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SIU Members Ratify Contract At Great Lakes Dredge & Dock



Seafarers employed by Great Lakes Dredge & Dock (GLDD) recently approved a new three-year contract featuring numerous gains. Members of the respective negotiating teams are pictured above, at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. From left are company executives Holt Hartung and James Walker, AB/Dragtender Clayton Stanley Byrd, Robert Worrell of GLDD, AB/Dragtender Billy Born, SIU Asst. VP Michael Russo, George "Bubba" Strawn and Steven Dekem of GLDD, SIU Houston Port Agent J.B. Niday, Capt. Alex Penzi, and Chief Engineer Jeff McCranie. Not pictured but also serving on the SIU bargaining committee was Asst. VP Joe Zavala. The other photo, taken aboard the hopper dredge *Amelia Island* off the coast of Galveston, Texas, features SIU personnel counting ballots. From left are Capt. David Fitzgibbons, Safety Director Kevin Sykes, AB/Dragtender Brandon Bortolan, and Chief Steward Noah Schluder. *Page 3.*



Year in Review: Bravery at Sea, New Tonnage, Gainful Contracts Highlight 2025 for Seafarers

The year 2025 included many noteworthy happenings for the SIU, including the heroism of the *Stena Immaculate* crew and lots of additions to the union-contracted fleet. One of those vessels, the LNG carrier *American Energy* (Crowley), is pictured here. *Page 6.*



Supporting Our Troops



David Heindel

As you may have seen on our social media accounts, the SIU and the Paul Hall Center were well-represented at the most recent Veterans Day ceremony at Arlington National Cemetery. Our delegation teamed with members of the American Merchant Marine Veterans to place a wreath at the Tomb of the Unknown Soldier, and four of our apprentices also served as a color guard when the ceremony shifted to the nearby amphitheater. We have a write-up elsewhere in this edition.

It's always a great honor to be included for these ceremonies, and I very much appreciate our team showing up on a holiday and enduring a very chilly day. Regardless of one's political leanings, when the

president and the vice president are among the participants, it's a privilege to be invited – and for the record, I said the same thing two years ago when we also had a delegation there for Veterans Day.

For those of you who are newer to our organization and may not know, U.S. Merchant Mariners who served in World War II are considered military veterans, and for good reason. Depending on who's doing the math, they suffered either the highest or second-highest casualty rate among our forces. That includes more than 1,200 SIU members who made the ultimate sacrifice.

I'm proud to note that the SIU played a significant role in helping secure veterans' status for the World War II U.S. Merchant Marine, and we also later assisted in getting the cutoff date for such recognition extended to match that of the armed forces.

Today, the SIU remains a reliable component of America's fourth arm of defense. We support our troops whenever and wherever needed, as well as answering the call for our nation's humanitarian missions.

In these globally uncertain times, it's clear that we very much need to maintain a strong U.S. Merchant Marine. Veterans Day was a reminder that our civilian mariners were and are a key part of our nation's sealift capability – and our ability to achieve victory.

International Solidarity

Recently, I had the honor of representing both the SIU and the International Transport Workers' Federation (ITF) at an anniversary gathering of the Associated Marine Officers' and Seamen's Union of the Philippines, better known as AMOSUP. The meeting in Manila offered a great opportunity to brainstorm about current and future challenges facing the world's mariners.

Our international ties have been a source of power for the SIU for the vast majority of our existence. Whether we're teaming up with other unions or working with the ITF – or both – on a particular campaign, we benefit from strength in numbers and a unified voice. One relatively recent example is the logistical obstacles we overcame during the pandemic, on behalf of rank-and-file mariners across the globe. Another is an early-December cabotage victory secured in part through joint efforts involving the Maritime Union of New Zealand and the ITF. And, an ongoing example is the ITF's flag-of-convenience campaign, which unites numerous affiliates and which has raised wages and improved working conditions for many thousands of mariners.

By the way, AMOSUP is one of several foreign maritime unions that models itself after the SIU and other North America-based seafaring organizations. We are happy to work with them, lead by example in some cases, and learn from their example in others. In short, our solidarity is real, and it makes difference.

Protecting Workers' Rights

As this edition went to press, the U.S. House of Representatives was set to engage in a series of votes on the Protect America's Workforce Act – legislation backed by the SIU that would restore collective bargaining rights in much of the federal sector.

Regardless of the bill's ultimate fate, I was glad to see bipartisan support for the legislation as the House finally took it up (the bill was introduced in April). People of all political parties and persuasions support unions. This particular bill would overturn an executive order and restore the bargaining rights of more than one million federal workers.

I could not possibly disagree more strongly with the assertion that collective bargaining rights weaken national security (the premise of the executive order). In fact, the opposite is true. Federal-sector workers, including members of our own SIU Government Services Division, are dedicated patriots, and they deserve the right to choose union representation.

We'll do our part to help advance the bill, and we'll keep you posted.

protecting America's security and respecting America's workers are not competing priorities – they are inseparable. Federal workers, many of whom are veterans, are the backbone of our public service. When they have a voice in the decisions that shape their work, our government is more stable, more capable, and better prepared to serve the American people. I'm proud to work alongside Congressman Golden in leading this bipartisan effort."

Golden and Fitzpatrick introduced the bill in April. After months of inaction on the floor, in July they initiated a discharge petition and set to work building support to force a vote in the House. In November, the discharge petition obtained its 218th signature, clearing the threshold to bring the legislation up for a vote.

The executive order, titled "Exclusions from Federal Labor-Management Relations Programs," sought to end collective bargaining with unions at the departments of Defense, State, Veterans Affairs, Justice and Energy, and some workers at the departments of Homeland Security, Treasury, Health and Human Services, Interior and Agriculture.

The Protect America's Workforce Act would repeal the executive order outright, and guarantee that the federal government honors any union contract in place at the time it was issued.

Federal workers' bargaining rights already are limited to conditions of employment. Roughly one-third of all federal workers in unions are veterans.

Notice

Updated Notice of Privacy Practices Available For Seafarers Health and Benefits Plan

The Seafarers Health and Benefits Plan recently updated its Notice of Privacy Practices. This notice explains the procedures that the Plan follows to protect your personal information. The updated notice is available at <https://www.seafarers.org/plans/> under Seafarers Health and Benefits Plan, in the section called "HIPAA Privacy Rules."



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The SIU engaged an environmentally friendly printer for the production of this newspaper.

