




West Coast Sailors

Official Organ of the Sailors' Union of the Pacific

Volume LXXXIV No. 11  185

SAN FRANCISCO, CALIFORNIA

Wednesday, November 17, 2021

SUP Election Begins December 1, 2021

The SUP Committee on Election finished its work in November, marking the beginning of the Union's triennial election for the term beginning on March 1, 2022 and concluding on February 28, 2025. Voting by all mail balloting will begin on December 1, 2021 and carry through to January 31, 2022.

The elective offices determined by SUP Constitution are one President, one Vice-President, one Branch Agent in Wilmington, Seattle, and Honolulu and one Business Agent in San Francisco. Also open are the five trustees of the SUP Building Corporation and three SUP delegates to the Seafarer's International Union of North America convention.

The Committee verified the nominations and credentials

of candidates, conducted the notifications, clarified the rules, as well as prepared the ballot. In addition to the candidates for office, the single Constitutional question on a dues increase, endorsed by Committee on Constitution and confirmed by the membership, was formulated. The Committee also recommended hiring the services of impartial balloting agent of Unilect Election Services to again conduct the election. That recommendation was accepted by the membership at the coastwise meetings in November.

The full report of the Committee is available, as well as the statements and photos of candidates who chose to submit them, on page 6. See also the President's Report for more information.

California Approves Booster for All; Same Action expected by FDA/CDC

All fully vaccinated adults in California seeking a COVID-19 booster shot should be eligible to get one, California Department of Public Health officials say.

In a letter Thursday, officials directed health care providers not to deny booster shots to adult patients. The announcement opened up booster shot eligibility to millions of residents across the state.

"Do not turn a patient away who is requesting a booster," California Department of Public Health Director Tomás J. Aragón said in the letter. "Allow patients to self-determine their risk of exposure."

People in California who are 18 and older are eligible for a COVID booster shot as long as at least six months have passed their second dose of the two-shot Pfizer or Moderna vaccine or two months must have passed since their Johnson & Johnson shot.

The CDC, for its part, has expanded eligibility but not quite as widely. It is presently issuing the following guidance:

COVID-19 — New booster shot recommendations

As of October 21, 2021, the CDC recommends booster shots for those already vaccinated with any of the US-authorized vaccines: Pfizer, Moderna, or

continued on page 12

Union Labor Gets Boost From Giant Infrastructure Act

America's Unions are among those celebrating passage of the bipartisan Infrastructure Investment and Jobs Act, which will fund historic investments in the country's infrastructure and the people who build, operate and maintain it. The \$1.2 trillion package, which passed the House of Representatives in a bipartisan vote on Nov. 5, provides \$550 billion in new infrastructure spending—the largest investment of its kind in the history of the United States.

"Congress has taken serious steps towards answering the decades-long call by the Transportation Trades Department and our 33 affiliated unions to bring America's transportation infrastructure squarely into the 21st Century," said TTD President Greg Regan and Secretary-Treasurer Shari Semelsberger in a statement.

In addition to traditional road and bridge improvements, the bill will fund power grid modern-

ization projects and other projects at ports (17.3 billion), airports, and air traffic control facilities nationwide. It will expand public transit options across every state. It also reauthorizes funding for highway, transit, and rail programs for five years longer than the short-term extensions that Congress has authorized for many years.

TTD called the bill "a monumental win for union members in all 50 states, the District of Columbia, Puerto Rico and the territories...[that will] sustain and create millions of good union jobs, and...expand safety and other worker protections across all modes of transportation."

"The President promised to work across the aisle to deliver results and rebuild our crumbling infrastructure," the White House said in a statement. "After he put forward his plan to do exactly that and then negotiated a deal with members of

continued on page 4

Health Care Unions Reach Agreement With Kaiser

LOS ANGELES — After months of negotiations, the 52,000 members of the Alliance of Healthcare Unions reached a tentative agreement with Kaiser Permanente. Among the various pieces of the contract, workers pushed back on Kaiser's "two-tier" wage proposal and won good wage increases, racial justice language, and language to address the staffing crisis. Plans for a strike that was set to begin on November 15 were called off as the tentative agreement is reviewed and voted upon by the unions.

Hospital workers and management at Kaiser Permanente, one of the nation's largest healthcare systems, reached the agreement two days before nearly 50,000 employees were set to strike over a proposed pay system for future hires.

The strike would have been one of the largest in the American healthcare industry — and throughout the West Coast — in recent years, affecting more than 350 facilities in Southern California and other locations in Northern California, Oregon, Washington and Hawaii.

The core of the disagreement between labor and management came down to two issues: raises and a proposed two-tier pay system, in which employ-

ees hired after 2023 would be paid according to a lower wage scale than current employees doing the same jobs. The tentative agreement provides for increases, staffing improvements and defeated the two-tier system.

Kaiser Permanente management had stuck with that proposal for months, which called for paying new hires 26% to 39% less than current employees, arguing that the measure was necessary to lower labor costs and prevent higher costs to Kaiser members down the line.

The tentative agreement reached between the Alliance of Health Care Unions and Kaiser Permanente scraps the two-tier proposal, according to a statement. If approved, the agreement will cover a four-year contract for nearly 50,000 workers.

"This agreement will mean patients will continue to receive the best care, and Alliance members will have the best jobs," Hal Ruddick, executive director of the Alliance of Health Care Unions, said in a statement. "This contract protects our patients, provides safe staffing and guarantees fair wages and benefits for every Alliance member." The agreement is tentative because members need to vote to ratify the new contract.

Maritime Labor Unites Against Sexual Assault at Sea

In another joint message the seven presidents of the U.S. maritime labor unions, representing the majority of bluewater U.S. mariners, reinforced their collective commitment to safe workplaces at sea and ashore, free of fear, harassment, bullying and any kind of assault. They all began a thorough re-examination of their own internal policies and procedures and set about any updates that support protection, mutual respect and education in their

memberships. "Turning a blind eye is not acceptable. All seafarers must be committed to active opposition to any type of harassment, bullying or discriminatory behavior. It is our collective duty to protect and respect our shipmates. As maritime professionals and decent human beings, we must look out for one another," they wrote. See complete letter on page 5.

Periodicals postage paid at San Francisco, CA (USPS 675-180)



SUP Honor Roll

Voluntary contributions from the membership to the following funds:

Dues-Paying Pensioners

- Diane Ferrari.....BK#2251
- Hannu Kurppa BK #3162
- Gunnar Lundberg.....BK#4090
- Duane NashBK#2437
- Vince O'Halloran.....BK#2463
- John Perez..... BK#3810
- James Savage.....BK#7488
- Grant WeggerBK#3637
- Alexander Earle..... BK#1885
- Frank Portanier.....BK#3835
- Emmert HollowayBK#5875
- Terry Lane BK#4107
- Juan Magana.....BK#6332
- John Drolla... ..BK #2751
- Dennis WhiteBK #3647

Political Fund

- Filemu Pule Unutoa \$100
- Carl Turner.....\$20
- Archie Bickford \$100
- Michael Dirksen\$500
- Jonathan Anderson-Kaisa..... \$50
- Victorino Ramos \$50
- Vincent O'Halloran\$400
- Gil Manipon\$30
- Arsenio Purganan\$60
- Raymond Tavai.....\$60
- Brendan Bohannon\$20
- Louie Urbano.....\$50
- Dave Connolly\$200
- Brandon Keopuhiwa \$50
- Benjamin Garman \$100
- Dakota Mcdonald.....\$50
- Cosme Bigno.....\$50
- Daniel Tin Tun \$100
- Rory Alexander \$50
- Joe Mantanona\$50
- Gonzalo Sarra.....\$50

West Coast Sailors

- Shermaih Iaea..... \$10
(In Memory Of Tony Vail)
- Mike Bailey..... \$20
- John Dacuag \$20
- Vermilo Visaya... ..\$10

Organization/General Fund

- Brandon Keopuhiwa\$50
- Cosme Bigno\$50
- Gonzalo Sarra.....\$50

SUP Membership Change of Address Form

Name (print) _____ Book No. _____

Address _____

City _____

State _____ Zip _____ Country _____

E-mail _____

Phone _____ Cell Phone _____



Sailors' Union of the Pacific
450 Harrison Street
San Francisco CA 94105

SUP Welfare Plan Notes

New Employee Assistance Program Vendor

Effective December 1, 2021, the current Drug, Alcohol Abuse, and Mental Health Employee Assistance Program (EAP), formerly administered by Human Behavior Associates, will be replaced by a new vendor, **Uprise Health**.

Services fall under two categories:

Under the **EAP** program, up to a maximum of three (3) counseling sessions with licensed professional specialists are available to members and dependents at no cost to you. These services are available regardless of whether you are currently eligible for SUP Welfare Plan benefits and regardless of whether you are currently enrolled in a medical plan.

In cases where in-patient treatment and rehabilitation are required for drug and alcohol abuse, the **Substance Abuse Program (SAP)** is available to members only who are eligible for SUP Welfare Plan benefits and enrolled in a medical plan, or who can provide documentation showing they are covered under another group health plan. This can include a spouse's plan, another employer's plan, or a parent's plan; but does not include individual health insurance, such as that purchased on the federal or state Health Care Exchanges through the Affordable Care Act.

Brochures with contact information and a full description of services available will soon be mailed to SUP members.

Michelle Chang, Administrator mcsupsiupd@sbcglobal.net

Patty Martin, MPP & 401(k) Plans, Death Benefits
martinpatty59@sbcglobal.net

Gina Jew, Claims gina@marinersbenefits.org

Michael Jacyna, Eligibility mjacyna67@sbcglobal.net

Training Representative Berit Eriksson 206-551-1870
berittrainrep@sbcglobal.net

SUP Welfare Plan 730 Harrison Street, #415 San Francisco, CA 94107

Phone Numbers: 415-778-5490 or 1-800-796-8003 Fax: 415-778-5495

SIU-PD Pension 415-764-4987

SIU-PD Supplemental Benefits 415-764-4991

Seafarers Medical Center 415-392-3611

Membership and Ratings Committee

The Committee met on November 4, 2021 and found the following members eligible for advancement in seniority and rating stamps in the various departments.

Name and Membership	Number	Seatime	Rating	Seniority
Joseph Hilario	Bk#5890	6 yrs.	A.B.	A
Kim Dulay	Bk#2762	6 yrs.	A.B.	A
Edward Moody	B-19700	1 yr.	A.B.	A
Dave Hampton	B-19701	1 yr.	A.B.	A.
Gregory Allen	B-19702	1 yr.	O.S.	B
Lemausamoa Moaaliitele	B-19703	1 yr.	O.S.	B
Victorino Ramos	B-19704	1 yr.	A.B.	B
Kamakakai Lau	B-19705	1 yr.	O.S.	B
Vermilo Visaya	B-19706	1 yr.	O.S.	B
Terrence Bauman	C-2886	30 days	O.S	C
Jason Mowers	C-2887	30 days	A.B.	C

Ratings: Bosun Stamp

Preston Lau Bk#4130

Membership and Ratings Committee's Report: Paul Fuentes, Bk#2239, Sam Worth Bk#B-19320 and Faith Matas, Bk#B19399



AB Kim Dulay takes the oath of obligation at the November HQ meeting in San Francisco.

