming in the new year. To qualify for Social Security retirement benefits, a person must earn at least 40 Social Security credits (the SSA calls these credits "quarters of coverage"). A maximum of four credits can be earned per year. This will affect every worker who hasn't already qualified for Social Security retirement benefits. As the SSA states on its website: "We cannot pay benefits to you if you don't have enough credits."

Adding to the mix is that Social Security beneficiaries could face longer wait times for service next year, unless Congress increases funding for the Social Security Administration (SSA). House Republicans balked at increasing funding for the SSA in September, which forced the agency to implement a hiring freeze last month. The SSA will soon reach a 50-year low in staffing despite having to provide service to a record number of beneficiaries, which means customers will experience longer wait times on the phone or online when trying to resolve problems. While the funding freeze will not result in a cut in benefits, it will take the agency longer to process claims and solve problems.



SS *Lurline* arriving Honolulu, Matson Lines, 1950



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Naptha Fire Fighting Sailors Honored By IMO

The International Maritime Organization (IMO) awarded the 2024 IMO Award for Exceptional Bravery at Sea to the Captain and crew of the oil tanker Marlin Luanda during the annual IMO Awards Ceremony held in December in London.

The ceremony followed the opening session of the Maritime Safety Committee (MSC 109). IMO Secretary-General Arsenio Dominguez lauded the recipients for their courage and selflessness, stating "Their bravery is an inspiration for all of us."

Accepting the award was Captain Avhilash Rawat for the crew of the Marshall Islands-flagged tanker, Marlin Luanda, for their remarkable skill and bravery in response to an attack by the Iranian-backed Houthis in January. While transporting over 84,000 tons of Naphtha, their vessel was struck by an uncrewed aerial device, igniting a catastrophic fire that engulfed its cargo tank, with flames reaching more 5 meters above deck.

The lifeboats were destroyed in the attack, and despite the constant risk of further attacks, Captain Rawat and his crew mounted a relentless firefighting effort using foam monitors and seawater.

Support eventually arrived from international naval forces, including vessels from France, the U.S., and India, whose firefighters helped put out the flames after a 24-hour ordeal. Captain Rawat, speaking at the ceremony, highlighted the teamwork and resilience that turned the tide against overwhelming odds. "I want to take this opportunity to thank my entire crew for their exceptional courage, professionalism, and unwavering dedication," Captain Rawat remarked. "Together, we overcame challenges that seemed insurmountable."

The naptha cargo was ironically of Russian origin while at the same time the Russian satellite assistance to Houthi targeting is well-known.



Aboard the Matson CV-2600 *Manukai* in Oakland is from left is SUP sailors Rey Clores, Gabe Moreno, Bosun Jonathan Kaisa, Bruce Ketch, Marc Dulay and in front delegate Lourdes Macias.



The *Marlin Luanda* on fire in Gulf of Aden. Photo courtesy French Forces



From left in orange hard hat is AB Giorgio Pompei, white hat Jeff Wurzell, 3/M Randall Ruple and AB David Bell, with OS De'Asia Dunn and OS Ginyier Allen assisting but not pictured.



World's Largest Coral Discovered in the Pacific

"Just when we think there is nothing left to discover on planet Earth, we find a massive coral made of nearly one billion little polyps, pulsing with life and color," said Enric Sala, the National Geographic Explorer. The world's biggest coral discovered by sailors in a research vessel called Argo, is made of about a billion polyps is three times bigger than the previous record-holder. It was discovered entirely by chance during an expedition off the Solomon Islands in the south Pacific Ocean, unknown even to the locals.

Sala said during the announcement that "This is a significant scientific discovery, like finding the world's tallest tree. But there is cause for alarm."

A huge coral mound photographed underwater with diver beside.

Measuring 105 feet long, 111 feet wide, and over 18 feet tall, the gigantic organism is a complex network of coral polyps—tiny individual creatures—that have grown over a span of three centuries.

A group of scientists working aboard a research vessel discovered it. The colossal organism — so large it's even visible even from space — resides near the Three Sisters Island group in the Solomon Islands.

The type of coral, identified as *Pavona clavus*, is a single, standalone structure, unlike the sprawling networks that typically form coral reefs. Scientists estimate it's around 300 years old, making it not just a biological marvel that spans the size of two basketball courts, but also a record of centuries of oceanic conditions. "It is a natural monument that has seen the arrival of the first Europeans to these waters," San Félix, an underwater cinematographer said.

The coral was discovered by a group of scientists from the Pristine Seas program, which carries out exploration and research projects to help protect the



(Image credit: Photograph by Manu San Félix, National Geographic Pristine Seas)

world's oceans. The team was studying the ocean health of the area on board the Argo research vessel when they spotted the behemoth structure. They originally thought it might have been a shipwreck, but closer inspections revealed the vibrant marine ecosystem sheltered amongst the coral's yellows, blues and reds. Shrimp, crabs, and reef fish rely on the coral complex for both shelter and breeding groups.

The Solomon Islands are known for hosting the second-highest coral diversity in the world. The area's reefs are vital ecosystems that support marine biodiversity and act as buffers against coastal storms. Climate-driven changes threaten the stability and health of many marine habitats, including coral reefs. As average temperatures and greenhouse emissions rise, more carbon dioxide is dissolved into the ocean, causing them to become more acidic which leads to coral death, reducing their ability to grow their calcium skeletons and bleaching them to a ghostly white color.

The Solomon coral's size and health offer hope, but its researchers highlight the need for further action. "For the people of the Solomon Islands, this mega coral discovery is monumental. It reinforces the importance of our ocean, which sustains our communities, traditions, and future," Ronnie Posala, Fisheries officer, Solomon Islands Ministry of Fisheries and Marine Resources, said. "Such discoveries remind us of our duty to safeguard these natural wonders, not only for their ecological value but for the livelihoods and cultural identity they provide."