Members Ratify Contract with GLDD

Historic Agreement Features Numerous Gains for Seafarers

Seafarers employed by Great Lakes Dredge & Dock (GLDD) have approved a new three-year contract featuring wage increases and other substantial gains.

The pact covers approximately 200 SIU members who work in the company's hopper dredge division. It takes effect March 1, 2026 and lasts through February 2029.

Negotiations took place at the union-affiliated Paul Hall Center for Maritime Training and Education (PHC) Oct. 13-15 of last year. Voting was conducted via mail-in ballots.

Representing the SIU on the bargaining committee were Assistant Vice President Michael Russo, Assistant Vice President Joe Zavala, Port Agent J.B. Niday, and rank-and-file delegates Capt. **Alex Penzi**, Chief Engineer **Jeff McCranie**, AB/Dragtender **Billy Born**, and AB/Dragtender **Clayton Stanley Byrd**. Company negotiators included GLDD executives Holt Hartung, James Walker, Robert Worrell, George "Bubba" Strawn, and Steven Deken.

In addition to the wage increases, contract highlights include a new loyalty incentive program that provides extra money based on years of service; increased company contributions to the Seafarers Money Purchase Pension Plan (SMPPP); a new boot allowance (annual reimbursement); new billets for PHC Apprentices; and new wage incentives for licensed members working in unlicensed positions.

The contract also maintains Seafarers Pension Plan participation along with Seafarers Health and Benefits Plan coverage at the top level.

Moreover, this is believed to be the first SIU contract that includes artificial intelligence (AI)

protections. Specifically, new provisions guarantee early notification and employment safeguards for members affected by technological changes.

Born said the AI component "is a very good thing to have in the contract, and we should have it in other contracts, too."

He also identified the SMPPP increases and the loyalty program as some of the other highlights of the new pact.

"The negotiations weren't a long, drawn-out process of stalemates," added Born, who has been an SIU member for 25 years and has worked for GLDD for more than 20 years. "Everybody wanted to get it done and get it done right. Mike (Russo) did a fine job, and we got a fair contract. The company was looking out for the guys who have been here a long time, and this also gives the younger guys something to look forward to."

McCranie also emphasized the "firsts" in the contract and described the overall agreement as "very competitive" within the industry.

"Where we excel in the SIU is our retirement benefits and our medical benefits, and those have a cost that the company has to pay, so that's a factor (in negotiations)," McCranie said. "We kept the same Core-Plus benefits we've always enjoyed. The firsts are the longevity pay, the AI clause and a new billet."

He described the bargaining sessions as long but smooth.

Russo thanked the rank-and-file delegates "for their exceptional dedication, professionalism, and service throughout the negotiations. Their steadfast efforts ensured that the interests and perspectives of



QMED Mainor Leopoldo Calderon (left) and SIU Asst. VP Joe Zavala meet aboard the *Padre Island*.

SIU members were fully represented at every step of the bargaining process.

Zavala pointed out that the union secured the new agreement without any concessions and said the contract "delivers meaningful improvements and reinforces our long-term security and stability within the industry."

He continued, "When I negotiate a contract with one of the bargaining units, I try to visualize the kind of agreement I would love to work under. I truly believe we achieved that with the 2026 contract for Great Lakes and Dock Dredge & Dock."

Niday stated, "The hard-working men and women of the GLDD hopper dredge fleet are an impressive group of SIU members. They deserved a solid contract, and the SIU delivered."

Houston-based GLDD "is the largest provider of dredging services in the United States and has a long history of performing significant international projects," the company's website reports. Its areas of operation include New York; Miami; Jacksonville, Florida; Charleston, South Carolina; Savannah, Georgia, and more.



Standing from left aboard the *Ellis Island* are ETO Joey Vincent, QMED Salomon Prado, Capt. Andrew Torti, Safety Director Kevin Sykes, AB William Doyle, SA Omar Ortega, and 2AE Ned Doherty. In front is Port Agent J.B. Niday.



Pictured from left aboard the *Ellis Island* are AB/Dragtender Kelvin Miguel and Bosun Vincent Sanzone.



Chief Cook Irving Guerrero serves lunch aboard the hopper dredge *ATB Douglas Mackie/Ellis Island*.



Among the SIU members pictured with officials aboard the *Dodge Island* are Capt. Rob Ruiz, AB Michael Howlett, SA Florencio Espin, CE Edward Bradford, Third AE Michael Jonas, CM Emmanuel Fakpui, Electrician Patrick Conroy, Chief Cook Tinesha Travis, AB Bernardo Segura Jumayao, and AB/Dragtender Charles Troutwine.



Capt. Joe Minnick
Padre Island

SIU's Support of U.S. Military Comes Naturally

Many SIU officials are veterans, and their experience has provided them with skills that carried over into their current roles. The following are accounts of several SIU officials' military careers. This is the second installment of the series. **Please note that last month's LOG inadvertently included a recap of Joe Vincenzo's service that had not been fully edited.** The correct version appears here.

Michael Russo

Assistant Vice President Michael Russo served in the United States Marine Corps for eight years. During that time, he worked in communications, and his main responsibilities were setting up and maintaining secure, reliable lines for field operations and command coordination. To perform his duties well, Russo said, he needed to demonstrate "precision, technical knowledge, and the ability to adapt quickly in high-pressure environments."

In his opinion, the skills Russo honed while in the Marine Corps helped prepare him well for a career with the Seafarers International Union. "The discipline, teamwork, and understanding of the chain of command that I developed in the Marines translated directly to maritime operations," he said. "Life at sea, much like military life, demands accountability, respect for hierarchy, and a strong work ethic. The technical skills and operational mindset I gained helped me quickly adapt to the structured and safety-focused environment of the merchant marine."

After signing up with the SIU, he began to understand the significance of the merchant marine and its connection to the military. "Before joining the union, I saw the merchant marine simply as commercial sailors working in civilian shipping. After becoming part of the union, I learned that the merchant marine plays a vital role in national defense and global trade, often supporting military missions by transporting equipment, fuel, and supplies," he said. His experience in both realms gave him "a real appreciation for the professionalism, training, and sacrifice that merchant mariners bring to their work both in peacetime and during conflict."

Russo urges current military members or veterans who might be considering a similar career path in the civilian maritime world to take advantage of the discipline, leadership, and technical skills they would've already gained through their military service. "The transition is smoother than you might think," he said. "The SIU offers excellent training programs, good pay, and a sense of camaraderie similar to what you experienced in the military. It's a career that rewards hard work, reliability, and a willingness to learn."