New Pensioners Join the SUP Ranks of Retirement

(Year to Date)

- Robert Bell
- Rogelio Berioso
- John Drolla
- Harry J. Freeman
- Edilberto S. Genita
- Kenneth J. Herzstein
- Emmert "Lou" Holloway
- Juan R. Magana
- Jose C. McDonald
- Daniel McDonald
- Ray Monday
- Roberto P. Morante
- Frank Portanier
- Mitchell Roseveare
- Richard L. Stinson
- Stephen Swinton
- Dennis F. White

SUP Meetings

These are the dates for the regularly scheduled 2021 SUP meetings:

SUP HQ	Branches
December 13	December 20

Final Departures

Robert Vandermeij, Book No. 865. Born in Holland in 1947. Joined SUP in 2001. Died on August 24, 2021. (Pensioner)

Edward Vogt, Book No. 646. Born in California in 1921. Joined SUP in 1941. Died in Nevada, September 22, 2021. (Pensioner)

Jonathan Blackwell, Permit No. 18204. Born in Maine in 1949. Joined SUP in 1990. Died in Portland, Maine, October 1, 2021. (Pensioner)

Leonard Coover, Book No. 4571. Born in Oregon in 1927. Joined SUP in 1945. Died in Oregon, October 1, 2021. (Pensioner)

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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Congestion Spawns New Schemes of State Competition

Florida Lawmakers Introduce Anti-West Coast Port Legislation Using Federal Dollars

Representatives of Texas and Florida have long targeted successful West Coast businesses for relocation. Now they have added West Coast ports to their target list as they try to use COVID relief funds to attract West Coast cargoes. The governors of both states issued politically motivated statements saying their ports are open and available to aid in reducing the backlog at the Southern California ports. Now, members of the Florida delegation to Congress are proposing to use U.S. tax dollars to redirect ships from Southern California through the Panama Canal to ports on the East Coast and Gulf Coast.

Senator Rick Scott and Congressman Carlos Giménez from Florida introduced the Supply Chain Emergency Response Act which they said is designed to help alleviate the impacts of “the disastrous supply chain crisis that is affecting families and small

businesses across America.”

“As empty shelves grow more and more common, prices are surging higher and small businesses can’t access the goods they need to serve their customers,” said Senator Scott. He said the Supply Chain Emergency Response Act would get products flowing to American families and businesses. “Fortunately, Florida’s ports are ready and able to help.”

Under the draft legislation, \$125 million unspent in the Coronavirus Aid, Relief, and Economic Security Act (CARES) passed in March 2020 would be made available to encourage ships to reroute from California to Florida and other eastern ports. The new legislation would allow state governors to use unspent, obligated CARES Act funding to help offset port fees and other related state-level expenses. There was no mention of the cost the ships would incur sailing

the extra distance and the disruptions to schedules and exports by moving ships from Southern California.

The proposed program would be managed by the Maritime Administration such that shipowners could apply for the funds if they agree to reroute ships from the West Coast to the east and dock in the less crowded ports to offload their containers. However, the proposed legislation contains a provision that “prohibits any individual who is a member of the Chinese Communist Party or any company owned, in whole or in part, by the Chinese Communist Party from being eligible for the provisions under this act.” West Coast ports would also be barred from charging any port fees to ships that skip their reservations and instead proceed to the east to avoid delays.

Many economists consider the supply-chain backlog to be more complex than

mere port congestion, and often consider it a temporary condition that will eventually return to normal. But this latest proposal to address the backlog of ships comes as the Biden administration hails the maritime workers throughout the West Coast, including longshoremen and truckers, especially as they work long hours and 24/7 schedules to clear the cargo. Still, the political opportunity is too ripe: on November 9, there were a record 111 containerships either at the terminals or waiting to enter the ports of Los Angeles and Long Beach.

It may be viewed as somewhat contradictory that national lawmakers from Florida and Texas would propose using emergency federal funds to subsidize the cost of their own states’ competition against other states and regions of the United States, money that derives in part from the regions that would be disadvantaged.

Congestion and Delays Spread to Port of Seattle

Delayed Zim Kingston Lost Containers and Burned in Storm

Several ocean carriers announced last week that they will temporarily omit calls at the Port of Seattle because the supply chain logjams afflicting trade routes worldwide have spread to the Washington state port. Seattle previously had no vessels waiting, but in recent weeks there has been an average of 12 to 15 standing by in Puget Sound.

Maersk alerted customers that it would “temporarily remove Seattle call from the port rotation of service TP9, to stabilize the vessel schedule and deliver a more reliable product to our customers.” MSC issued a similar advisory, citing “increased waiting time for vessel berthing... impacting schedule reliability and causing delays to shipments...” Hapag-Lloyd said berthing delays in Seattle were up to two weeks.

Port authorities say they are taking steps to handle the increasing volumes, including seeking expanded gate hours. Terminal operators had already added extra night shifts, but were not accepting empty containers until vessels sailed so there would be enough room for new ones. Trucks and drivers are in short supply and many warehouses are full. The new Terminal 5 is expected to open in 2022, expanding Seattle’s capacity, as part of a project that includes the installation of four of the largest cranes on the West Coast.

Meanwhile, in possibly the second congested related incident, Seattle public radio station KUOW has reported that the vessel that lost more than 100 containers off the



Strait of Juan de Fuca on Oct. 22 was caught in a storm at sea because anchorages in ports in the US and Canada were backed up. On the basis of satellite AIS data, the KUOW reporters found that for about six hours, ZIM KINGSTON waited off the entrance to the strait in gale conditions, moving in a circular orbit at a speed of about three knots.

With the wind blowing at 35-40 knots, the Maltese-flagged ship began to roll up to 35 degrees and 109 containers were lost over the side. Some of the containers that remained on board were damaged and caught fire.

A spokesperson for the US Coast Guard VTS office for Puget Sound confirmed to the reporters that ZIM KINGSTON was out at sea at the time of the casualty because of congestion at most of the major West Coast container ports.

“The [ZIM KINGSTON] was sort of in a holding



pattern out there because the anchorages in both the US side and the Canadian side of the border are pretty full,” KUOW quoted Laird Hail, director of the Puget Sound VTS, as saying.

Two of the containers still missing are filled with dangerous goods, including a potentially hazardous ore processing chemical, potassium amyl xanthate.

Container Rates Show Signs of Settling Back to Earth

Sky-high container shipping prices may be coming back to earth. The Freightos Baltic Index for trans-Pacific rates fell at the fastest pace in two years in early November, in a sign that pressure may be easing in a market strained throughout this year by high demand and lengthy

logjams.

The cost to move a container from China to the U.S. West Coast fell 26% last week compared with the week before to \$13,295, according to the Freightos Baltic Index. That is still more than three times as high since the start of the year when

the same box cost \$4,200.

The bottleneck at the ports of Los Angeles and Long Beach isn’t dissipating, and the Marine Exchange of Southern California says the offshore backlog of ships waiting for berths at the gateway complex continued to reach records. But

the urgency by shippers to rush goods to market for the holidays looks to be waning, with various pricing measures on major markets out of Asia declining since the end of October. The backups on the water remain and many expect it to last to at least February.

Shipowners Continue to Abandon Mariners Worldwide

Fifty-seven ships have been abandoned since the start of the year, according to the International Labor Organization.

The number more than doubled in the first year of the pandemic, with 85 reports in 2020, up from 40 in 2019. The International Transport Workers’ Federation says there are now more than 1,000 abandoned seafarers struggling to eke out an existence at ports all over the world.

A bulker and its 11-person crew, abandoned in the Somali piracy high-risk zone, is one example. The 1977-built HAJ ABDULLAH developed cracks below the waterline while transporting sulfur from Dubai to Dar Es Salaam. On Aug. 31, it called at Mogadishu for an inspection and supplies, but authorities would not allow it to enter the port, insisting instead that it remain anchored off the coast.

“The crew has been pumping out water day and night to keep her afloat,” says ITF Arab World Network Coordinator Mohamed Arrachedi. He says the Lebanese shipowners have not responded to inquiries and the flag state, Sierra Leone, has taken no practical steps to help. “We all fear for our lives,” one member of the crew said. “At the moment the pumps are coping, but we have no way of knowing

how long the ship will stay afloat.”

To give each crewmember up to four months of back pay and cover the cost of repatriation, the ITF has asked the insurer to activate the financial security clause in the ship’s insurance policy under the terms of the Maritime Labor Convention 2006. But without cooperation from the authorities in the Port of Mogadishu, the ITF says, there is no way to get the crew off the ship.

APL Parent Buys Back Los Angeles Terminal

CMA CGM has agreed to take over the Fenix Marine Services terminal in Los Angeles, in a deal with an enterprise value of \$2.3bn. The French containerline, which owns and operates APL, currently holds a 10% stake in the terminal, is now buying back the remaining 90% from EQT Infrastructure III fund after selling it in 2017 for \$875m. The sale was part of the acquisition of APL.

FMS is the third-largest terminal in the Los Angeles/Long Beach port area in terms of capacity and one of the largest in North America. The terminal operates on a concession from the Port of Los Angeles

expiring in 2043.

CMA CGM will take over operations after the transaction is completed, with plans to extend the container yard to increase terminal capacity and expand rail capacity to create one of the largest rail infrastructures in the US. In addition, the plan calls for the construction of a new berth and the continuation of the terminal's digital transformation.

"The swift recovery of the global economy has demonstrated the importance of ports and logistics infrastructure," Rodolphe Saadé, chairman and CEO of the CMA CGM Group, said in a statement.

CMA CGM, similar to many major container lines, is in a stronger position than it was in 2017, now reaping record profit after paying down debt. In 2019, CMA acquired third-party logistics provider CEVA, and in the past year has substantially built up its air cargo footprint under the CMA CGM Air Cargo brand, part of efforts to diversify its holdings and provide tailored solutions to shippers rather than just port-to-port ocean shipping.

Saadé said the deal enables the carrier to "manage efficiently our port operations on the West Coast of the United States."

CMA CGM is one of the largest carriers

on transpacific routes, operating 24 services. By early 2022, the FMS terminal should welcome the first CMA CGM liquefied natural gas-powered 15,000 teu ships to be deployed on routes between Asia and the United States.