At sea on the bow of the Matson Aloha-class containership Daniel K. Inouye is Donald Gates OS, Earl Eastmark AB, Reid Barlow AB and Bosun Jennifer Corner.

UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)
Statement of Ownership, Management, and Circulation

1. Publication Title WEST COAST SAILORS		2. Publication Number 6 7 5 1 8 0		3. Filing Date 09/17/2024	
4. Issue Frequency MONTHLY		5. Number of Issues Published Annually 12		6. Annual Subscription Price voluntary donations only	
7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®) 450 HARRISON STREET, ROOM 108 SAN FRANCISCO, CA 94105				Contact Person DAVE CONNOLLY Telephone (include area code) (415) 777-3400	
8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer) 450 HARRISON STREET, ROOM 108 SAN FRANCISCO, CA 94105					
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank)					
Publisher (Name and complete mailing address) DAVE CONNOLLY 450 HARRISON STREET, ROOM 108 SAN FRANCISCO, CA 94105					
Editor (Name and complete mailing address) DAVE CONNOLLY 450 HARRISON STREET, ROOM 108 SAN FRANCISCO, CA 94105					
Managing Editor (Name and complete mailing address) NONE					
10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)					
Full Name		Complete Mailing Address			
SAILORS' UNION OF THE PACIFIC		450 HARRISON STREET, ROOM 108 SAN FRANCISCO, CA 94105			
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12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one) The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes: <input checked="" type="checkbox"/> Has Not Changed During Preceding 12 Months <input type="checkbox"/> Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)					

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13. Publication Title WEST COAST SAILORS		14. Issue Date for Circulation Data Below 09/12/2024	
15. Extent and Nature of Circulation		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)			
b. Paid Circulation (By Mail and Outside the Mail)	(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	713	713
	(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	0	0
	(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®		0
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c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))		713	713
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)	(1) Free or Nominal Rate Outside-County Copies included on PS Form 3541	0	0
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e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))		0	0
f. Total Distribution (Sum of 15c and 15e)		713	713
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))		680	680
h. Total (Sum of 15f and g)		1393	1393
i. Percent Paid (15c divided by 15f times 100)		100	100

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16. Electronic Copy Circulation		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Paid Electronic Copies		0	0
b. Total Paid Print Copies (Line 15c) + Paid Electronic Copies (Line 16a)		713	713
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Summary Annual Report for SUP Money Purchase Pension Plan

This is a summary of the annual report for SUP Money Purchase Plan, EIN 94-3134523, Plan No. 001, for year ended December 31, 2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by insurance and a trust fund. Plan expenses were \$2,922,384. These expenses included \$197,533 in administrative expenses, and \$2,922,384 in benefits paid to participants and beneficiaries. A total of 1,151 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 \$40,122,576 as of December 31, 2023, compared to \$36,001,301 as of January 1, 2023. During the plan year the plan experienced an increase in its net assets of \$4,121,275. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$7,241,192, including employer contributions of \$1,894,832, earnings from investments of \$5,257,377, and other income of \$88,983.

Minimum Funding Standards

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. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of 5% of the plan assets, and
5. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of SUP Welfare Plan Inc., who is the plan administrator at 730 Harrison Street, Suite 415, San Francisco, CA 94107-1260, or by telephone at (415) 778-5490. The charge to cover copying costs will be \$5.50 for the full annual report, or \$0.25 per page for any part thereof.

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

You also have the legally protected right to examine the annual report at the main office of the plan at 730 Harrison Street, Suite 415, San Francisco, CA 94107-1260, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.



SUP PRESIDENT'S REPORT

SUP ELECTION

Balloting for the triennial election of Union officers and Constitution changes began on December 1, 2024, and will conclude on January 31, 2025. Ballots have been mailed to the address of record of members in good standing including pensioners. Urge all hands to vote.

If for any reason a member in good standing does not receive a ballot, or has spoiled the ballot he/she may request a duplicate ballot by calling **866 466 6455**, or by contacting SUP Election Coordinator **Martha Vizcarra**, at **415 777 3400** or dispatcher@sailor.org. A duplicate ballot form will also be available in the halls, the West Coast Sailors and on the Union's website at www.sailors.org. Duplicate ballot requests must be received by January 24th to accommodate for mailing process. Urge all hands to vote.

In accordance with the SUP Constitution, the entire secret mail ballot and election is being conducted by the Impartial Balloting Agent selected by the Committee on Election (Unilect Election Services). As per Article VIII, Section 1 of the SUP Constitution: "members with A and B seniority who are in good standing may vote in all Union elections. Members with C seniority who have ninety (90) days of seetime within the preceding year and have been in good standing for that year shall be eligible to vote in all Union elections." SUP members on pension may cast ballots for Union officers. The ballots will be counted at SUP Headquarters on Friday, January 31, 2025. Union democracy depends on participation and so again, I urge all hands to vote.

GOVERNMENT WATCH

The U.S. national election was close but decisive and without question adverse to labor. But on the plus side, the SUP backed candidates that benefited from our support down-ballot. Focused on only pro-Jones Act and pro-labor candidates in races where we could make a difference, we leveraged our strength to continue the tradition of punching above our weight.

In Washington's 3rd Congressional District, for example, Rep. Marie Gluesenkamp-Perez won with our support. In Hawaii, Jill Tokuda won with our support in the important 2nd Congressional District. In California George Whitesides defeated a long-time opponent of labor in Santa Clarita, and in Orange County, David Min defended Katie Porter's seat in the 45th Congressional District, and Derek Tran is ahead by only a few hundred votes. In the 13th Congressional District, the labor endorsed candidate Adam Gray flipped the seat by a margin of less than 200 votes. These victories came with, and in part because of, our support.