According to Russo, the bond between the armed forces and the U.S. Merchant Marine is built on mutual respect and a shared mission, as they both stand ready to serve the nation in times of crisis and war. "Merchant mariners may not wear uniforms, but their role in supporting logistics and freedom of navigation is every bit as essential to national security," he said. "I feel proud to be part of that tradition and to contribute in a way that connects my military service to civilian maritime service."

Pat Vandegrift

Vice President Pat Vandegrift served in the U.S. Navy as a sonar technician surface, third class petty

officer (STG3). He carried out his duties aboard a destroyer and a frigate, which were both ASW, or anti-sub warfare vessels. His main responsibilities were operating and maintaining various kinds of gear designed to search for submarines. Vandegrift served in that role for five years.

"I believe the training I received in the Navy prepared me to excel in the ranks of the U.S. Merchant Marine," said Vandegrift. Specifically, he cites the training he completed that honed his attention to detail and inspired a tenacious, no-quit attitude when facing obstacles. He also mentioned camaraderie as a highlight.

When Vandegrift was accepted into the trainee program, his ideas about the merchant marine evolved: "I envisioned it being a neat career and then once I was accepted into the trainee program (which is now



Michael Russo (left), along with a fellow Marine.



Pat Vandegrift

referred to as the apprentice program) post-Navy, it reinforced that it's a wonderful way to make a living.... After living on a warship and the intensity of the military, this is better than I had imagined."

The work still involves going to sea and navigating and operating a vessel in an ocean or other large body of water, but the differences between being a civilian mariner and his past in the Navy stood out to Vandegrift.

After spending some time sailing with the SIU, Vandegrift was offered the opportunity to apply for positions at the school in Piney Point, Maryland. He had already met people who worked in that area from being "on the docks" as a mariner, so he had an idea of what to expect. "Coming to the SIU, once I hit my first ship, I knew that this was awesome," he said.

Vandegrift says he wouldn't forsake his time in the Navy, even with all of its requirements and strictures. Still, since making the switch to the merchant marine, he has been able to carve out a space for himself in the SIU, and he appreciates the flexibility the career change has granted him. "I would never give up my Navy time, but compared to the Navy, this is different," he said. "When you go on a ship, you're contracted to that company, to that

vessel for some period of time. The agreement is different than being in the military, so it's a whole lot freer, and less controlled."

Vandegrift also shared some words of wisdom for former military members who may be considering a switch to the merchant marine. "It brings with it the same camaraderie that we had in the military. It still has some military structure out of necessity for the safe navigation of the vessels, but it's a whole lot freer of a lifestyle where you can pick and choose where you work by region, by vessel type, so on and so forth," he said.

He also acknowledged the well-established bond between the armed forces and the U.S. Merchant Marine, the fourth arm of defense: "We have a longstanding mutual respect for one another. I'm always grateful for SIU allowing me to join the ranks."



Duane Akers



Joe Vincenzo (holding flag) listens as then-Sen. Bob Dole addresses his division, The Big Red One.

Duane Akers

Port Agent Duane Akers joined the Navy in January of 1980. He served for 17 years and then took early retirement as an E6. Initially, he worked in combat medicine for 11 years with the Marines and then completed advanced schooling to become an MDR (which in the Navy is known as an Independent Duty Corpsman) on submarines.

When he was assigned to the Marines in combat medicine, where he took care of people in both the Navy and the Marine Corps, Akers deployed multiple times with Marines in combat zones, which he says allowed him to mature in his work.

What set him up for his career with the SIU was completing Independent Duty Corpsman school. After serving on a submarine and his final command overseas, he retired from the Navy and began working as an MDR with the SIU. He wasn't aware of the merchant marine until he joined. He recalls taking courses for the transition assistance program, which is a requirement for all military personnel. "A key statement from that time that stayed with me was that most people get their jobs through word of mouth, family, and friends. That happened to me," he said.

Akers' best friend and brother were at the military base from which he separated. His friend's brother did the same job that Akers did on submarines and offered him an application for Dyn Marine Services. This led to his first job three months after his Navy retirement. He spent the next 25 years working aboard ships.

"Once I got to my first ship, it was a perfect fit," Akers said. "I don't regret one moment." He attributes his desire to become an MDR in the military to his passion for healthcare and taking care of patients. "That (passion), combined with going to sea and travelling – you put those three together, and it was like being in heaven for me. Plus, a very nice paycheck came with it, but that was secondary," he said.

Akers appreciates that this career change offered him independence as well as a heightened level of responsibility. His military leadership training combined with his medical background and people skills helped him develop along his career path. "If I can't make a difference in people's lives, I don't belong in the job," he added.

Although Akers plans to do some direct recruiting of his own on the military base not too far from his port, he also had some advice to share with military members who may be interested in switching careers: "The SIU is a perfect fit – the lifestyle, the benefits.... It really works hand-in-hand with our military veterans. I have yet to hear of any veteran that I've recruited into the SIU who told me they've made a mistake. They all have said, 'This is a wonderful experience. I wish I knew about this earlier,'" he said.

Joe Vincenzo

SIU Vice President West Coast Joe Vincenzo was an Army member, on active duty from 1983 through 1987, followed by three years in the reserves. He served as a 98J as part of a detachment of the Big Red One, as a non-communication electronic warfare specialist. His main responsibilities were focused on data collection and analysis.

In his own words, transitioning from the armed forces to the SIU was "really interesting. There are some obvious transferable skills: discipline and being a team player. You won't even make it out of basic training without those," Vincenzo said.

He recalled a routine occurrence during his time in military basic training, when the drill sergeant would ask questions about their fellow servicemen while they were standing in the food line, such as their spouse's name. "If you didn't know, you'd be down on the ground doing push-ups," said Vincenzo. It taught him the importance of being sociable and making the effort to get to know other people in his unit.

Vincenzo's military experience also reinforced the importance of following rules, working as a team member, leadership, and general knowledge of being a soldier, and for those reasons, he considers the military an excellent place to begin a career. "It's a vetting process, and it helps you to get a better sense of who you are and what you're capable of," he said.

Serving in the military was also a way for him to have novel experiences that would assist him down the line, especially in a career that requires knowledge of computers (which were still relatively new in 1983). "The first time I ever touched a computer was in the Army," he said. "It helped me not be afraid of the machine or to try new things and to familiarize myself with computers." During his time in

the military, Vincenzo worked in the motor pool maintaining "duce and a half" and five-ton trucks along with M113 and M117 track vehicles. As with his primary MOS, he learned how to set up and operate data collection equipment in the field and recognize different electronic transmissions typically associated with unfriendly missile systems.