The company said the FMS move is part of its strategy of developing terminal business while supporting the growth and efficiency of its shipping lines. CMA CGM currently has investments in 49 port terminals in 27 countries, through its two subsidiaries CMA Terminals and Terminal Link.

Dwell Time Fee Postponed as Backlog Begins to Improve

The ports of Los Angeles and Long Beach announced on Nov. 15 that they will delay their controversial container dwell fee directed as ocean carriers until November 22, relieving some shippers who faced steep penalties for containers stuck in marine terminals. In making their announcement, the ports cited a 26% reduction in the number of containers dwelling past the limit, at least compared to October 25 when they first announced the pending penalties.

The new measure was intended to relieve congestion at Southern California ports but has highlighted divisions between U.S. importers, terminals and ocean carriers.

The ports of Los Angeles and Long Beach planned to begin charging the ship-

ping lines starting Nov. 15 for containers that sit at marine terminals — called dwell time — before beginning the next leg of the logistical journey. Now that date has been postponed until at least Nov. 22.

Officials say the temporary fee addresses a key part of the logjam that has tied up operations at the port complex and led to ship delays.

Under the new policy, the ports will charge ocean carriers for containers sitting over a grace period. The fee is \$100 per container, which increases in \$100 increments per day until the container leaves the terminal. For containers lingering past the grace period, the charge can really stack up. A presentation by the Port of Long Beach shows the charges to be cumulative, so by day 3 the charge reaches

\$600, day 4 is \$1000 total, and so on.

Importers and freight forwarders (shippers) say the fee would amount to a levy on them since they expect carriers to pass the charges along to them even though they have little control over when boxes are moved away from the ports. "The customers can't get the boxes off the dock because they can't find [trucking] power, the warehouse is full," said

Craig Grossgart, senior vice president of global ocean for Seko Logistics, an Itasca, Ill.-based freight forwarder.

The discord over the fee shows the challenges authorities face in unwinding the gridlock at Los Angeles and Long Beach, a major bottleneck in the global supply-chain disruptions that have confronted retailers and manufacturers and may have

undermined an economic recovery from the pandemic slowdown.

"We understand the need to push to get the cargo moving," said Jonathan Gold, vice president for supply chain at the National Retail Federation. "But we are concerned about how the fee is going to be implemented and the fact that it's going to get passed along." Ocean carriers such as German container line Hapag-Lloyd AG say they are still deciding how to interpret the new fee, which would be in place for 90 days. France's CMA CGM SA, in a note to customers called the fee a "government pass-through charge." Representatives for CMA CGM declined to comment.

Early indications suggest that even the threat of fees is producing faster turnover of terminal space for new containers.

Max Vekich, Seattle Longshoreman, Nominated to FMC

President Joe Biden has nominated Max Vekich, a former longshoreman and Washington state representative who's been a long-time advocate for the port of Seattle and Tacoma, to serve on the Federal Maritime Commission (FMC). Vekich would replace Michael Khouri, whose five-year term expired in June.

Vekich was a four-term Democratic member of Washington state's House of Representatives between 1983 and 1991, according to last week's statement from the White House announcing his nomination.

In 2004, Vekich relocated to work at the Port of Seattle, where he supervised

the loading and unloading of vessels and served as a member of the International Longshore and Warehouse Union's executive board. He unsuccessfully ran for the Port of Seattle Commission in 2009.

Since that time, the White House said Vekich has "weighed in on numerous port issues" such as the \$300 million modernization of a Northwest Seaport Alliance terminal that will allow it to handle vessels up to 14,000 TEU.

If confirmed by the Senate, Vekich will join the FMC at a time when its regulatory power over ocean carriers is coming into sharper relief due to complaints from US

shippers about the current tough conditions in the market. Rep. John Garamendi, D-Calif., has proposed a rewrite of the ocean shipping act that would expand the FMC's powers, make it harder for ocean carriers to refuse export cargo, and limit their ability to charge detention and demurrage.

In budget testimony before Congress last week, FMC Chairman Daniel Maffei said the commission has "been doing a lot of investigations since last fall" into supply chain issues, including the inability of US exporters to get space on containerships and the congestion fairness of detention

and demurrage fees.

To that end, the FMC has begun to audit how detention and demurrage are assessed and has asked ocean carriers to provide updates on their most current billing practices for those fees. Following an executive order from the White House encouraging closer scrutiny of potential anticompetitive behavior across multiple sectors, the FMC also plans to increase its cooperation with the US Department of Justice on whether excessive market concentration among ocean carriers is contributing to high rates and limited slot space.

Union Labor Gets Boost From Giant Infrastructure Act

continued from page 1

Congress from both parties, this historic legislation is moving to his desk for signature."

The White House said that combined with the Democrats' reconciliation bill, which is also on track for passage, the bipartisan infrastructure legislation will add on average 1.5 million jobs per year for the next 10 years. President Biden has said the legislation "will make it easier for companies to get goods to market more quickly and reduce supply chain bottlenecks now and for decades to come... which will ease inflationary pressures and lower costs for working families."

"Spread the word," said the AFL-CIO. "The bipartisan Infrastructure and Jobs Act is a tremendous victory for working people in America. While many politicians have talked for years about rebuilding our physical infrastructure, it is the Biden-Harris administration and a pro-worker

Congress that actually delivered the investments workers have been demanding for so long. And it wouldn't have happened without the power and persistence of the labor movement, winning the 2020 election for working people and keeping up the pressure on Congress to pass our highest priorities." See more about the Infrastructure and Jobs Act in the President's Report on page 10.

Here are the facts about the Infrastructure Investment and Jobs Act:

- \$110 billion to rebuild 173,000 miles of roads and 45,000 bridges
- \$66 billion in funding to upgrade America's rail service
- \$65 billion to improve the resiliency of our power grid
- \$65 billion to expand broadband internet access, particularly in rural areas
- \$55 billion to make sure Americans have access

to safe and clean water, including \$15 billion to replace lead pipes

- \$42 billion for port and airport repairs
- \$39 billion for public transit to keep workers moving
- \$21 billion in environmental remediation to clean up Superfund and brownfield sites in hard-hit energy communities
- \$7.5 billion for electric vehicle charging stations and \$5 billion for electric and hybrid school buses

In total, the act represents the biggest infusion of funding into America's physical infrastructure since President Dwight Eisenhower established the Interstate Highway System in the 1950s. The bipartisan legislation is fully paid for and doesn't add a dime to the deficit. The vast majority of expenditures are subject to prevailing wage laws, ensuring that skilled local workers earn a fair return for their hard work.



Oakland Waterfront Ballpark Advances

The Alameda County Board of Supervisors voted in support of funding a new ballpark for the Oakland Athletics at Howard Terminal in the Port of Oakland on October 26, 2021. The 4 to 1 vote is a non-binding resolution to back the proposed ballpark's tax revenue scheme to help pay for the waterfront development that includes office space and luxury housing.

The county can now choose to opt-in to a non-binding tax district that the City of Oakland plans to create for the team's proposed \$12-billion stadium. The money would also pay for commercial spaces, a concert venue, and for surrounding infrastructure including a park. The vote shows that above all Alameda County wants to stay at the table, but the deal is far from being finished. The special tax district would collect property taxes generated from the project for 45-years to cover the debt generated by construction costs.

Oakland Mayor Libby Schaaf considers the vote to be a "historic action that creates a clear path to keep the A's rooted in Oakland", she wrote in a statement. Oakland plans to fund part of this project, which was originally supposed to be 100 percent privately funded. "We look forward to continue working with the A's, and to issuing a final Environmental Impact Report by the end of this year as well as negotiating a binding Development Agreement. We will return to City Council for a final vote as swiftly and prudently as possible," Schaaf stated.

On the other hand, Alameda County Board of Supervisors President Keith Carson, among other supervisors, worried about the outcome of a massive financial investment like this, along with some of Oakland's economic consultants who said it makes assumptions on legislation that has yet to pass. "I have to believe there are other ways in which they can come to the financing on this deal," he said.

The East Oakland Stadium Alliance, whose members include the SUP, the MFOW, MMP, MEBA, ILWU, and the IBU are members, says they are disappointed in the Board for giving into pressure from Oakland and the A's team, though grateful that the policymakers acknowledged concerns of affordable housing and other resources that the county needs. "The Board should not commit millions of public tax dollars toward a private project that will displace West Oakland residents, put thousands of

working-class union port jobs at risk, and jeopardize the county's long-term financial stability," the organization said in a statement. "We are confident that upon having additional time to do a thorough analysis the Board will come to understand the overwhelming negative implications of this proposal and decline to move forward."



October 26, 2021

Union Sisters & Brothers:

As you know, our industry recently made unwanted headlines due to allegations of sexual assault and alcohol consumption aboard an American-flag vessel. We take the incident with utmost seriousness, but, regardless of how that particular case plays out, the undersigned unions – who represent the majority of deep-sea U.S. mariners – are taking this opportunity to reinforce our collective commitment to helping ensure that all seafarers have a safe workplace free of fear, harassment, bullying and any kind of assault. We are in the process of thoroughly but quickly re-examining and, where warranted, updating policies and practices that will facilitate education, protection and mutual respect within the ranks of our memberships and throughout the industry.

Turning a blind eye is not acceptable. All seafarers must be committed to active opposition to any type of harassment, bullying or discriminatory behavior. It is our collective duty to protect and respect our shipmates. As maritime professionals and decent human beings, we must look out for one another.

When a mariner experiences or observes harassment, bullying or discriminatory behavior, the alarm must go off. Such conduct must immediately be stopped and/or reported. The hierarchy aboard ship, the power relationship inherent in that structure and the closed shipboard environment can become coercive. Mariners must not be compelled to endure an unsafe workplace for the sake of their paychecks, careers, or reputations.

Each of our organizations is committed to ensuring the safety and fair treatment of every member. Realizing we are dealing with a social problem that can be magnified aboard ship, every member must share the commitment to speak out and act when they observe shipboard bullying, harassment, discrimination, or assault.

We know that our members are professionals, and that the overwhelming majority of U.S. Merchant Mariners are decent folks who work hard to make a living in a unique industry. We are often in leadership positions aboard ship. Our personal example and insistence on the safety and respectful treatment of our shipmates is the essence of leadership. Whatever the rating, experience, or qualifications, a good shipmate protects their co-workers and does not tolerate any forms of abuse.