In fact, the SUP Political Fund saw success in every national race except two (Tester, Salas). The Senate deck was stacked against labor since Republicans needed just two net wins to gain the majority and had a more favorable territory due to a higher number Democratic incumbents up for reelection in swing or red states. Still, the SUP helped win the re-election of Sen. Maria Cantwell (WA) and Sen Jacky Rosen (NV) and garnered support for pro-Jones Act election of new Sen. Ruben Gallego (AZ). Given the thin majorities, (the final count in the Senate is 53 to 47) these victories may help to maintain maritime support and moderation. It won't be easy. Sen. Cantwell, for example, will hand the gavel of the powerful Senate Commerce committee to sworn Jones Act opponent Ted Cruz and everything is on the table with the new Administration.

The introduction of the larger anti-labor policies of Project 2025 are no longer in doubt, it is only a question of their severity and duration. Leaving aside uncertainty around tariffs and trade war, immigration and mass deportations, among other things, the main risk is to the Union is a Jones Act targeted for flat-out repeal, or waivers, exemptions, and workarounds. The hazards are real but we have faced full blown frontal attacks before and never wavered. We stand for the good wages, the good benefits, the good conditions, the good jobs we built. And to protect and improve them, we're always ready for the fight.

SUP BUILDING CORP

Endeavor Wireless, Inc., a contractor for tenant Verizon, conducted unauthorized work that penetrated the upper tower roof membrane of SUP Headquarters last month during what was intended to be a non-invasive and relatively routine maintenance upgrade. The notification to SUPBC was faulty and secondhand, but SUPBC immediately stopped work and commenced emergency repairs by a subcontractor (MJB Services). SUP Building Corporation notified Endeavor and SUP roofer Anderson Roofing met on December 2, 2024 to assess the problem. A careful review revealed a fix was possible to protect the roof, the warranty and that would also enable tenant construction. On behalf of the tenant Endeavor agreed to pay the cost.

The SUPBC was also notified this month that another tenant, Critchfield Mechanical Inc., was terminating its lease due to a downturn in the San Francisco construction industry.

PATRIOT CONTRACT SERVICES

Ready Reserve Bid: In late November Boriana Farrar, chief legal counsel for Patriot Contract Services, informed the Union that the Maritime Administration (MarAd) had requested a new bid for Ready Reserve. The membership will recall that many previous bids were prepared and either rejected or delayed until last summer MarAd approved a so-called bridge contract that included a significant increase in wages and carried through to January of 2025 unless extended to July. Now it appears that the Maritime Administration is changing again the expected contract timeline, perhaps as a result of the election. Accordingly, I am presently preparing new materials in time for a new December 20, 2024, deadline.

Payroll: On Friday December 6, Ms. Farrar also announced that Patriot had new top operational executive, Mark Handin, and that the Houston office has become the operational hub of the Company. In the same communication, Patriot said that compliance issues meant that beginning on January 1, 2025, the state of Texas would

be the payroll jurisdiction for the majority of its ships. The five vessels stationed in California (the three Cape H's, Cape Orlando and Adm. Callaghan) would remain under California payroll. Management predicted only minor changes and said they would be marginally favorable to employees in terms of withholdings related to California and Texas unemployment and other deductions.

THE YEAR IN REVIEW

The year 2024 began with new ships. A fleet renewal program at APL upgraded both the Maritime Security Program and SUP living spaces and workplaces. Matson converted ships to a new fuel as work began on three new-build Aloha-class ships.

In the Red Sea and around the world, the seagoing working life became more dangerous. Maritime labor united to demand safety, protection and recognition. In the continued funding of MSP, and in operation of Watson-class ships, in Ready Reserve manning and compensation, to name only a few examples, we also demanded recognition and support as essential workers critical to the supply-chain and overall readiness of defense logistics.

This year we forged historic new agreements with the San Francisco Bar Pilots and APL. Both contained innovative compensation mechanisms that more than kept pace with inflation and gave up nothing. We maintained benefits and made many small improvements to conditions and procedures that together have a vast cumulative impact. Important too was maintaining jurisdiction while organizing new work such as APL gangway security standby work for members awaiting ships in the Halls.

Meanwhile, the Union under its Constitution took the necessary steps to conduct a free and fair election. It will decide an important dues question and elect able officers capable of leading the leading the Union for many years to come. This was a momentous year, but one in which the SUP made gains and invested in its future. The outlook for SUP sailors is bright.

HOLIDAYS

The SUP/MFOW holiday party schedule is as follows:

San Francisco party will be held at MFOW Headquarters at 240 Second St. San Francisco on Friday, December 13 between 1130 and 1430.

Seattle pensioners party will be held at Chinooks on Fishermen's Terminal Saturday December 14, 2024, from 14:30 to 17:30.

Honolulu party will be held at Ala Moana Beach Park, Area 21, (west side of tennis courts) from 1200 to 1400 on Saturday, December 21, 2024.

Wilmington party will be held at the Wilmington Branch at 533 N. Marine Ave on Saturday 7 Dec 2024 between 1000-1500.

Christmas Eve: SUP Halls will be closed on Tuesday December 24, 2024. Christmas Eve and New Year's Eve are ILWU holidays on the West Coast and therefore recognized SUP holidays aboard APLMS and Matson vessels in Pacific Coast ports.

Christmas Day: SUP Halls will be closed Wednesday December 25, 2024, and SUP contract holiday.

New Year's Eve: SUP Halls will be closed on Tuesday December 31, for New Year's Eve, an ILWU holiday as per above.

New Year's Day: SUP Halls will be closed January 1, 2025, an SUP contract holiday.

Jack Hall Day: January 2 is an ILWU Local 42 holiday in Hawaii and shall be observed in accordance with local custom and practice.

ACTION TAKEN

M/S to concur in the balance of the President's Report. (Fuentes, Crockett). Carried unanimously.