Vincenzo's computer experience gave him the skillset necessary to navigate and utilize computer systems like the SIU's union-wide human resource information system, which is used to keep and organize records and information about members and crews.

Although he hadn't much experience with the merchant marine before joining the SIU, he always dreamed of one day joining the Navy.

"My interest and experience with the merchant marine was a natural offshoot of that," he said. Vincenzo's father was in the Coast Guard, and his sister was a nurse on the SIU-crewed passenger ships in Hawaii. In fact, he discovered this career path with the SIU when he went to Hawaii in 1991 to work as a wiper on the same ship, *SS Constitution*, with his sister.

"I respected people who worked on ships, and I wasn't sure how long I'd be out there when I started," he recalled. After joining the SIU in January 1991, "35 years later, I'm still here," he noted.

The benefits of choosing a career in maritime after having enlisted in the Army quickly became evident to him. "It's first and foremost very fulfilling on a personal level and rewarding just the same. I bought my first house with the money I made serving as an oiler

in the employ of Seabulk on the *MV Seabulk Pride*," he said. "Even to this day I can't imagine having fallen into a better career."

Advice Vincenzo would share with current and former military members who might be considering a similar career path is as follows: "Have a long game in mind. Don't get caught up in a short-term-returns way of thinking. Look down the road and consider the life you can build for yourself. There are lots of opportunities and experiences in the merchant marine that you just can't get elsewhere."

One such opportunity for Vincenzo was working as an oiler on the *SS Jeremiah O'Brien* in 1994 during the 50-year commemoration of D-Day. "It was one of the crown jewels of my experience as a Merchant Marine. I signed on as an oiler on the ship," he

said. "For those who may not know, the ship made its way to the UK and then to France leading a parade of ships back to the beaches of Normandy where it was among war fighting ships that supported Allied efforts during the D-Day invasion itself. It truly was an honor to serve as just one of a very few volunteer crew members on that ship at that time."

To Vincenzo, the bond between the merchant marine and the armed forces cannot be overstated: "We were there with them from the Revolutionary War and we're still there today. We're there as an auxiliary in times of war and peace in support of our national defense and economic and homeland security. We're right there with them every step of the way."

Union, School Join Forces with AMMV In Honoring World War II Mariners

The SIU and its affiliated Paul Hall Center (PHC) teamed up with members of the American Merchant Marine Veterans (AMMV) for the 2025 Veterans Day ceremony conducted at Arlington National Cemetery, near the nation's capital.

In addition to serving as flag-bearers, PHC Apprentices assisted AMMV members in placing a wreath at the Tomb of the Unknown Soldier immediately prior to the Nov. 11 ceremony shifting to the adjacent amphitheater. The wreath honored the service of World War II U.S. Merchant Mariners, who are formally recognized as military veterans. (More than 1,200 SIU members lost their lives in service during the war.)

"The entire SIU team did a great job honoring our U.S. Maritime Service," said AMMV President Emeritus Dru DiMatta. "The World War II veterans among our stakeholders were very touched, and we all appreciated your team enduring the early-morning chill."

DiMatta added that the U.S. Army Band "Pershing's Own" started their musical program at the ceremony by playing "Heave Ho," which was composed in 1943 and is the official song of the U.S. Maritime Service.

Taking part in the ceremony were PHC Apprentices Andrew Smith (a Marine Corps veteran), Monique Banks (Army and Air Force), Astrid Ortiz and Leroyal Hester III; SIU Vice President Pat Vandegrift (Navy), PHC Director of Education Wayne Johnson Jr., and Apprentice Commandant Christian Holloway (Army).

Capt. Darin Huggins, AMMV's recently elected national president, noted, "The American Merchant Marine Veterans, founded by our World War II Merchant Mariners in 1984, still tolls the bell of legacy and educates the people of our nation about the vital supply chain operations of the maritime industry that are maintained by dedicated and courageous men and women of the United States Merchant Marine.... AMMV honors the service of all merchant mariners who served our nation during military sealift operations.... This year, 2025, is the U.S. Merchant Marine's 250th anniversary, as a result of the colonial merchant mariners' victory over the British warship *HMS Margaretta* in Machias Bay, Maine, on June 12, 1775. This first sea battle of the Revolutionary War has been called the Lexington of the Seas."

President Trump, Vice President JD Vance, and Veterans Affairs Secretary Doug Collins spoke during the ceremony.



Making final preparations for the Veterans Day event in Arlington, Virginia, are (from left) SIU VP Pat Vandegrift, Paul Hall Center Apprentices Andrew Smith, Astrid Ortiz, Monique Banks and Leroyal Hester, Apprentice Commandant Christian Holloway, and Paul Hall Center Director of Education Wayne Johnson Jr.



AMMV members, officials and supporters are pictured with Paul Hall Center personnel prior to the wreath-laying component of the ceremony.



This memorial wreath honored the service of World War II mariners, including thousands of SIU members.



Visitors attend the 72nd National Veterans Day Observance at Arlington National Cemetery. (U.S. Army photo by Elizabeth Fraser)

SIU's Year in Review: Steady Gains in 2025

The SIU remained on a steady course throughout 2025, securing favorable contracts, welcoming new tonnage, and maintaining an effective political presence to safeguard Seafarers' jobs, among other activities.

The year started with a committee of rank-and-file members finalizing a report that confirmed the election of SIU officials including President David Heindel, Executive Vice President Augie Tellez, Secretary-Treasurer Tom Orzechowski, and Vice Presidents Dean Corgey, George Tricker, Joseph Soresi, Nick Marrone, Bryan Powell, and Joe Vincenzo, along with a number of assistant vice presidents and port agents. That report, subsequently approved at the monthly membership meetings, also confirmed that Seafarers had voted in favor of the addition of two new vice president positions – slots filled by Hazel Galbiso and Pat Vandegrift. Later in the year, after Marrone retired, he was succeeded by Vincenzo, while former Assistant Vice President Government Services Sam Spain became the vice president for that division.

The following is a look back at some other highlights of the previous year.