Sincerely,

Kelly B Anderson
 Kelly Anderson
 President, ARA
 Email: Anderson@araunion.org

Anthony Poplawski
 Anthony Poplawski
 President, MFOW
 Email: mfow_president@yahoo.com

Dave Connolly
 Dave Connolly
 President, SUP
 Email: dave@sailors.org

Mike Sacco
 Mike Sacco
 President, SIU
 Email: bpotter@seafarers.org
 Email: atellez@seafarers.org

Paul Doell
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 President, AMO
 Email: pdoell@amo-union.org
 Email: christian.spain@gmail.com

Adam Vokac
 Adam Vokac
 President, MEBA
 Email: avokac@mebaunion.org

Don Marcus
 Don Marcus
 President, MM&P
 Email: dmarcus@bridgedeck.org



Patriot Re-Flags Tanker *Haina Patriot* to the Stars and Stripes

Patriot Contract Services, through its commercial subsidiary American Ship Management, acquired the shallow draft product tanker *Haina Patriot*. Shortly after reaching agreement on terms and conditions with the Pacific Unions, a new deck crew was dispatched SUP halls and joined in Guam. The company's return as a shipowner to the commercial trades is significant. The last commercial vessel operated by ASM/Patriot was the integrated tug/barge *Moku Pahu*, previously operated by Matson. After years of service under the ASM house flag, she was eventually sold for scrap in 2019. The 340-foot, 6765 DWT *Haina Patriot* was constructed in a Chinese shipyard in 2011 as the *Snanti T1* and later renamed *Amani* sailing under the flag of the Marshall Islands. ASM/Patriot will operate the U.S.-flag vessel in the Asia-Pacific trades. SUP, MFOW and SIU unlicensed crew joined along with M.E.B.A. and MM&P licensed crew in Guam.

Appendix 1 - SAILORS' UNION OF THE PACIFIC (Effective October 1, 2021) Patriot Contract Services Wage and Fringe Benefit Rates Watson Class Vessels - Solicitation N32205-19-R-3009

Rating	Full Operating Status		Overtime Hourly	Supplemental Benefit Monthly	Supplemental Benefit Monthly	Supplemental Benefit Daily	SUP MP Plan	SIU-PD Pension
	56-Hour Base Wage Monthly	56-Hour Base Wage Daily						
Bosun	8425.10	280.84	35.49	5847.04	2923.52	97.45	20.00	20.00
AB	6664.37	222.15	27.36	4523.30	2261.65	75.39	20.00	20.00
OS	4756.77	158.56	21.70	3187.90	1593.95	53.13	20.00	20.00

The supplemental wage benefit shall be computed on the basis of fifteen (15) days supplemental wages for each thirty (30) days worked or pro rata thereof at each rating's respective daily supplemental benefit rate.

Reduced Operating Status or Repair Availability Status

Rating	Base Wage		Overtime Hourly	SUP Money Purchase Plan	SIU-PD Pension	Supplemental Benefit Daily
	Weekly	Daily				
Bosun	1598.07	228.30	35.49	20.00	20.00	11.41
AB	1253.00	179.00	27.36	20.00	20.00	8.95
OS	959.40	137.06	21.70	20.00	20.00	6.85

During periods of Reduced Operating Status or Repair Availability Status, Unlicensed Personnel shall earn one and one-half (1-1/2) days of supplemental wages for each thirty (30) days on the payroll or pro rata thereof. Supplemental wages in ROS or RAV shall be administered directly by the Company. In order to assist in funding the required physical examinations and vaccinations of personnel dispatched, the Company shall maintain a fund with contributions as described above.

ELECTION SUPPLEMENT

CANDIDATES FOR SUP OFFICE — 2022-2025 TERM

PRESIDENT/SECRETARY-TREASURER



David Connolly

declined to be diminished by a season of plague, and instead flourished in risk, anti-fragile. Long live the SUP!

In storm of pandemic SUP sailors took the deck and the Union rallied in defense. Objecting, demanding, and bargaining non-stop we produced problem recognition and favorable agreements. For safe workplaces, PPE, testing, vaccine access, incentives, for shore leave, relief travel, and restrictions — we battled to make it fair and to make it pay. We won performance-based contracts, improved wages and benefits, endured waves of illness and financial uncertainty, as members tough as agents pulled together to master the workaround. We

VICS PRESIDENT/ASSISTANT SECRETARY-TREASURER



Matthew Henning

imagined. Our goal from the beginning of the pandemic was, and still is, to maintain the safest possible workplace and retain our jobs. We have succeeded on both, and look forward to continuing our fight for the best mariners in the industry.

During my tenure as Vice President, SUP has successfully re-negotiated contracts and wage increases with APL, Matson, Chevron, Patriot, SF bar pilots, and the UFCW. The past two years have brought on challenges never

SAN FRANCISCO BUSINESS AGENT



Roy Tufono

still on the rise, Government restrictions, mask mandates. The Union will be up for the challenges faced with difficult and complex situations. In our long history we have always prevailed during tough times. There's nothing the Sailors Union of the Pacific can't handle. Protect your work! Support your union!

As your San Francisco Business Agent, I will continue to work hard for the welfare of the Union and for the best interests of our membership. Our union will be facing new challenges in the coming year with the pandemic

HONOLULU BRANCH AGENT



Nick Manessiotis

shuttle/Patriot gangs is essential work. I earned good reviews from Dirksen, and Membership when working Honolulu Agent reliefs. Previous delegate time: Patriot, APL, and Matson vessels. 2020: sailed Manulei/Manukai Bosun, maintaining SUP standards during Covid era. This year served as Honolulu Shoregang delegate, filing successful resolution for weekly paychecks to return.

Brother Mike Dirksen ran Honolulu fairly and offered all members/pensioners respect and time, which I'd continue. Expect responses via phone/email 7 days a week; since crews don't get days off neither should their agent. Checking all ships in port and keeping good communications with



Pat Weisbarth

As your acting Branch Agent, it has been my honor to serve you. I would like to thank Brother Mike Dirksen for his steady hand at the helm for all these years, and wish him the very best going forward. If elected, I look forward to the opportunity of being your Branch Agent for a full term. Taking care of the day to day business, and also being your advocate. Please take your responsibility of voting seriously, and cast your ballot. Contrary to what you may have heard, every vote counts. Mahalo

SEATTLE BRANCH AGENT

Brendan Bohannon

No photo/statement submitted

WILMINGTON BRANCH AGENT

No photo submitted

Leighton Gandy

I have accepted the nomination for the term 2022 to 2025. It has been my pleasure to serve as Wilmington Branch Agent for Sailors' Union of the Pacific and I will be running for another term.

We have experienced trying times the past couple of years and we made it through, with your support we will continue to move forward. Let's keep our union running strong and steady in the coming years. Thank you, Leighton Gandy Book # 3021



Leopoldo Martinez

Hello Union Members, I was always intrigued by the agent's position. Volunteering my time to learn from past agents. Always to be ready and answer the call if needed. Some of you are aware and enjoy my dedication and work ethic. While I fill in. I am ready to accept this Position. To try my best to fill the Shoes of the Past Agents. For the times I have filled in I have enjoyed helping and assisting you. For me S.U.P. is home, on Land or at Sea the S.U.P. is what I will be.

SUP COMMITTEE ON ELECTIONS 2021-2022

October 15, 2021

In accordance with the SUP Constitution, Article XII: Nomination, Election and Officers, the Committee on Election convened at 0900 on October 15, 2021, at Headqua

The Committee is charged with "... preparing the ballot" and selecting an Impart Balloting agent for membership approval. The Committee determined write-in candidat inappropriate and inconsistent with the SUP Constitution.

The Committee recommends that Unilect Election Service be used for this Unilect Election Services will print, mail, and count the ballots in accordance with constitution. The approximate cost will be \$9500.00.

Also, the Committee has the duty to verify the eligibility of candidates for office accordance with the Section 3, 4, and 5 of Article XII, all candidates duly nominated (as Section 2; published in the September 17, 2021, edition of the West Coast Sailors), who returned acceptance letters (as per Section 5) were found eligible.

The following candidates accepted the nomination and will appear on the ballot

President/Secretary-Treasurer

David Connolly

Vice President/Assistant Secretary-Treasurer

Matthew Henning

San Francisco Business Agent

Roy Tufono

Seattle Branch Agent

Brendan Bohannon

Wilmington Branch Agent

Leighton Gandy

Leopoldo Martinez

Honolulu Branch Agent

Nick Manessiotis

Patrick Weisbarth

Building Corp. Trustees

David Connolly

Paul Fuentes

Matthew Henning

Roy Tufono

Mike Worth

(Five to be elected)

SIUNA Convention Delega

David Connolly

Leighton Gandy

Paul Fuentes

Matthew Henning

Leopoldo Martinez

Mike Worth

Roy Tufono

(Three to be elected)

In addition, this Committee reviewed the report of the Committee on Constitution which met at SUP Headquarters on July 7, 2021, to consider the proposals of the membership for

XXVIII of the SUP Constitution. That proposal was for a dues increase as follows: "There shall be an increase in dues of the \$25.00 beginning on April 1 2022, for a total of One Hundred and Seventy-Five (\$175.00) per quarter with another increase of \$25.00 payable on April 1, 2023, for a total dues cost of Two Hundred Dollars (\$200.00) per quarter, payable in advance." The Committee on Election confirmed the proposal and directed the Impartial Balloting agent to include it with the candidates on the SUP ballot.

is with complete the Committee agreement

In Solidarity,

John Le... #4114
Janni... 41793
Sam... B-19320

Allen A. Gonzalez #300
Roy Reed #3188

The membership will vote on the Committee's report at the November Union meetings.

Candidates for office are entitled to submit a photograph and a statement of 100 words or less regarding Union issues for publication in a special election supplement to the West Coast Sailors that will be published in November. The statements and photos should be sent to the editor of the West Coast Sailors prior to the November 14, for inclusion in the election supplement. Each candidate may also post campaign material on a bulletin board to be set up in each SUP hall for that purpose. The candidate shall be allotted space for on legal-size page (8 1/2" x 14") on a first-come first-served basis.

ELECTION SUPPLEMENT

CANDIDATES FOR SUP OFFICE — 2022-2025 TERM

Sample Ballots reduced to 72% actual ballot.

Active Members Sample Ballots reduced to 72% actual ballot.

Pensioners Sample Ballots reduced to 72% actual ballot.