SUP crew of the APL Islander in Qingdao shipyard/drydock with a freshly painted propeller and hull. Left to right: AB Abraham Krula, Bosun Filemu Pule Unutoa, Delegate Jay-ar Rezada, AB John Rezada, AB Kalae Huihui, and AB Mohamed Ahmed.

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Notice to Employees Covered by Union Agreements Regulated Under the National Relations Act

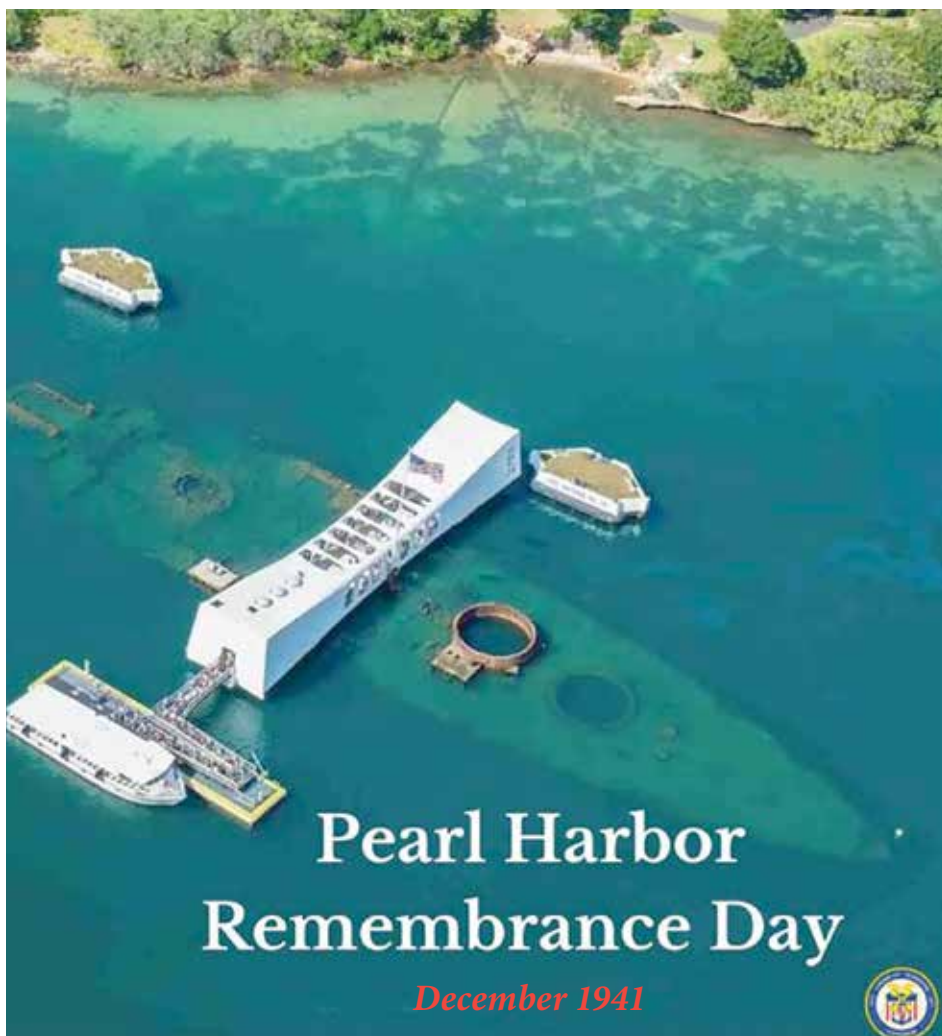
The Sailors' Union of the Pacific, SIU-CPD, affiliated with the Seafarers International Union, and the AFL-CIO, assists employees by representing them in all aspects of their employment and work aboard vessels which sail deep sea and in near-coastal and inland waters as well as in shoreside positions. For the most part, the union spends a majority of its financial resources on collective bargaining activities and employee representation services. In addition to these expenditures, the union also spends resources on a variety of other efforts such as organizing, publications, political activities, international affairs and community services. All of these services advance the interests of the union and its membership. This annual notice is required by law and is sent to advise employees represented by the SUP about their rights and obligations concerning payment of union dues. SUP political activities are limited to those funded by the SUP Political Fund and contributions to the SPF are entirely voluntary. This notice contains information which will allow you to understand the advantages and benefits of being a union member in good standing. It also will provide you with detailed information as to how to become an agency fee payor. An agency fee payor is an employee who is not a member of the union but who meets his or her financial obligation by making agency fee payments. With this information, you will be able to make an informed decision

about your status with SUP. Benefits of union membership are many, and while non-members do receive material benefits from a union presence in their workplace, there are significant benefits to retaining full membership in the union. Among the many benefits available to a member of the SUP are the right to attend union meetings, the right to vote for candidates for union office and the right to run for union office. Members also have the right to participate in the development of contract proposals and participate in contract ratification and strike votes. Members also may play a role in the development and formulation of union policies. The cost of union membership is dues, set by membership at \$150.00 per quarter and a one-time pay-as-you-go initiation fee of \$1600.00. Agency fee payors, or employees who choose not to become union members, shall as a condition of employment, in states which permit such arrangements, be obligated to make payments to the union in the form of an agency fee. The fee these employees pay is to support the core representational services that the union provides. These services are those related to the collective bargaining process, contract administration and grievance adjustments. Examples of these activities include but are not limited to the negotiation, enforcement and administration of collective bargaining agreements and meetings with employers and employees. Union services also include representation of employ-