Rescues and Heroism

No occurrence felt bigger than the one involving the SIU-crewed *Stena Immaculate*. On March 10, the Madeira-flag containership *Solong* hit the Crowley-operated ship even though the U.S.-flag tanker had been anchored off Britain's east coast for at least 15 hours. The 461-foot-long *Solong* didn't slow from its approximate speed of 16 knots, nor did it change course.

After bravely fighting the resultant fire (the *Stena Immaculate*, 600 feet in length, was carrying military jet fuel) for around 30 minutes, all 23 mariners from the Crowley vessel successfully launched and boarded their lifeboat, and made it ashore essentially unharmed. Those personnel included SIU members, two apprentices from the union-affiliated Paul Hall Center for Maritime Training and Education, and officers from the Seafarers-affiliated American Maritime Officers (AMO), plus one from the Marine Engineers' Beneficial Association.

In the aftermath, several SIU members credited the safety training they'd received at the SIU-affiliated Paul Hall Center as crucial to their survival.

That wasn't the only time in 2025 that Seafarers demonstrated their professionalism and selflessness. On Jan. 21, the crew of the Crowley-operated *El Coqui* rescued four individuals after their sailboat sank off the coast of the Dominican Republic.

Later in the year, on Sept. 1, SIU and AMO members from the Pasha vessel *National Glory* played huge roles in extinguishing an accidental shoreside fire near their berth that could have proven disastrous if not for their prompt, professional actions.

Most recently, on Oct. 10, the crew of *SLNC Star* saved a vessel of fishermen adrift at sea between Singapore and Diego Garcia who had been without food, water or fuel for days.

New Tonnage and Contracts

There was no shortage of contractual gains for the union throughout the year. The union secured new agreements that either maintained benefits or increased them, and also obtained wage increases in every new agreement.

Contracts were ratified covering members at NY Waterway, E.N. Bisso & Son (mid-contract gains), Express Marine, Waterman, Great Lakes Dredge & Dock, and Marine Personnel and Provisioning (the latter was pending as of press time).

Additionally, SIU members will continue sailing aboard dozens of U.S. Ready Reserve Force (RRF) vessels for the next 10 years, following a mid-year announcement of new contracts by the U.S. Maritime Administration (MARAD). The agency on July 30 reported that agreements covering 51 vessels had been signed, with a combined value of \$6.2 billion. For the SIU, the number of shipboard jobs will largely remain unchanged, though the union did gain around 40 billets when the "Cape Ts" (*Taylor*, *Texas* and *Trinity*) are in full operating status.

New tonnage also entered the SIU fleet throughout the year, starting with NY Waterway's ferry *Jackie Robinson*, followed by the LNG carrier *American Energy* (Crowley), the general cargo ship *SL Midway* (Schuyler Line), the containership *CMA CGM Phoenix* (Osprey Ship Management), the cable-laying barge *Marmac 306* (Crowley), the hopper dredge *Amelia Island* (Great Lakes Dredge & Dock), the Great Lakes Towing tugboat *New York*, and the tanker *CS Anthem* (Intrepid), among others.

Grassroots Activity

The union threw its support behind the reintroduced SHIPS for America Act, a major piece of legislation aimed at reinvigorating not just shipbuilding but many components of the U.S. maritime industry. The SIU also applauded a pro-maritime executive order from the White House that promotes many of the same goals included in the SHIPS Act.

The Federal Maritime Commission launched an investigation of flag-of-convenience shipping practices, a move welcomed by the SIU.

AFL-CIO-affiliated unions including the SIU endorsed the Protecting America's Workforce Act, which would restore collective bargaining rights to hundreds of thousands of federal workers who lost them due to an executive order.

Moreover, while not a piece of legislation itself, an updated report from Seafarers Rights International found that cabotage laws now exist on 85% of the



Family members and former colleagues of the late SIU President Michael Sacco converged in Piney Point, Maryland, June 17 to name a building in his honor as well as unveiling a bronze bust of the union's longest-serving president.

world's coastlines, are growing in number at an unprecedented pace, and are increasingly essential to national security, economic stability and maritime resilience. The detailed findings underscore the value and importance of the Jones Act, America's freight cabotage law.

Other Gains, Final Departures

The union launched an online dues portal that immediately got widespread use by Seafarers.

The Seafarers Health and Benefits Plan awarded scholarships to members and dependents worth a combined \$120,000.

In Piney Point, Maryland, the Paul Hall Center increased its schedule to help address a manpower shortage, while both the school and the union maintained extensive recruiting efforts across the country.

The school also dedicated a building – the Michael J. Sacco Media Center – in honor of the longest-serving SIU president, who passed away in December 2023. Sacco also helped form the school in the late 1960s, and he worked there for many years.

Additionally, a new scholarship program for upgraders seeking to obtain licenses in the deck or engine departments was launched and also named in Sacco's honor.

SIU philanthropy was evident at the tenth iteration of the Seafarers Waterfront Classic and during traditional events in the Pacific Northwest, Florida, Hawaii and elsewhere.

Finally, the union mourned the passing of former officials Don Anderson and Thornton Elliott, and that of Valerie Cole (longtime Union Plus representative) and Myron Mintz (longtime co-counsel for the SIU Rivers Pension Trust).



The union and its affiliated Paul Hall Center for Maritime Training and Education observed National Maritime Day ceremonies across the country on May 22, including the traditional event hosted by the U.S. Department of Transportation in the nation's capital. That's where SIU officials and PHC Apprentices are pictured above, shortly before the event. From left in front are VP Pat Vandegrift, President David Heindel, Secretary-Treasurer Tom Orzechowski, Exec. VP Augie Tellez, Asst. VP Michael Russo, and VP George Tricker.



Seafarers from the *Stena Immaculate* and SIU Asst. VP Michael Russo (second from left, in front) met multiple times per day at a hotel in Grimsby, England, in the aftermath of the accident.

2026 HEALTH & BENEFITS PLAN SCHOLARSHIP PROGRAM

Scholarships totaling \$132,000 are available under the 2026 Seafarers Health and Benefits Plan Scholarship Program. The grants are available to Seafarers and their dependents looking to continue their education. Allocations for each category will be as follows:

SEAFARERS SCHOLARSHIPS

Three scholarships designated for active Seafarers:

- One \$20,000 offering for a four-year course of study at an accredited college or university
- Two scholarships (\$6,000 each) for Seafarers interested in pursuing two-year courses of study at a community college or vocational school

DEPENDENTS SCHOLARSHIPS

Five scholarships designated for dependents:

- A total of five scholarships, each worth \$20,000, are being offered to dependents (spouses included) to attend four-year courses of study at accredited colleges or universities. Dependents and spouses of active as well as retired Seafarers may apply.