SAILORS' UNION OF THE PACIFIC QUARTERLY FINANCE COMMITTEE'S REPORT FOR THE THIRD QUARTER ENDED SEPTEMBER 30, 2021

The Quarterly Finance Committee, duly authorized to act by the regular meeting at Headquarters on October 12, 2021 hereby submits the following report:

SUMMARY OF CASH AND INVESTMENTS

GENERAL FUND	\$3,101,938.47
POLITICAL FUND	34,064.34
STRIKE FUND	1,293,730.99
TOTAL CASH & INVESTMENTS 1st QUARTER 2020	<u>\$4,429,733.80</u>

GENERAL FUND

INCOME

Dues, Initiation, Assessments	\$111,905.00
Interest	14,061.07
Donations - <i>West Coast Sailors</i>	770.00
Joint Committee & Hiring Hall	170,342.71
Advertising & Promotion	75.00
Miscellaneous Income	116,540.42
Reimbursed Administrative Expenses	27,847.24
Contributions	540.00
TOTAL INCOME	<u>\$442,081.44</u>

EXPENSE

Auto & Travel	\$1,383.00
Rent	21,734.10
Postage, Printing & Office	5,639.19
Telephone	5,208.65
<i>West Coast Sailors</i> Publishing Expense	17,815.41
Per Capita Taxes	16,921.50
Salaries & Payroll Taxes	245,854.15
Office Workers Pension	7,803.90
Insurance	62,013.97
Legal	425.00
Meeting/Committee & Neg. Conference & Conv.	870.53
Investment Expense	2,375.60
Officials Pension	2,658.00
Subscription	105.00
Accounting	-
Advertising & Promotion	360.00
Filing Fees	146.30
Bank Charges	75.00
TOTAL EXPENSE	<u>391,389.30</u>

BUILDING CORPORATION

INCOME

Rents	\$130,131.55
TOTAL INCOME	<u>\$130,131.55</u>

EXPENSE

Building Services & Utilities	\$20,141.82
General Tax Expense	-
Office Equipment	928.08
Repairs & Maintenance	2,466.64
Accounting	10,700.00
Office	-
Advertising & Promotion	15.00
TOTAL EXPENSE	<u>\$35,241.54</u>

POLITICAL FUND

INCOME

Contributions	\$ 5,670.00
TOTAL INCOME	<u>\$ 5,670.00</u>

EXPENSE

Contributions	\$ 1,000.00
TOTAL EXPENSE	<u>\$1000.00</u>

NET INCOME(LOSS) 3rd QUARTER \$ 151,242.15

For the latest updates on COVID-19 vaccines & more...www.sailors.org

Annual Funding Notice For SIU Pacific District Pension Plan

Introduction

This notice, which federal law requires all pension plans to furnish on an annual basis, includes important information about the funding status of your multiemployer pension plan (the "Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning August 1, 2020 and ending July 31, 2021 (the "2020 Plan Year").

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the 2019 Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

Funded Percentage

	2020 Plan Year	2019 Plan Year	2018 Plan Year
Valuation Date	August 1, 2020	August 1, 2019	August 1, 2018
Funded Percentage	Over 100%	Over 100%	Over 100%
Value of Assets	\$106,834,294	\$106,530,327	\$105,673,021
Value of Liabilities	\$102,467,876	\$ 99,134,084	\$97,021,217

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of each plan year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years. The value of the Plan assets shown as of July 31, 2021 is an estimate based on the most accurate unaudited financial information available at the time this notice was prepared. The final audited information on the Plan's assets will be reported on the Plan's 2020 annual report filed with the Department of Labor in May 2022.

	July 31, 2021	July 31, 2020	July 31, 2019
Fair Market Value of Assets	\$120,177,318	\$101,823,920	\$104,172,254

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

The Plan was not in endangered, critical, or critical and declining status in the 2020 Plan Year.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 2,090. Of this number, 822 were current employees, 913 were retired and receiving benefits, and 355 were retired or no longer working for the employer and have a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. Plan benefits are funded by employer contributions and investment returns on those contributions. Commencing January 1, 2016, the shipping companies have agreed to make contributions to the Plan and may agree through collective bargaining in the future to make additional contributions as necessary to satisfy the minimum funding standards of the Employee Retirement Income Security Act of 1974 ("ERISA") and the Internal Revenue Code ("Code"). The Plan's funding policy is to continue to fund Plan benefits in this manner in accordance with the minimum funding standards of ERISA and the Code.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to maintain a portfolio of investments which is conservative in nature. The Trustees, working with experienced investment consultants, monitor and make appropriate changes to the Plan's investments, seeking to achieve positive investment results over the long term.

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the 2020 Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	2.1%
2. U.S. Government securities	0.0%
3. Corporate debt instruments	0.0%
4. Corporate stocks (other than employer securities):	24.7%
5. Real estate (other than employer real property):	7.3%
6. Value of interest in registered investment companies (e.g., mutual funds)	61.0%
7. Other	4.9%

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202-693-8673. Or you may

obtain a copy of the Plan's annual report by making a written request to the plan administrator, Ms. Michelle Chang, at 730 Harrison Street, Suite 400, San Francisco, CA 94107. Annual reports for the 2018 Plan Year and earlier plan years are available now. The annual report for the 2019 Plan Year will be available when it is filed with the Employee Benefits Security Administration in May 2021. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact the plan administrator at 415-764-4993 or the address above if you want information about your accrued benefits.

Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

This Plan is **not** insolvent and is over 100% funded.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC's multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service (\$600/10), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus \$24.75 (.75 x \$33), or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or \$200/10). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 (.75 x \$9), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC's website at www.pbgc.gov/prac/multiemployer. Please contact your employer or fund administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information about Your Plan," below.

Where to Get More Information

For more information about this notice, you may contact Ms. Michelle Chang, Administrator, SIU Pacific District Pension Plan, at 730 Harrison Street, Suite 400, San Francisco, CA 94107, 415-764-4993. For identification purposes, the official plan number is 001, the plan sponsor is the Board of Trustees of the SIU Pacific District Pension Plan, and the employer identification number or "EIN" is 94-6061923.



SUP bosun Scott Oliphant took the Chevron tanker *California Voyager* in and out of a major shipyard. The SUP represents all three unlicensed departments at Chevron Shipping Company.



SUP PRESIDENT'S REPORT

WHITE HOUSE AND MARITIME ADMINISTRATION

Infrastructure: Late on November 5, the House passed an historic investment in our nation's infrastructure, a \$1.2 trillion bill, about half is more or less existing spending and \$550 billion is new spending in transportation, utilities and broadband. It is the largest infrastructure expenditure of our lifetimes and although there is 17.3 billion for maritime, mostly in port spending, its wider impact is general for maritime as Union labor and the economy benefits. It has connections to the broader social programs bill, called Build Back Better, also known as "reconciliation" bill which could pass in November if it doesn't add to the deficit. It must be watched closely as it goes through the "vote-a-rama" process on proposed amendments that could hide last minute attacks on maritime cabotage. Transportation Secretary Pete Buttigieg was ebullient about roads, bridges, airports, ports, solar, internet, cleanup of waste dumps, lead pipes, and much more. Although direct funding for the U.S. merchant marine is elsewhere, the SUP stands to benefit from the long-term job security that comes with a strong economic foundation underlying our work.

International travel: In late October President Biden issued a Proclamation on opening aviation travel for foreign travelers, parts of which affect U.S. mariners, and an invitation to the maritime industry from MarAd went out on October 25 to meet with Joel Szabat, Assistant Secretary of Transportation for Aviation to discuss it. The proclamation allows aviation travelers into the U.S. provided they are vaccinated and show negative a COVID test within 72 or 24 hours of departure, depending on citizenship and other factors. Section 3 B 9 of Proclamation applies to mariners. Travelers in general from certain countries including the UK, Ireland, China, Brazil, South Africa, and India, are to be allowed entry, provided they are vaccinated. Any vaccine approved by WHO, Moderna, Pfizer, JNJ, and two of the six Chinese vaccines, Sinopharm, and Sinovac, will qualify. Some vaccines, such as the Russian Sputnik vaccine, does not qualify. Again, travel will be permitted for those that have a record of the shot plus a negative COVID test within 24 hours of departure. Mariner exceptions for vaccinations on both a D and a C-1 visa will be allowed for certain crew, this is ostensibly to facilitate crew change outs but also likely also to serve the needs of the re-opening cruise industry. In all cases foreign mariners will have to have a negative test result at least within 24 hours of departure. Fully vaccinated Americans, including mariners repatriating to the U.S. via air travel, will still have a three-day window for a COVID-19 test with negative results; but if they are not able to show proof of vaccination, they will be subject to the one-day testing requirement. Airlines will collect information for contact tracing. Masking is required.

Cruise lines will have additional compliance requirements, but it seems clear that cruise lines are key drivers of the pressure for this both the re-opening and the exemption on vaccination, since foreign mariners still have limited access to the vaccine overseas. Requiring the vaccine for American mariners but not for foreigner mariners joining ships in the U.S. and serving an American tourist market is an objectionable double-standard. It may be grouped into the special treatment that foreign flag-of-convenience cruise ship operators are seeking and getting by its powerful lobby machine. That's the same machine that got a temporary waiver of the PVSA to skip Canadian calls on West Coast cruises as way cut costs and widen a loophole. Not letting a "good" pandemic to go to political waste, they now want to make permanent the foreign port call waiver. This under-the-radar vaccination waiver for an unregulated industry adds yet another exception and helping to exploit foreign seafarers by risking their lives and those of the tourist customers.

TTD EXECUTIVE BOARD MEETING

AFL-CIO President Liz Shuler addressing the Executive Board said this was critical pivot point for the labor movement and the country. She said the pandemic had put a spotlight on essential workers that had heretofore be overlooked. She noted that over 100,000 Union members were out in more than 30 strikes around the country, especially the UAW at Deere, the Bakers, Ironworkers, Steelworkers, nurses and engineers at Kaiser, even distillery workers in Kentucky. She said the early retirement wave called the Great Resignation was in part due to the unrelenting attacks that workers

had sustained and now their withdrawal of labor was obvious. Yet the approval of Unions at the highest level ever shows that workers are aware of the inequities of the system. Shuler went out of her way to praise the Transportation sector and its workers as a great stronghold for the middle class.

Also in attendance was Senator Tom Carper from Delaware who said transportation jobs were the backbone of the economy. Carper chairs the influential Committee on Environment and Public Works, where important elements of the infrastructure bill were crafted. Carper is a Vietnam vet, a moderate centrist, and a strong supporter of maritime and transportation labor. White House Port Envoy for supply chain issues, John Pocari, the former DOT Deputy Secretary said his message to employers on congestion was the simple: "don't blame the workforce." Board members were also visited by Secretary Buttigieg, praising labor for its work in moving all time high cargo deliveries "from the ship to the shelf." He noted with pride the West Coast ports 24/7 operations and said longshore and maritime labor had risen to the task. "Reward work not wealth," was the administration slogan, he said.

The TTD Board adopted six policy statements, two of which directly affect maritime labor in support of the Tanker Security Program part of the NDAA, and a Pro-Labor Supply Chain. The political activity of Union labor has helped the U.S. flag maritime industry and merchant mariners emerge from congestion crisis no longer as shadow worker taken for granted but as critical components to the supply chain. We'll use that gain in political capital to protect and build our work for the future.