ees during disciplinary meetings, grievance and arbitration proceedings, National Labor Relations Board hearings and court litigation. Employees who pay agency fees are not required to pay for expenses not germane to the collective bargaining process. Examples of these expenses would be expenses related to community service, legislative activities and political affairs. The amount of the agency fee for dues objectors which represents the costs of expenses related to those supporting costs germane to the collective bargaining process and representation. After review of all expenses during the 2024 calendar year, the fee cost associated with this representation amounts to 80 percent of the dues amount. This means that the agency fee based upon the dues would be \$120.00 (one hundred and twenty dollars) for the applicable quarter. This amount applies to the 2025 calendar year. This means that any individual who wishes to elect to pay agency fees and submits a letter between prior to December 31, 2024 and will have this calculation applied to their 2025 dues payments. To continue to receive the agency fee reduction effective January 2025, your objection must be received by December 31, 2024. This report is based upon an audited financial report of the union's expenses during 2017. Please note that as the chargeable and non-chargeable expenses may change each year, the agency fee amount may also fluctuate each year. Individuals who are entitled to pay agency fees and wish to pay fees rather than dues, must elect this option each year by filing an objection in accordance with the following procedure. If you choose to object to paying dues, an

objection must be filed annually. To receive the deduction beginning in January of each year, you must file by the end of December in the prior year. An employee may file an objection at any time during the year, however, the reduction will apply only prospectively and only until December 31 of that calendar year. Reductions in dues will not be applied retroactively. As noted above, each year the amount of the dues reduction may change based upon an auditor's report from the previous year. The objection must be sent in writing to: Agency Fee Payor Objection Administration, President/Secretary-Treasurer's Office, Sailors' Union of the Pacific, 450 Harrison St., San Francisco CA 94105. Upon receiving the notice of calculation of the chargeable expenditures related to core representation activities, an objector shall have 45 days to submit a challenge with the Secretary-Treasurer's office if he or she believes that the calculation of chargeable activities is incorrect. Every person who wishes to object to the calculation of chargeable expenses has a legal right to file such an objection. As with the entire policy including appeals, SUP shall comply in full with all regulations and law. Individuals submitting challenges will be responsible for all the costs associated with presenting their appeal. The union will have the burden of justifying its calculations. The SUP works very hard in good faith to ensure that all of its members receive the best representation possible in all situations. On behalf of all the SUP officers and employees, I thank you for your continuing support.

SUP President/Secretary-Treasurer



Congress Releases NDAA for 2025 With Support for MSP

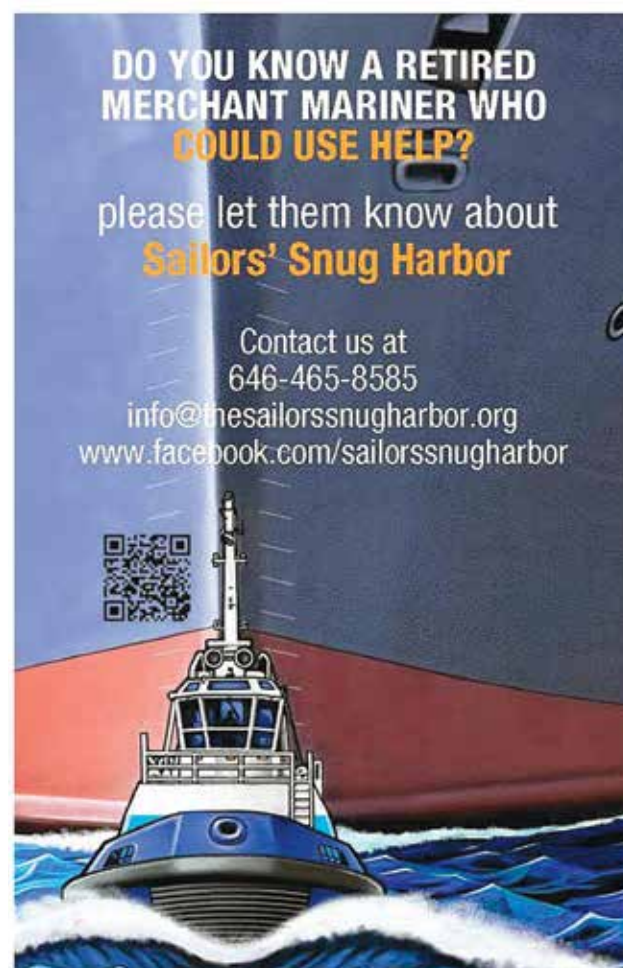
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of Life Improvement and National Defense Authorization Act" is one of the "must-pass" bills that Congress is working to finish during this term. The full House is expected to vote on the compromise NDAA soon and followed by the Senate before the end of the month.

It's important to remember that the NDAA is the defense policy bill, not a funding bill. Congress still needs to pass

a separate full-year appropriations bill to fund the Defense Department in 2025. Lawmakers could still push for higher spending during the appropriations process, which will most likely happen next year with the new Administration. The government as a whole needs to be funded as well and the expectation circulating in Washington is that the continuing resolution presently funds it and which expires on Dec. 20, will be extended to March.

Sailors' Snug Harbor



Founded in 1806 through the visionary bequest of Captain Robert Richard Randall, Sailors Snug Harbor has evolved to meet the changing needs of mariners over the centuries. Captain Randall's will directed that a "The Sailors' Snug Harbor" be established to care for "worn-out sailors."

In 1833, SSH opened its first retirement home in Staten Island, NY. At its peak, in the beginning of the twentieth century, more than 1,000 sailors lived there. Enrollment declined while costs to maintain the landmarked buildings rose. The facility closed in 1976 and reopened in a newly built facility in Sea Level, NC.

In 1992, SSH embarked on a program to assist mariners who lived outside of the Sea Level facility.

SSH soon realized most retired mariners would rather stay in their home communities. In 2005, the Sea Level facility was sold and SSH began transitioning toward helping mariners solely in their home communities.