To take advantage of these opportunities, visit seafarers.org, go to the Benefits menu, open the "Core Plus and Core Benefits" section, scroll to "Applications and Forms," and select Scholarship Application.

January & February Membership Meetings

Piney Point	Monday: Jan. 5, Feb. 2
Algonac	Thursday: Jan. 15, Feb. 12
Baltimore	Thursday: Jan. 8, Feb. 5
Guam	Thursday: Jan. 22, Feb. 19
Honolulu	Friday: Jan. 16, Feb. 13
Houston	Monday: Jan. 12, Feb. 9
Jacksonville	Thursday: Jan. 8, Feb. 5
Joliet	Thursday: Jan. 15, Feb. 12
Mobile	Wednesday: Jan. 14, Feb. 11
New Orleans	Tuesday: Jan. 13, Feb. 10
Jersey City	Tuesday: Jan. 6, Feb. 3
Norfolk	Friday: Jan. 9, Feb. 6
Oakland	Thursday: Jan. 15, Feb. 12
Philadelphia	Wednesday: Jan. 7, Feb. 4
Port Everglades	Thursday: Jan. 15, Feb. 12
San Juan	Thursday: Jan. 8, Feb. 5
St. Louis	Friday: Jan. 16, Feb. 13
Tacoma	Friday: Jan. 23, Feb. 20
Wilmington	Tuesday: Jan. 20, Feb. 17

Meeting date changes due to holidays

Each port's meeting starts at 10:30 a.m.

Dispatchers' Report for Deep Sea

"Total Registered" and "Total Shipped" data is cumulative from November 10 - December 11, 2025.
"Registered on the Beach" data is as of December 12, 2025.

Port	Total Registered All Groups			Total Shipped All Groups			Trip Reliefs	Registered on Beach All Groups		
	A	B	C	A	B	C		A	B	C
Deck Department										
Algonac	18	9	1	13	8	0	2	21	7	2
Anchorage	2	2	0	1	3	0	2	4	2	0
Baltimore	3	8	7	2	3	4	4	3	5	2
Fort Lauderdale	22	13	7	16	8	9	16	26	12	11
Guam	2	2	2	3	2	1	2	3	1	1
Harvey	10	6	4	5	3	2	7	14	4	10
Honolulu	12	1	1	5	1	1	3	15	2	2
Houston	40	24	10	26	11	8	21	66	36	18
Jacksonville	42	36	11	21	34	11	37	62	45	12
Jersey City	24	15	9	14	6	8	12	34	19	3
Joliet	3	3	0	1	5	0	3	4	3	0
Mobile	12	4	3	4	3	1	2	11	4	4
Norfolk	20	8	7	15	10	6	10	26	16	10
Oakland	10	6	0	3	3	0	1	15	2	4
Philadelphia	3	1	1	3	2	0	3	4	2	1
Piney Point	3	3	0	1	1	0	0	2	4	1
Puerto Rico	4	3	1	3	5	2	3	7	0	1
St. Louis	1	2	0	1	1	0	1	1	1	0
Tacoma	16	4	0	11	3	3	7	22	5	2
Wilmington	30	11	3	20	9	3	15	53	10	3
TOTAL	277	161	67	168	121	59	151	393	180	87
Engine Department										
Algonac	2	3	1	5	0	1	3	3	4	0
Anchorage	0	1	1	0	0	0	0	0	4	0
Baltimore	1	4	1	1	3	0	2	5	4	3
Fort Lauderdale	6	9	1	6	3	1	5	9	10	5
Guam	0	0	2	1	0	1	2	0	1	1
Harvey	1	4	0	1	4	0	2	1	2	0
Honolulu	3	3	0	3	3	0	1	7	3	1
Houston	8	10	4	4	3	4	3	14	15	4
Jacksonville	22	24	3	16	18	6	14	30	31	4
Jersey City	9	6	2	4	4	0	4	9	5	5
Joliet	1	0	1	1	0	1	1	2	1	0
Mobile	4	0	0	4	1	0	2	3	1	1
Norfolk	12	11	3	9	12	3	9	18	16	2
Oakland	3	1	2	2	2	0	3	5	2	4
Philadelphia	0	1	1	2	0	0	1	0	2	1
Piney Point	3	3	0	1	2	0	1	3	1	0
Puerto Rico	5	4	0	2	0	0	1	7	6	0
St. Louis	2	0	1	2	0	0	0	2	1	1
Tacoma	8	2	1	6	2	1	3	12	4	0
Wilmington	16	1	5	10	4	0	4	17	8	5
TOTAL	106	87	29	80	61	18	60	149	120	37
Steward Department										
Algonac	2	1	0	3	1	0	2	3	2	1
Anchorage	0	1	0	0	1	0	0	0	2	0
Baltimore	2	1	0	1	0	0	1	2	1	0
Fort Lauderdale	7	4	1	3	3	0	1	16	6	2
Guam	2	0	2	2	0	0	0	0	0	0
Harvey	3	1	1	3	3	1	3	5	0	0
Honolulu	3	2	0	3	0	0	2	5	3	0
Houston	18	11	3	4	8	2	3	26	13	2
Jacksonville	22	24	5	12	22	2	17	42	22	5
Jersey City	5	6	0	0	5	0	2	11	8	0
Joliet	0	0	0	0	0	0	0	2	0	0
Mobile	3	4	0	5	1	0	1	4	4	1
Norfolk	15	7	1	18	5	1	8	25	19	7
Oakland	5	0	3	2	0	2	3	17	5	2
Philadelphia	1	1	0	1	0	0	0	2	1	0
Piney Point	2	3	1	3	2	1	4	1	1	1
Puerto Rico	7	7	1	1	3	0	4	10	8	1
St. Louis	1	2	0	3	2	0	1	1	0	0
Tacoma	6	3	1	4	0	0	0	10	3	2
Wilmington	22	11	1	14	6	3	10	36	11	1
TOTAL	126	89	18	82	62	12	62	218	109	25
Entry Department										
Algonac	1	1	18	1	0	3	0	0	9	25
Anchorage	0	1	0	0	0	0	0	0	4	0
Baltimore	0	1	1	0	2	0	1	0	1	1
Fort Lauderdale	1	8	8	1	5	2	2	0	12	13
Guam	0	0	3	0	0	3	1	0	1	0
Harvey	1	2	3	1	4	1	1	0	2	3
Honolulu	0	2	1	0	0	2	0	0	3	4
Houston	1	21	14	1	9	3	2	8	38	25
Jacksonville	0	47	51	0	29	18	4	1	52	75
Jersey City	0	21	13	0	14	2	3	1	24	24
Joliet	0	1	1	0	0	1	0	0	1	3
Mobile	0	1	1	0	1	1	0	0	0	1
Norfolk	0	15	21	0	7	6	0	0	23	52
Oakland	0	2	7	0	3	10	2	0	8	20
Philadelphia	0	0	0	1	0	0	0	0	1	1
Piney Point	0	3	2	0	1	0	2	0	2	1
Puerto Rico	0	0	0	0	0	0	0	0	0	0
St. Louis	0	0	0	0	0	0	0	0	0	0
Tacoma	3	4	5	3	5	3	1	3	10	11
Wilmington	2	13	21	1	7	12	1	4	20	37
TOTAL	9	143	170	8	88	67	20	17	212	297
GRAND TOTAL	518	480	284	338	332	156	293	777	621	446</