ANTI-HARASSMENT AT SEA

As noted last month, maritime labor was contacted by the Maritime Administration to provide insight for improvements on the urgent issue of Sexual Abuse and Sexual Harassment (SASH). Subsequently, the seven presidents of the U.S. maritime labor unions, representing seagoing U.S. mariners, reinforced their collective commitment to safe workplaces at sea and ashore in a unified statement. All work should be free of fear, harassment, bullying and, of course, any kind of assault and we should find ways to fight actively against it. The SUP already had anti-discrimination and sexual harassment policies, but like the companies and other unions we began a thorough re-examination of the policies with a fresh outlook to update them to deliver practices that support protection, respect, and education. The letter noted that "Turning a blind eye is not acceptable. All seafarers must be committed to active opposition to any type of harassment, bullying or discriminatory behavior. It is our collective duty to protect and respect our shipmates." And in a recognition of anti-harassment as a shared matter of maritime safety and good seamanship, the letter concluded with the notion that "as maritime professionals and decent human beings, we must look out for one another." Additional SUP policy amendments and training is forthcoming. The complete letter can be accessed on the SUP website or in this month's West Coast Sailors.

VACCINATIONS

APLMS: As has been reported before, since August APL has demanded a vaccination requirement like Matson and the Pacific District Unions engaged in prolonged discussions with management. In September the federal government began enacting President Biden's Executive Order 14042 which now includes any company or receives federal funding and all federal contractors, On October 27, 2021, the parties finalized a tentative agreement in a Letter of Understanding (LOU) regarding mandatory vaccinations. It contains most of the same provision already held in the Matson LOU including applicability to all billets and standby jobs and fully effective on December 8, 2021. Mr. Chairman, I recommend ratification.

PCS: On October 11, as mentioned last month, the Union was notified by Lance Bardo, President of Patriot Contract Services that the company had been informed by the federal government that it was a covered contractor under the President's Executive Order and would require all employees, at sea and ashore, to by fulling vaccinated no later than December 8, 2021. The guidance says that prior COVID-19 infection does not exempt employees from the vaccination requirement. PCS said it may be required to provide an accommodation to covered contractor employees who can't get the vaccine due disability (with documented medical conditions) or because of a sincerely held religious belief, practice or observance. PCS is still developing specific procedures around accommodations consistent with industry practice, Equal Opportunity Commission (EEOC) regulations, and other authorities. On October 21, PCS issued an update that after correspondence and a meeting many questions remained unanswered by the December 8 mandate for vaccinations will not likely change and the Company will not ship unvaccinated mariners to all future assignments. Unvaccinated crew already aboard PCS ships are being offered the opportunity to be vaccinated where vaccinations are available. PCS is still seeking a ruling on the continued employment status crew members already aboard ships who will not be due for a relief and will not be vaccinated prior to December 8, 2021. Since then the government has extended the covered contractor deadline to January 4, 2022. Will keep the membership informed on the development of vaccination policy at Patriot.

EEOC: To understand the full context of the mandate the developing exemption policy needs a look. On October 25, the EEOC issued answers via a frequently asked question format on how they would handle vaccine mandate objections based on religious exemption requests. The agency said employees must inform the employer that the request stems from a sincerely held religious belief based on Title VII of the Civil Rights Act. But social, political, or economic views or personal preferences are not protected under Title VII. Included in that unshielded area is any exemption request based on nonreligious concerns about the possible negative effects of the vaccine because they don't qualify as religious beliefs under the law.

The EEOC does warn employers to consider reasonable accommodations, including telework, but if an employer has evidence that shows and "undue hardship" on its

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SUP President's Report continued

operations, then Title VII does not require the employer to provide the accommodation. The position of offshore maritime industry employers has been and remains that exemptions cause undue hardship on operations for the following reasons:

1. The collective bargaining agreements cover shipboard labor and require physical presence to do the work. The congregate settings of both work and living quarters in ships, where air is shared by many and often through common ventilation system, is known to be a dangerous venue in terms of the risk of virus infection and transmission.
2. The remote nature of the work means that medical care beyond first aid is unavailable. There is no specialized equipment, such as for a ventilator, certification for use of that equipment or medicine, that is common to treatment of the disease. Medevac services are also often impossible.
3. In port, if granted entry, there is no guarantee of receiving appropriate medical care due to the transmission risks of the disease. There are examples of infection quarantine despite the health problems.
4. Employers have made substantial investments in COVID-19 mitigation efforts, including in payments for transportation, lodging, medical expertise, testing, protective gear, restrictions to ship, and decontamination and cleaning costs. There is also considerable exposure to revenue loss from quarantine risk.

The legal territory is active, but there is no doubt that arguments for accommodations will have to overcome an "undue hardship" hurdle. And because it can be measured in terms of the feasibility of special assignments in a congregate setting, costs of additional modifications, excessive liability burdens for an unsafe workplace, and projections of lost revenue, the barrier is high. For the unvaccinated in our line of work, these things add to the tally against testing in lieu of vaccination, against working from home, against alternative assignments ashore or other accommodations.

AFSS Vaccination policy: Because of a recent incident, and on the legal advice of AFSS trust counsel, the Andrew Furuseth School of Seamanship requires a vaccination policy. It is a necessary matter of training facility safety in addition to satisfying consistency with the Training Benefit Guidelines where members who are eligible for training must also be eligible for the work where such training is required and necessary. Now, during the COVID-19 pandemic, the terms and conditions laid out in various collective bargaining instruments generally require mariners to demonstrate fully vaccinated status (subject to certain reasonable accommodations required by law) in order to be eligible for employment. Accordingly, all training required, performed, paid for, or arranged for by the Andrew Furuseth School of Seamanship, shall as a pre-requisite require evidence of vaccination in advance of enrollment. If a trainee is unable to receive the vaccine due to a disability or sincerely held religious belief then the School may provide a reasonable accommodation after examination of the documentation provided by the trainee, in accordance with the Americans with Disabilities Act and Title VII of the Civil Rights Act. Documentation regarding your vaccination status will be kept confidential by the School. A form spelling out these requirements will become a standard feature of training applications.

APL SAIPAN

On October 21, the Union was notified by APLMS labor relations that the *APL Saipan* was taken out of the Maritime Security Program (MSP) and would be reflagged and replaced by another MSP ship, earlier reported to be the *CMA-CGM Dakar* in December. On November 3 the *APL Saipan* was removed from U.S. registry and reflagged at Busan, South Korea. The crew departed the vessel and were quarantined awaiting compliance with the new COVID-19 travel protocols before repatriation to the U.S.

READY RESERVE FORCE

On October 15 the Union was informed by both Patriot and Matson that the U.S. Maritime Administration (MARAD) had requested by the end of October the ship manager labor contracts (MARAD RFP DTMA91R140002) covering Option Period 2 (years 7 and 8) of the existing Ready Reserve Force (RRF) fleet. Option Period 2 extends from January 27, 2022, through January 26, 2024. The Pacific District Unions comprised of the SUP, the MFOW and the SIU again reached agreement on a "tripartite" agreement for a consistent bid parameter that followed the previous tripartite agreement. For the Pacific District Unions, the ships involved are the Cape Henry, Cape Horn and Cape Hudson, operated by Matson and the Admiral Callaghan, Cape Orlando, Cape Taylor, Cape Texas, Cape Trinity, Cape Victory and Cape Vincent operated by Patriot.

To get the work done SUP HQ dropped other matters and focused on getting the MOU's and wage and benefit packages together. The Pacific Unions agreed to submit total labor cost increases of 3.5 percent and 4.5 percent in 2022 and 2023, respectively. Despite the urgency to put together the package, the Option Period submission deadline is in doubt. That means a revised package may still be required depending on several factors. Will keep the membership informed as more information becomes available.

HAINA PATRIOT

At the last meeting the membership approved the MOU between the SUP and Patriot Contract Service for its Shallow Draft Tanker *Haina Patriot*. It was reported then that the final numbers, mostly with regard to fringe benefits, were still being worked out but with the understanding that it would follow the Total Labor Cost pattern of the *SNLC Pax*. That work was completed on October 29 and the SUP Appendix covering wages and benefits in FOS are:

Rating	Base Wage		Suppl.	Suppl.	Overtime
	Monthly	Daily	Wage Monthly	Wage Daily	Rate Hourly
Bosun – AB/Dayworker	5,568.39	185.61	2,598.58	86.62	27.08
AB Maint. – Dayworker	5,078.04	169.27	2,369.75	78.99	24.90
AB – Watchstander	4,153.03	138.43	1938.08	64.60	22.84

Rating	Welfare	Money	SIU-PD	SIU-PD	Training	JEC
	Fund Daily	Purchase Daily	Pension Plan Daily	Med Center	Plan Daily	Daily
Bosun – AB/Dayworker	67.61	20.40	20.00	3.00	6.12	4.08
AB Maint. – Dayworker	67.61	20.40	20.00	3.00	6.12	4.08
AB – Watchstander	67.61	20.40	20.00	3.00	6.12	4.08

In ROS the rates are:

Rating	Base Wage Weekly	Base Wage Daily	Overtime Rate Hourly
Bosun – AB/Dayworker	1,714.15	244.88	27.08
AB Maint. – Dayworker	1,575.50	225.07	24.90
AB – Watchstander	1,443.21	206.17	22.84

Rating	Welfare	Money	Suppl.	Training	JEC
	Fund Daily	Purchase Daily	Pension Daily	Plan Daily	Daily
Bosun – AB/Dayworker	67.61	21.74	0.00	8.15	6.69
AB Maint. – Dayworker	67.61	21.74	0.00	8.15	6.69
AB – Watchstander	67.61	21.74	0.00	8.15	6.69

There shall be a one percent (1% increase) in Total Labor Cost on the first anniversary date of the agreement. There shall be a two percent (2%) increase in Total Labor Cost on the second anniversary date of the agreement. There shall be a three percent (3%) increase in Total Labor Cost on the third anniversary date of the agreement. Finally, there shall be a three percent (3%) increase in Total Labor Cost on the fourth anniversary date of the agreement. At the same time, the Union reserves the right to reallocate the Total Labor Cost amongst the wages, wage-related items and/or fringe benefits plans. Mr. Chairman, I recommend approval of the wage and benefit rates for *Haina Patriot*.

MARITIME PREPOSITIONING FORCE

Back in November 2020, the Union was notified by PCS that they intended to bid on the MSC solicitation N32205-21-R-4117 for the operation and maintenance of six Maritime Prepositioning Force ships called the *USNS Bobo, Button, Lopez, Lummus, Stockham* and *Williams*. The solicitation was published on November 2, 2020 but a bid due date of December 2, 2020. The bid due date was then adjusted to December 22, 2020. As the Pacific Unions built their bids, the solicitation was put on hold. Then in late September 2021, the Union was notified by PCS that fresh bids were due on October 4, 2021. Once again, the Pacific District Unions put everything else aside to finish out the wage and benefit numbers based on the Service Contract Act's wage determination. Three of these ships are expected to be prepositioned in the western Pacific in support of the U.S. Marine Corps. The timeline and status of this bid is also uncertain but will keep the membership informed as information becomes available.