In 2023, SSH assisted nearly 400 mariners in 33 states and Puerto Rico. SSH helps mariners live more comfortably by assisting them with their living expenses such as rent, mortgages, and utilities. Additionally, SSH searches for additional assistance the mariner may qualify for from state and local agencies. In recent years, SSH has expanded its eligibility criteria to include inland mariners as well as deep sea mariners. See the Snug Harbor website at thesailorssnugharbor.org for more.



ILA protestors

Not Automatic: Longshore Talks Break Down

continued from page 1 through Jan. 15.

“The ILA’s resolve remains strong not to surrender any ILA jobs,” the union said. “We are disappointed that USMX would attempt to disregard our ILA’s well-known position opposing job-cutting automation and semi-automation. Once again, employers who are raking in billion-dollar profits annually have exposed their goal of wanting to eliminate and replace jobs with robotic equipment.”

At the time the strike ended, the union and employers agreed on a 62% pay hike over the life of the new contract. “While we had positive progress on some issues, we were unable to make significant progress on our discussions

that focused on a range of technology issues,” USMX said in a release.

Back in October the agreement was to extend the contract expiration to January 15, 2025, and designed to provide room to resolve the automation and technology issue, among other things. But both sides had promised not to negotiate their new master contract in the media, the breach of which indicates a fundamental seriousness to the problem and thus a looming obstacle to an agreement.

“USMX-ILA negotiations ended when management introduced their intent to implement semi-automation – a direct contradiction to their opening statement where they assured the ILA that neither full nor semi-automation would be on the table,” said ILA President Harold Daggett.

He said the stalemate over automation and semi-automation threatens to cause another strike in less than six weeks. “Our ILA members are ready to make the ultimate sacrifice to win this battle against automation,” said Daggett. “They understand it’s a fight for their very survival.” Daggett described the context like this: “The ILA is not against progress, innovation, or modernization, but we cannot support technology that jeopardizes jobs, threatens national security, and puts the future of the workforce at risk.”

He said that 95 percent of the work performed by RMGs is fully automated with humans only involved in the last six feet of the container move when it is placed on a truck chassis. The potential hacking of port systems by foreign adversaries such as China was listed as further support for limits on automation, especially relevant given that the FBI and US Coast Guard has determined that Chinese-made cranes in U.S. ports is a serious security vulnerability.

With the union using words such as “stalemate,” and “impasse” it is unclear what the next steps might be for the talks. A strike would come a week before the end of the Biden administration which pushed the employers to meet the ILA’s wage demands and the inauguration of Donald Trump.

A prolonged strike is widely seen as devastating to the U.S. supply chain and economy at the start of the new administration.

AFL-CIO Unites Against FOC Shipping In U.S. Ports

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or job security to hold vessels at the dock until needed supplies or repairs are completed. This situation puts themselves, U.S. assets, and the safety of those in and around the port at risk. Companies that use these models are primarily interested in lowering business costs and increasing their profits, which poses a significant risk to the safety and welfare of global seafarers. Furthermore, this contributes to a decline in the critically important American maritime workforce.

To prevent future bridge accidents, the TTD, which is the nation’s largest transportation labor federation, demanded that the United States mandate foreign ship compliance with safety labor and operating rules including the minimum training and crewing requirements. This includes full enforcement of minimum safe manning and hours or work/rest rules and correction of all material safety

and engineering system deficiencies.

Additionally, to reduce the reliance on foreign goods and vessels, the United States must act affirmatively to increase the carriage of commercial goods and cargo on U.S.-flag, U.S.-built, U.S.-crewed vessels. This approach will create jobs for the middle class and help our domestic supply chain. In particular, the Unions recognized the Biden administration efforts to investigate the practices and policies of China that have targeted American maritime, logistics, and shipbuilding sectors. To offset the foreign encroachment, investing in the U.S. maritime industry and our American crews is a powerful strategy to strengthen the domestic supply chain which crucial for our country’s long-term prosperity and security.

The TTD, of which the SUP is a member, formally adopted this platform as their policy and goal.

LNG Developing as Favored Alternative Marine Fuel

The latest developments in ship construction and re-fueling appear to favor natural gas as the favorite alternative marine fuel. Although still counting for only a fraction of the world’s global fleet, the industry coalition SEA-LNG revealed that LNG-powered vessels now comprise more than 2% of all ships. That is expected to increase to 4% by vessel numbers or 6% by deadweight tonnage (DWT) when considering current order books.

Peter Keller, Chairman of SEA-LNG, said that the current LNG-capable fleet consists of “600 LNG capable ships afloat with a further 600 on order,” alongside 1,000 LNG cargo carriers and bunker vessels. This stands in stark contrast to just 54 methanol vessels and 2 ammonia vessels currently operating.

LNG’s safety record has been good during about sixty years of operation. It is also transportable, has lower environmental impact, low flammability, and non-toxic properties. Still, environmental groups have raised concerns about its carbon dioxide and methane emissions.

“When compared to traditional fuels, LNG is more of a teenager with all the growing pains, challenges and victories associated with adolescence. But it is maturing all the time as the market continues to grow, new build orders continue to rise,” said Keller.

Despite strong investment in LNG-fueled vessels, industry experts warn of a critical infrastructure gap. The sector requires significant investment in land-side facilities, including liquefaction near ports, bio and synthetic methane production, and bunkering capacity. This supply-side challenge is becoming increasingly pressing as the fleet continues to grow.

“While investment in newbuild LNG-fueled ships is robust, we need to see the same for bunker vessels, supply and liquefaction infrastructure. As the LNG pathway continues to mature and the use of liquefied biomethane and eventually e-methane increases, the delivery of the fuel to vessels must be assured and the investment gap closed,” noted Keller.