At Sea & Ashore with the SIU



WELCOME ABOARD IN HOUSTON – STOS David Alvarez (second from left) recently received his B book. He's pictured at the hiring hall with (from left) Safety Director Kevin Sykes, Patrolman Anthony Jacobson, Port Agent J.B. Niday, and Patrolman Kirk Pegan.



FULL BOOK SECURED – OS Ahmed Ahmed obtains his B book at the hiring hall in Joliet, Illinois.



ABOARD CAPE INTREPID – Safety Director Kevin Sykes (third from left) meets with Seafarers on the Ocean Duchess ship. Pictured from left are Oiler David Caballero, SA Calixta Arzu, Sykes, Wiper Wilfredo Martinez, Recertified Bosun LBJ Tanoa, and Chief Steward Delbra Singleton-Leslie.



WELCOME ASHORE IN HAWAII – GUDE Carlos Madayag (left), who began his SIU career in 1989 and sailed with the union for 36 years, picks up his first pension check. He's pictured at the Honolulu hall with SIU VP Hazel Galbiso.



ABOARD COLORADO EXPRESS – Pictured from left on the Marine Personnel & Provisioning ship are AB Pablo Taracena Dardon, Bosun Arsenio Malunes, Steward/Baker Alvinmar Aldana, ABM George Fababier, QEE Jetaime Mays, SIU Wilmington Port Agent Gerret Jarman, ABM Ruziell Bautista, and SA Nawaf Haidra.



CONGRATS IN MICHIGAN – AB Emad Nagi (right) receives his B book at the hiring hall in Algonac. Congratulating him is SIU Asst. VP Todd Brdak.



ABOARD GREEN OCEAN – Chief Cook Erik Loret prepares lunch aboard the Waterman vessel.



ABOARD LIBERTY PEACE – The Liberty Maritime vessel called on Jacksonville, Florida, late last year. Pictured from left in the larger group photo are AB Eddie Thomas, AB Basheer Ali, Safety Director Adam Bucalo, and Bosun Mohamed Alahmadi. In the other snapshot are Bucalo and Steward/Baker Pauline Crespo.



ABOARD MARINER – Seafarers (from left) SA Amilcar Miranda, Chief Steward Arlene Thomas, and AB Ronald Poyotte gather aboard the Eco-Tankers vessel.

At Sea & Ashore with the SIU



TAKING THE OATH IN WILMINGTON – AB Mark Garcia (right) receives his full book at the hiring hall on the West Coast. At left is SIU VP Joe Vincenzo.

BOOKS GALORE IN NORFOLK – In the three-person snapshot, SA Shakisha West (left) and GUDE Tytianna Pryor (right) receive their respective B books. They're pictured at the hiring hall with SIU Port Agent Mario Torrey. OS Quasia Clinkscales (individual photo) also received her B book, while AB Andre Irby (right in remaining photo, with Torrey) secured his A-seniority book.



(ALMOST) ABOARD USNS PATHFINDER – Pictured next to the Ocean Ships-operated vessel are (from left) CSK Courtney Turner, MDR Clyde Burgess, GVA Kipp Worthy, AB Marck Hilgendorf, GVA Twane Joe, STOS Terrell Redmond, AB Antonio Gonzalez, Bosun Dhindo Faulve, STOS Joshua Collins, QMED Isaac Nugen, AB Rodante Niebres, SA Isaka Koanda, QMED Noli Aguirre, Chief Cook De'vine Lents, and Chief Steward Alphonzo Berry.



PROGRESS IN PINEY POINT – AB Mackenzie Wincelowicz (right in photo above, left) receives his A-seniority book while OS Daniel Ignacio (right in remaining photo) obtains his B book. Both Seafarers are pictured with SIU Port Agent Kelly Krick at the union-affiliated Paul Hall Center for Maritime Training and Education, located in Piney Point, Maryland.

ABOARD OVERSEAS TAMPA – Meeting with Seafarers aboard the Overseas Ship Management vessel is SIU Asst. VP Kris Hopkins (right). Pictured from left are Paul Hall Center Apprentice John Karafanda, AB Valeriy Goncharov, Bosun Jamar Harley, SA Dagoberto Norales, and Hopkins.



SIU VOLUNTEERISM IN ACTION – SIU personnel recently pitched in for the Seafarers International House "Christmas At Sea Satchel" packing day in Manhattan. Volunteers gathered to pack satchels with winter essentials (including hoodies, socks, gloves, snacks and more) for donation to mariners calling on ports in and near Newark, New Jersey. Among those pictured are SIU AB Michael Penkowitz (far right in photo above, left) and (from left in the posed photo) Safety Director Jordan Esopa and Seafarers International House Executive Director Rev. Marsh Luther Drege.

HONORS BESTOWED – The Maritime Trades Department's St. Louis Port Council recognized St. Louis Mayor Cara Spencer (second from left) with its Able Helmsman award, for outstanding leadership. Pictured from left at the related port council event are Port Council President John Stiffler, Mayor Spencer, Port Council Secretary-Treasurer/SIU VP Bryan Powell, and Port Council VP John Orr.

Thanksgiving With the SIU

SIU steward departments once again upheld their long tradition of providing top-notch menus for Thanksgiving. Most of the snapshots on these two pages were taken aboard ship; many more are available on our social-media pages.