SUP WELFARE PLAN

At the June and September trust meetings of the SUP Welfare Plan, the Union Trustees (SUP Vice-President Matt Henning and myself) proposed improvements to the Special Medical Pensioners Benefit. Employer trustees requested actuarial review and other information and as of today's meeting that effort is ongoing. The following are two improvements that were made for both SUP actives and pensioners.

Uprise Health: The Trustees were also informed that the employee assistance provider (EAP), Human Behavior Associates, was going out of business. The Trustees debated the value and purpose and ultimately agreed to conduct a search for a replacement provider. Plan consultant Kirsten Shaffer issued a Request for Proposals and there were several respondents. After thorough review of costs and benefits, the Trustees agreed that Uprise Health provided the best package and agreed to retain their services.

Benefits include a HIPAA-compliant, app-based platform as a digital front door to clinical and work-life services including a range of crisis and wellness coaching, mental health telehealth, managed support group, substance abuse counseling and professional services. The basic services are provided free to all participants, with a limited number of counseling sessions to all members and dependents prior to gaining eligibility for the medical plan and independent of enrollment. The Substance Abuse Benefit includes one 28-day substance abuse treatment along the lines of the Duffy's rehabilitation of the past. That benefit is available only to members who are enrolled in an SUP medical plan or who can provide documentation showing they are covered under another group health plan but not individual coverage such as that by the state health "exchanges" provided under the Affordable Care Act. Uprise services West Coast states or else contracts with other providers in our areas. It traces its lineage back to 1988 and has a good track record with Taft-Hartley union clients like us, such as the Teamsters, UFCW and others. The MFOW Welfare Plan also recently hired Uprise Health.

Snug Harbor Benefit: Working with the Trustees of the Sailors' Snug Harbor (SSH) in the City of New York, the Union facilitated a new one-time pensioner benefit. Consistent with their mission, SSH is offering SUP pensioners two possible forms of financial assistance. Part of a promotion of its regular program for retired mariners, SSH will pay a one-time five-hundred-dollar (\$500) benefit to each SUP pensioner living in the U.S. and not already receiving a Snug Harbor benefit, in recognition of their seagoing service. Benefit registration must be initiated by December 10, 2021. The number to call is 646-465-8585 or 646-465-8586 to speak to SSH staff and check eligibility. The benefit checks will be mailed in month following the request. Member response so far has all been positive.

SSH was established by Captain Robert Richard Randall in 1801 with a retirement home for mariners in Staten Island, NY which moved to North Carolina in the 1970's until 2005. Today, the SSH trust continues to help mariners around the country in their home communities. More than 16,500 mariners have been assisted by SSH including some SUP pensioners. In addition to this one-time assistance, SUP pensioners may also be eligible for other benefits under the regular SSH program. To apply for the benefit, please call SSH at the above numbers. More information is available at www.ssh.org.

SUP President's Report continued

thesailorsnugharbor.org. The SSH benefit is not related to the SUP Welfare Plan.

SUP ELECTION AND COMMITTEE ON CANDIDATES AND ELECTION

As per Article XII of the SUP Constitution, all members nominated for elective office at the September coastwise meetings and who desire to become candidates for the 2022-2025 term of office shall have their acceptance in the office of the Committee on Candidates at Headquarters (450 Harrison Street, San Francisco, CA 94105) prior to midnight Wednesday, October 14, 2021.

Candidates for office may request and require the Union to distribute campaign literature at the candidate's request, provided that the candidate makes such request at least five working days prior to the intended date of mailing and/or distribution and provided that the candidate pay the actual cost of mailing and/or distribution the time of each request. The cost of mailing and/or distribution shall be at the hourly rate of the Office and Professional Employees International Union (OPEIU) Local 29. Campaign literature that the candidate requests to be mailed must be ready for mailing; stamped and envelopes stuffed and sealed; or flyers stamped, folded and sealed. Candidates for office are entitled to submit a photograph and a statement of 100 words or less regarding Union issues for publication in a special election supplement to the West Coast Sailors that will be published in November. The statements and photos should be sent to the special editor of the West Coast Sailors prior to November 15 for inclusion in the special election supplement. Each candidate may also post campaign material on a bulletin board to be set up in each SUP hall for that purpose. The candidate shall be allotted space for one legal-size page (8 1/2 x 14) on a first come first served basis.

The secret mail balloting for officers for the 2022-2025 term will begin on December 1, 2021, and end on January 31, 2022. The ballots will be counted on February 1, 2022 unless required by revised DOL regulation for final tabulation earlier or later.

Assisted by SUP Election Administrator Martha Vizcarra, the Committee on Candidates/Election turned to again at Headquarters at 0900 on October 15 to verify the eligibility of the candidates, review the recommendations of the Committee on Constitution, select, and recommend for membership approval an Impartial Balloting Agent, to review the accepted nomination materials, and otherwise prepare the ballot. The acceptances were received, dated, and contained the information required by the SUP Constitution. There were several nominees who declined the nomination.

In addition to verifying the documents required and submitted for accepting the nominations, the Committee also reviewed the previous and present bid of Unilect Election Services, as the impartial balloting agent to manage the election. The Committee voted to recommend acceptance of the Unilect proposal and determined that write-in candidates were neither appropriate nor consistent with the SUP Constitution. They included that recommendation in their report to the membership. Mr. Chairman, although there has already been a vote to accept the report of Committee on Election, I recommend that this additional information be recognized and confirmed.

SUP SHIPPING RULES

SUP dispatchers throughout the pandemic have worked overtime to crew ships. That work is intricate and frustrating, and with a strained pool of available mariners at crisis levels, dispatchers buck negative national trends and forces. The Union has so far lived up to its contractual promises – as members step into the breach – allowing us to maintain the fair, transparent and historic rotary system of shipping within both the letter and the intent of the SUP Shipping Rules. But it cannot be taken for granted.

From the *Maunalei* comes now an objection to calling jobs greater than 24 hours in advance of reporting on board ship. A potential competitive unfairness is asserted if a registration card that would have expired without the early call instead remained effective because of an "early" call. The unexpired card with the superior (older) date could be used to gain the job ahead of another unexpired card with an inferior (newer) date. Leaving aside for now an exact definition of terms, or the hard to track abstractions of a hypothetical disadvantage, or that that the Union does not control the timing of job orders, or that the Shipping Rules are jointly agreed to between the Union and the Company – the argument from *Maunalei* for doing away with the early job call is that COVID vaccinations are now required, that rapid COVID testing (presumably antigen tests) are available, and that vendors, standbys and company employees don't test prior to coming on the ship. But vaccinations have not sped up the process, rapid antigen testing is not acceptable to the Company, and there are no special exemptions for standbys and everyone else with access to the ship. Vaccinations have eased some uncertainty but have not eliminated negative PCR results before boarding. That alone is up to a three-day process because rapid antigen tests are not acceptable to the Company or the industry. To ensure a relief the Union must assume the possibility of a positive test, which of course adds delay to a short and shrinking window. But far more than this is involved and at stake.

Shipping Rule No. 19 says that "no one will be dispatched to any vessel more than twenty-four hours before turning to," except as may be necessary for fly jobs which the member must have valid U.S. passport and appropriate visa(s). The rule goes on to exempt Saturdays and days before holidays, historically conditions and times when the Halls were understood to be non-operational. So, the rule holds an explicit condition on the operational effectiveness of the hiring hall and a built in "necessary" exception. Like the timing of the call, the determination of what is necessary in each case is practically assessed, in part by management on its own timetable as it responds to communications from the ship. It's different now: a dispatch-ready sailor is not cleared until an intricate multi-step back-and-forth process of paperwork, credential review, appointments, and questions are resolved. Every step of the way things can and do go wrong.

Preexisting clearances, beyond vaccination and testing, are one thing. Getting sailors to that point is also a problem as they are beset by serious pandemic related delays, especially Coast Guard delays in credential issuance, renewal, and upgrades. Individual medical conditions requiring waivers, for example, or just bad timing related to the waiver of credential expirations now result in application pileups at

the NMC. Add into the mix frequent ship schedule changes, (once a rarity in liner shipping); add higher than normal Unfit for Duty designations on the ship; add a raft of sudden quits/walk offs; add in sudden and longer RRF activations with tougher clearances, and pool pressure and dispatch trouble is the result. Now layer on that the broad economic conditions that favor temporary or permanent attrition as members await savings depletion or safer conditions before being ready to ship, or simply find easier employment ashore.

SUP dispatchers wrestle with these problems relentlessly and with unprecedented collaboration and yet jobs hang routinely on boards up and down the Coast. The Shipping Rules are predicated on the availability of qualified reliefs and actually presume multiple bidders for the same job. But now ready relief ranks are thin and to postpone difficult dispatch action until what in effect is the last minute undermines the intent of transparency and consistency behind the Rules. On the things that the Union can control it must, or else live the with consequences of empty billets, unrelieved sailors, or pierhead jumps – exactly the chaos that the hiring hall was invented to prevent.

Responding to the SUP crew of the *Maunalei* then, my investigation found that a) the dispatch turbulence of the pandemic has changed but not abated and b), the Shipping Rules are being upheld by the herculean effort of dispatchers as is required by the membership, the shipboard realities, and as endorsed by specifically charged SUP committees and supported by routine membership action. Getting relieved fairly and predictably was rare for seafarers throughout the ages, and around the world today international mariners are still prisoners at sea or ashore. Our long struggle to achieve a balance of work at sea with life ashore is a tremendous achievement of Union strength, memorialized in part by the SUP Shipping Rules, and is a treasure we will continue to defend.

HOLIDAYS

Veterans Day: SUP hiring halls will be closed on Thursday, November 11, 2021 for Veterans Day, an SUP contract holiday.

Thanksgiving Day: SUP hiring halls will also be closed on Thursday, November 25, for Thanksgiving Day, another SUP contract holiday.

Regrettably, the San Francisco holiday party is canceled due to San Francisco regulations.

ACTION TAKEN

- M/S to approve the APL MS LOU on vaccination policy. Carried.
- M/S to approve the wage and benefit Appendix 1 for the Haina Patriot. Carried.
- M/S to approve the summary report of the Committee on Election. Carried.
- M/S to concur in the balance of the President's Report. Carried.