Continued growth is expected. But

there are many questions including but beyond the physical infrastructure. In particular, how will bunkering operations stay compliant with the Jones Act. And how will American mariners be included in the work? A recent case in Los Angeles indicates that a Canadian outfit has a foreign flag bunkering ship that is likely to negatively impact American mariners.



Dispatcher’s Report

Headquarters — November 2024

Deck	
Bosun.....	1
Carpenter.....	0
MM.....	5
AB.....	20
OS.....	7
Standby S.F.....	10
Total Deck Jobs Shipped.....	43
Total Deck B, C & D Shipped.....	38
Engine/Steward	
QMED.....	0
Pumpman.....	0
Oiler.....	0
Wiper.....	0
Steward.....	0
Cook.....	0
Messman.....	0
Total E&S Jobs Shipped.....	0
Total E&S B, C, & D Shipped.....	0
Total Jobs Shipped-All Depts.....	43
Total B, C, & D Shipped-All Depts.....	38
Total Registered “A”.....	25
Total Registered “B”.....	28
Total Registered “C”.....	7
Total Registered “D”.....	23

IMPACT OF TRUMP’S TARIFFS ON CONSUMER ELECTRONICS

PRODUCT CATEGORY	INCREASE IN CONSUMER PRICE	LOST CONSUMER SPENDING POWER	AVERAGE RETAIL COST INCREASE
LAPTOPS AND TABLETS	+45.0%	\$32.5 billion	+\$357, laptops; +\$201, tablets
VIDEO GAME CONSOLES	+39.9%	\$6.5 billion	+\$246
MONITORS	+31.2%	\$5.0 billion	+\$109
SMARTPHONES	+25.8%	\$25.6 billion	+\$213
LITHIUM-ION BATTERIES	+12.1%	\$1.5 billion	Up to +\$11
COMPUTER ACCESSORIES	+10.9%	\$5.2 billion	+\$25, printers
SPEAKERS & HEADPHONES	+10.9%	\$1.1 billion	+\$29, speakers; +\$35, headphones
CONNECTED DEVICES	+10.2%	\$7.9 billion	+\$5 to +\$37
TELEVISIONS	+9.0%	\$1.5 billion	+\$48
DESKTOP COMPUTERS	+6.2%	\$3.0 billion	+\$74

SOURCE: CONSUMER TECHNOLOGY ASSOCIATION (CTA) • ICONS: GETTY IMAGES



SUP BRANCH REPORTS

HONOLULU

November 2024

SHIPPING: The following jobs were dispatched for the month: 1 Bosun Steady, 1 Bosun Return, 6 AB Day steady, 2 AB Day Return, 6 AB Watch steady, 1 AB Watch Return, 1 AB Maintenance, 1 Ordinary, 1 USNS Bosun, and 1 USNS Ordinary. There were 8 Standbys Jobs dispatched for the month.

REGISTERED: A-Cards, 1 B-Cards, 1 C-Cards, and 1 D-Cards.

SHIPS CHECKED: *USNS Charlton, USNS Watson, Oceania, D.K. Inouye, Manulani, Maunalei, R.J. Pfeiffer, Moki-hana, Kaimana Hila, Mahimahi, Manoa, Maunawili, Matsonia*, and the Paint & Rigging Gang all running smooth, with few if any beefs.

Agent's Report:

The holiday suitcase parade aboard ships

has begun. Lots of Patriot steadies, and commercial relief work for someone looking to make a quick buck. The MFOW/SUP Holiday Party will take place on December 21st at Ala Moana Beach Park, picnic area 21 (located on the "Ewa" side of McCoy pavilion) with lunch to be served around noon. There will be games and activities for the kids. This will be a casual affair. So, there is no need to "dress up". A big Mahalo to Danny Contemlo (UPW) for helping to secure the permit so the MFOW can host the event. Both Shoreside gangs are volunteering to help make this a great event for our members and their families. Bounce house for the kids, among other things to make this memorable event for everyone.

Honolulu Branch Agent

WILMINGTON

November 2024

Shipping: Bosun: 2 AB/W; 13 AB/D; 4 OS/STOS; 4 GVA/GUDE 0. Standby: 44. Total Jobs Shipped: 63.

Registrations: A 19, B 27, C 2, D 6.

Ships Visited: Making regular visits as time permits me. Also keeping in contact by phone and email.

Agent's Report:

Happy holidays all, Shipping here in Wilmington is good. Jobs of plenty and we need all members to report and register for work. Many steady and Relief jobs coming. The registration list here is very thin. Need members to also come in and accept Standbys and Gangway Watch

jobs as well. There is plenty of work to go around.

This year's SUP/MFOW Christmas party Hosted by MFOW this year here in Wilmington is going to be held December 7th 1000-1500. Come enjoy festivities and raffles for the kids. Once again Happy Holidays. Let's bring in the New year with our best foot forward. Goodbye 2024.

As usual Keep up with documentation and dues and attend your monthly meetings.

If assistance is needed come and see me.

Wilmington Branch Agent

SEATTLE

November 2024

Shipping: 2 Boatswain (A, B); 4 AB (2B, C, D); 1 OS (B); 4 Standby AB (3A, B).

Registered: 4 A card for a total of 15; 8 B card for a total of 15; 5 C card for a total of 6; 1 D card for a total of 5.

Agent's Report:

SUP Seattle Branch secured tours of the Seattle working ports and industrial lands with Seattle City Councilmembers Robert Kettle and Alexis Mercedes Rinck. We coordinated with the ILWU and MMP to educate these decision makers on the irreplaceable contribution of Seattle's industrial lands and container terminals to our region's economy.

SUP Seattle has met with Washington State legislators who have agreed to champion a \$60k budget proviso in the Washington State Legislature to fund implementation of a basic safety training program at our affiliate Deep Sea Fishermen Union school, Crawford Nautical Training.