Senators Seek SASH Safeguards for Cadets at Sea

A bipartisan group of Senators have teamed up on legislation that would create additional measures to protect cadets sailing aboard commercial vessels during their sea year. Sens. Roger Wicker (R-Miss.), Susan Collins (R-Maine), and Kirsten Gillibrand (D-N.Y.) introduced the "Improving Protections for Midshipmen Act," which would strengthen Sexual Assault/Sexual Harassment (SASH) prevention, response, investigation, and accountability in the maritime industry and provide additional safeguards for the Midshipmen at the U.S. Merchant Marine Academy (USMMA).

Sen. Collins noted that "this legislation would strengthen sexual violence prevention, response, investigation, and accountability measures to improve cadets' safety. Congress must remain committed to reducing the instances of sexual assault at our service academies and providing appropriate care for survivors."

The legislation would give the Coast Guard authority to suspend or revoke a mariner's license if the individual is found to have committed sexual harassment or sexual assault. It would also include commission of sexual assault as an independent ground for suspension or revocation, and add sexual harassment as a new form of misconduct on which a license could be lost. A sexual assault and sexual harassment database at the USMMA would be established and it would also require that information, training, and resources be made available to students and in the maritime workforce. For more on this issue see the President's Report on page 10.



Dispatcher's Report

Headquarters — OCTOBER 2021

Deck	
Bosun	2
Carpenter	0
MM	6
AB	12
OS.....	2
Standby S.F.	12
Total Deck Jobs Shipped	34
Total Deck B, C & D Shipped.....	23
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.....	23
Total B, C, & D Shipped-All Depts....	34
Total Registered "A"	20
Total Registered "B".....	30
Total Registered "C"	9
Total Registered "D"	10

SUP BRANCH REPORTS

HONOLULU

October 2021

Shipping: The following jobs were shipped for the month of October: 2 Bosun Steady, 1 Bosun Relief, 1 AB Maintenance, 2 AB Day Steady, 3 AB Watch Steady, 1 AB (Navy Bottom) and 1 Ordinary (Navy Bottom). These jobs were dispatched to: 3 A card, 6 B cards, 1 C card, and 1 D card.

There were 20 Casual Standby Jobs were dispatched to: 0 A cards, 5 B cards, 1 C cards, and 3 D cards.

Registered: 6 A Cards, 17 B cards, 2 C cards, and 6 D cards.

Ships Checked: *USNS Watson* (email) Concerns about reliefs. We are working on it. Vernon Hoffman Delegate, *USNS Charlton* (email) Questions and concerns about COVID vaccinations are being looked into. Aaron Ousley Delegate, *Cape Texas* (email) Concerns about vaccinations are being looked into. John Hartley Bosun, *APL Saipan* (email) Rumors that the company is going to pull this ship out of service appears to be true. Restriction to Ship Beef is payable. Jerwin Ablan Bosun, John Rezada Delegate. *CMA/CGM Herodote* (email)

Reports that all is well. Restriction to Ship beef squared away. Pogie Nazareno Bosun, Ronnel Sugui Delegate.

Visited the following ships: *DK Inouye, Manukai, Manulani, Maunawili, Kaimana Hila, Matsonia, Lurline, Mahimahi, Manoa, Mokihana, RJ Pfeiffer*, and Paint & Rigging. All are running smooth with few, if any beefs.

AGENTS REPORT:

Please check your documents. If you have six months or less to go before they expire, then please come in and let's get started on the renewal process. Quite a few members are stuck on the beach waiting for their applications to process, or new documents to arrive. Also, if you want to work in a *Watson* Class ship (especially if you're an AB), but lack the certifications let me know to assist with the training enrollment. The SUP needs your help manning these ships.

This is an election year for the SUP. Contrary to what some might say. Your vote is important. Make sure to cast your ballot.

Although you may not like the "cut of that man's jib", he is still your Union Brother. So do your best to treat him, like a Brother. He may not be as skilled as you. He is still your Union Brother. So try to teach him what you know, so that one day he might. You may not agree with him on anything he says. He is still your Union Brother. So at least, try to see things from his point of view.

SEATTLE

October 2021

Shipping: 1 Navy Boatswain (B), 4 Navy AB (4B), 1 AB/D (A), 1 OS (D). Matson called for 2 Standby Boatswains & 28 Standby AB's, filled with 5 A, 7 B, 11 C, and 7 D's.

Registered: 8 A cards for a total of 9; 8 B cards for a total of 15; 3 C cards for a total of 8; 3 D cards for a total of 3.

Agents Report:

Seattle continues struggling to find qualified members to fill seagoing and standby jobs. The unvaccinated are still surprised to find they will not be accepted for employment. We have a monthly Union publication second to none, with all the industry updates and most current maritime affairs supplied to the membership at no cost. It's available online as well. As you read this, I ask that you make a note to reach out to members you know on the beach and remind them to read it. Countless times folks have showed up and claimed to have no knowledge of developing vaccination requirements or document renewal changes. Our resources are spent to publish and print our papers to maintain the vibrance and readiness of the membership, so take advantage of it.

In the past month there was an unwelcome intrusion from Federal Legislators that found their way into local endorsements for candidates in the Port of Seattle Commissioners race. These endorsements were made without consulting Maritime interests and can only be seen as self-serving and a slap in the face of Maritime labor.

California Makes All Adults Eligible For Booster Shot

continued from page 1

Johnson & Johnson/Janssen:

For individuals who received a Pfizer-BioNTech or Moderna COVID-19 vaccine, the following groups are eligible for a booster shot at 6 months or more after their initial series:

- 65 years and older
- Age 18+ who live in long-term care settings

WILMINGTON

October 2021

Shipping: Bosun, 3; AB/W, 9; AB/D, 5; OS/STOS, 3; GUDE, 1; STBY'S, 43. Total Jobs Shipped: 81.

Registrations: A, 28; B, 26; C, 5; D, 10.

Ships Visited: Checking in with ships by phone and email, occasional minor clarifications.

Agent's Report:

Shipping has been very good in Wilmington with some jobs hanging on the board. We need more sailors all around and MSC trained sailors are in short supply, anyone interested in MSC training should submit an application, new members with MSC training have a better chance of shipping. The number of new Coronavirus cases has declined significantly, but we should remain vigilant, when you come to the hall wear a mask wash your hands and practice social distancing when possible. Check your documents before you are ready to ship and when you receive new documents let me know so I can update your records.

- Age 18+ who have underlying medical conditions
- Age 18+ who work or live in high-risk settings

For the nearly 15 million people who got the Johnson & Johnson COVID-19 vaccine, booster shots are also recommended for those who are 18 and older and who were vaccinated two or more months ago.

VICE PRESIDENT'S REPORT

November 2021

Mahi Mahi— Phil Coulter, delegate. Large crew change in Oakland, little or no beefs. Haz Idris, bosun.

APL President Eisenhower — Graham Sharpe, delegate. Extensive engine repairs near complete, should be underway back on her regular route by end of month. Luis Rosas, bosun.

APL Gulf Express— Ariel Odion, delegate. Weather is finally cooling down. Little or no beefs. Marc Calairo, bosun.

USNS Sisler — John Relajo, delegate. Possible mission to Europe in upcoming months. Chris Cupan, bosun.

USNS Dahl — Edwin Narvasa, delegate. Ship on the hook in Saipan, where they are changing quarantine durations and requirements frequently, making dispatching more difficult. Xerxes Cunanan, bosun.

USNS Charlton — Ship is underway for Saipan, called Pearl Harbor, HI mid-November. Late November arrival to Saipan. Investigation of harassment by Captain ongoing. Jeff Nicholas, bosun.

Admiral Callaghan — Ship had short activation in November to take out of yard and head back to Oakland, CA. Matt Dulay, bosun.

Mississippi Voyager — Jonathan Robinson, delegate. Continuing West Coast run, with little or no beefs. Matt Frazier, bosun.

California Voyager — Jennifer Pitts, delegate. Successful shipyard stay in Spain. Ship is back in Florida on her normal run. Thor Erickson, bosun.

Cape T's and Cape V's — All five ships in ROS status in Beaumont & Orange, TX. Several clarifications and discussions with company, specifically about Cape V's. OIC is clueless and claims he has no idea what is going on, as if that's an excuse. Chief Mate could care less about a contract, workers' rights, or just people in general. For now, company has explained to their high-ranking officers that they are not allowed to violate the contract directly or indirectly. If the mate wants work done, they can pay us for that work. We don't "volunteer" for food.

Cape Horn and Hudson — Possible activation in the next 30-60 days. Steve Fuentes and Dennis Sumague, bosun.

I represented the SUP at the monthly Alameda and San Francisco County Labor Council meeting via zoom. Please remember to keep your documents up to date. When renewing your MMC you must take basic training first.

BUSINESS AGENT'S REPORT

November 2021

Manoa — Mark Relajo, delegate. On trip off, delegate to be elected at sea. Ship sailed with no beefs for Honolulu with John Crockett, Bosun.

Mahi Mahi — Marc Dulay, delegate in at Oakland#62. Back from a trip off. Sailed with no issues on the China run, 35—day turnaround with Norhaslan Idris as Bosun.

Mokihana — Noel Isumaru delegate. In at Oakland#62. Sailed with no issues for Los Angeles on the Southern triangle. Next trip the schedule has us sitting alongside Oakland#60 for 7 days. Subject to change Mick McHenry is the relief Bosun.

RJ Pfeiffer — Jim Linderman delegate in and out of Oakland sailed with no beefs on the Northern triangle in good hands with Robert Morgan as Bosun.

Matsonia — Christopher Go, delegate. In at Oakland #62. Sailed for L.A. with no issues on the CCX run. Working us steady crossing and back extra cash will come in handy for the holidays Bosun Nick Hoogendam back from a trip off.

Kamokuiki — Ship checked in with little or no beefs

President Wilson — Eduardo Rojas delegate Oakland #56 SSA Terminal sailed for Yokohama with no beefs. Delegate happy to make a trip with his dad before he retires. An opportunity of a lifetime. Teofila Rojas, Bosun.

President Roosevelt — Check in with little or no beefs

Cape Orlando — Shifted home berth to Oakland outer harbor back from a 41/2 month mission on RRF status. Jonathan Pampilon, Bosun.

Admiral Callaghan — Pier#2 Ferry point Alameda talk of sea trail activating for 10 days sometime in the middle of November. Cory Edgil as Bosun.

San Francisco Bar Pilots — Mike Koller Delegate— Talks of extending station boat schedule, still in question more to discussion among the operators. Leo Moore Dock Bosun.

Shipping has never been this wide-open. Jobs hanging up and down the coast. It's our duty as Union Members to protect and fill these jobs. Worked in the front office and help dispatch

SUP Election Begins

December 1, 2021

VOTE! It's YOUR Union

See page 6 for candidates