Please contact me on how to effectively advocate for this money with your local

legislators. We also met with multiple members of our congressional delegations lead Defense staffers on the potentially disastrous effects that downgrading the repositioning ships and scrapping the Jones Act would have on our existing qualified mariner pool.

Finally, we are coordinating advocacy with the Hawaii SUP Branch and MMP to expedite the MMC documentation process by requesting that the NMC return review and issuance authority back to the REC's for non-medical review documentation. Considering the vast improvements in communication and electronic storage that have developed since the advent of Homeland Security and the NMC consolidation, not to mention the simplicity of the new MMC format, it is our position that the REC professionals should be able to accomplish review and issuance within days rather than months. When the nation needs us, we are needed immediately, not five months from today.

Seattle Port Agent

VICE PRESIDENT'S REPORT

November 2024

APL President Cleveland — Igor Likhterman, delegate. Investigation ongoing into shore leave/restricted to ship claim in long Beach, CA. Ship will reflag by end of year. Jesus Hermosillo, Bosun.

APL JQ Adams — Javier Rosales, delegate. Reporting Starlink Internet works great when it's on, having some issues with internet shutting off by end of day. Mike Henderson, Bosun.

Cape Texas — Ahmed Ahmed, delegate. Ship activated for a 90-day mission at the beginning of December. Thanks to all the members who stepped up and took the jobs. Dimitrios Kolymparis, Bosun.

Cape Victory — Ship was activated the day after Thanksgiving to leave the yard in New Jersey. Returning to her home port of Beaumont, Texas. Bosun.

USNS Red Cloud — Jose Cervantes, delegate. After a long stay on the East Coast ship is headed to Europe for the next several months. It's important to work together as a crew and rotate watches fairly. Frank Walker, Bosun.

USNS Soderman — There were several billets unfilled this past month. We were able to dispatch three members with military training to fill them at the beginning of December. If you are interested in military training please let us know.

USNS Sisler — Mahon Gandy, delegate. Ship is on the hook in Saipan with no major beefs. Chris Cupan, Bosun.

Cape Hudson, Henry, & Horn — All three ships are back in the home port of San Francisco, CA in ROS. Rumors are that one of the three ships will be activated for a mission in December. Leeper, Sumague, and Demesa Bosun's.

USNS Seay — Giorgio Pompei, delegate. Ship has completed the long journey back from Diego Garcia and is on the East Coast now. We had a few members extend their dispatch to make sure we had no empty billets, it is much appreciated. Gearoid De Cleir, Bosun.

USNS Piliilau — Bill Peavey, delegate. Most of the crew were sent home at the beginning of December. Ship is in RAV status in Bayonne, NJ shipyard. Dominic Metz, Bosun.

I represented the SUP at the Alameda Labor Council this month. While the Presidential Election was disappointing for Labor, the fight goes on. We must protect the Jones Act as well as the any frivolous waivers or exemptions.

Ballots have been mailed to members addresses on file, please make sure to vote!

Vice President

BUSINESS AGENT'S REPORT

November 2024

Kamokuiki: Jose Ysern, delegate. Bosun Yvette Cavan. Gang in good spirits running from Guam to Kwajalein. Previous insect problem now under control.

Mahimahi: Austin Gahan, delegate. Back in service after layup. On the southern triangle and running smooth with Noel Isumaru as bosun.

Mokihana: Mark Relojo, delegate. Saher Ali, bosun. Company is calling for standbys during times of maxed out STCW which is a big help due to the short stays in Oakland.

Manukai: Lourdes Macias, delegate. Jonathan Kaisa. On the northern triangle out and scheduled to switch to China run.

President Adams: Javier Rosales, delegate. Starlink issues being worked on. Bosun is Mike Henderson. Slowly getting tools purchased but more needed.

President Cleveland: Aaron Weibe, delegate. Jesus Hermosillo, bosun. Company called for gangway security standbys under the new agreement. Gang appreciated the time off and the new contract on that and other lots of other stuff is working out in our favor.

APL Eagle: Chris Bartolo, delegate. Ali Ghaleb is the bosun. Gang is working hard in the Middle East. Clarification on start time of weekend overtime for watches.

Cape Horn: Christian De Mesa, bosun. Back to San Francisco from mission and shipyard in Portland. In good shape.

Cape Henry: Eric Bell, delegate. Dennis Sumague, bosun. Went on sea trials and may activate end of December.

Cape Hudson: Robert Leeper, bosun. Running smooth at Pier 50 in San Francisco.

Cape Orlando: Phil Coulter, bosun. In ROS in outer Oakland harbor at Berth 20.

Cape Texas: Ship activated first week of December. HQ managed to ship a full gang. Bosun Dimitrios Kolymparis will run the gang on a mission to Europe.

Cape Victory: Ship activated from an East Coast yard to return to berth in Texas.

San Francisco Bar Pilots: Chris Auer, delegate. Running smooth.

LNG requirement is still needed for three Matson ships with more on the way. Sign up for training at the Union halls. If you have taken the training then send in for the MMC endorsement. Check your documents and get early renewals of MMC, TWIC, especially STCW med cert which always hangs up members on the beach. Your Medical certificate is a dispatch killer. Fix it before it expires.

Members should make their voices heard and vote in the election. Voting is part of being a good Union sailor. Members are asked to support the Union and vote in favor of the dues increase for Union power. It has been many years since the last increase and wages have gone up. Financial strength is part of the deal. Take care of the Union that stands up for you.

Worked with the Membership and Ratings Committee, dispatchers, and visited ships.

Happy holidays and good luck in the New Year,

San Francisco Business Agent

Santa is a Sailor

Every day of the year, including Christmas,
more than 1 million people are working at sea
Some are there by choice, but most by necessity,
far away from friends, family, children and home.
During the holiday season, let's not forget the
supply-chain champions that move 90% of everything
we need, enjoy and put under the tree.