ABOARD AMERICAN ENERGY – Pictured from left on the Intrepid vessel are Chief Cook Carlos Colon, SA Lauren Buggs, and Recertified Steward Edwin Bonefont.



ABOARD TAINO – SA Michael McLaughlin, Chief Cook Carlos Gomez, and Steward/Baker Luis Perez brighten the holiday on the Intrepid ship.



AT THE HOUSTON HALL – A well-attended pre-Thanksgiving event took place Nov. 21. Among those pictured in the largest group photo are former Houston Mayor Annise Parker, Leo Bonser from Federated Marine, Steve Huttman from Bay Towing, Bobby Pitka from G&H Towing, congressional candidate Christian Menefee, and SIU VP Dean Corgey. From left in the photo (below, right) are Asst. VP Joe Zavala, Safety Director Kevin Sykes, Recertified Bosun LBJ Tanoa, Corgey, and Port Agent J.B. Niday. In the remaining posed photo are (standing) Recertified Bosun Nicholas Smithling and his family.



ABOARD MAERSK PITTSBURGH – Recertified Steward Ali Matari (above, left) and SA Olga Gutierrez (above, right) provide service with a smile.

Thanksgiving With the SIU

SIU steward departments once again upheld their long tradition of providing top-notch menus for Thanksgiving. Most of the snapshots on these two pages were taken aboard ship; many more are available on our social-media pages.



ABOARD ALASKAN NAVIGATOR – Seafarers aboard the ATC vessel spent the holiday in a South Korean shipyard. In the smaller outdoor group photo are (from left) Chief Cook Nasr Almusab, Recertified Steward Albert Sison, SA Ahmed Moosa, and SA Khaled Ali. The whole crew is featured in the other outdoor photo, while the galley gang also is pictured in one of the indoor shots: Recertified Steward Sison, SA Ali, Chief Cook Almusab, and SA Ahmed Moosa.



ABOARD SEABULK PRIDE – Some of the holiday offerings aboard the Eco-Tankers ship are pictured here.

David Heindel, President
 Augustin Tellez, Executive Vice President
 Tom Orzechowski, Secretary-Treasurer
 George Tricker, Vice President Contracts
 Dean Corgey, Vice President Gulf Coast
 Joe Vincenzo, Vice President West Coast
 Joseph T. Soresi, Vice President Atlantic Coast
 Sam Spain, Vice President Government Services

Bryan Powell,
 Vice President Lakes and Inland Waters
 Pat Vandegrift, Vice President
 Hazel Galbiso, Vice President

← →
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 5201 Capital Gateway Drive
 Camp Springs, MD 20746 (301) 899-0675

ALGONAC
 520 St. Clair River Dr., Algonac, MI 48001
 (810) 794-4988

ANCHORAGE
 721 Sesame St., #1C, Anchorage, AK 99503
 (907) 561-4988

BALTIMORE
 2315 Essex St., Baltimore, MD 21224
 (410) 327-4900

GUAM
 Cliffline Office Ctr. Bldg., Suite 103B
 422 West O'Brien Dr., Hagatna, Guam 96910
 (671) 477-1350

HONOLULU
 606 Kalihia St., Honolulu, HI 96819
 (808) 845-5222

HOUSTON
 625 N. York St., Houston, TX 77003
 (713) 659-5152

JACKSONVILLE
 5100 Belfort Rd., Jacksonville, FL 32256
 (904) 281-2622

JERSEY CITY
 104 Broadway, Jersey City, NJ 07306
 (201) 434-6000

JOLIET
 10 East Clinton St., Joliet, IL 60432
 (815) 723-8002

MOBILE
 1640 Dauphin Island Pkwy, Mobile, AL 36605
 (251) 478-0916

NEW ORLEANS
 3911 Lapalco Blvd., Harvey, LA 70058
 (504) 328-7545

NORFOLK
 115 Third Street, Norfolk, VA 23510
 (757) 622-1892

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 1121 7th St., Oakland, CA 94607
 (510) 444-2360

PHILADELPHIA
 2800 S. 20th Street, Building 12B, Suite A
 Philadelphia, PA 19145
 (215) 336-3818

PINEY POINT
 4535 St. George's Avenue, Piney Point, MD
 20674
 (301) 994-0010

PORT EVERGLADES
 1221 S. Andrews Ave., Ft. Lauderdale, FL 33316
 (954) 522-7984

SAN JUAN
 659 Hill Side St., Summit Hills
 San Juan, PR 00920
 (787) 721-4033

ST. LOUIS/ALTON
 4581 Gravois Ave., St. Louis, MO 63116
 (314) 752-6500

TACOMA
 3411 South Union Ave., Tacoma, WA 98409
 (253) 272-7774

WILMINGTON
 510 N. Broad Ave., Wilmington, CA 90744
 (310) 549-4000

Inquiring Seafarer

This month's question was answered by upgraders at the SIU-affiliated school in Piney Point, Maryland, along with Justin Shepler, who was in the process of joining the union through the veterans program.

Question: What are some things you like about your career?



Vito DeLorenzo Jr.
 AB

If you need a job, you have an organization here with the SIU (to help you get one). Having the ability to have time off in between jobs, to spend time with my family. I think it makes for a good work-life balance.



Justin Shepler
 ABM

I was a quartermaster in the Navy, so I knew about the merchant marine, but I never thought about it as a career. I got out of the Navy in 2022 and started my own business, but it didn't work out, so I got a CDL (commercial driver's license). I liked driving trucks but I missed the ocean. In the merchant marine, you get to travel, you get time off to do your own thing, and the pay is good.



Ahmed Hardiy
 STOS

This has been most of my life – I always want to be close to the water. When I was a little boy, I had my own boat. In high school, I had a motorboat. I love the sea and I've worked in all departments.



Rhonda Jenkins
 Chief Steward

Travel, meeting new people. It's important because with traveling, you get to learn more and interact with different people. I've been sailing almost 24 years.



Gerardo Melano
 Chief Steward

It gives me financial stability and security. That's the most important part. Also the travel and meeting a lot of different people. You learn from them. You experience different countries and learn from their culinary perspectives, and you can share those with the rest of the crew and officers.



Steven Lopez
 Chief Steward

I like the flexibility it gives me. When I say I'm on vacation, I'm actually on vacation. I love the fact that I've traveled the whole world, pretty much. And I love the fact I can put money in my pocket so I can put food on the table, feed the family.

Pic from the Past



The SIU deck gang is pictured aboard the *Malden Victory* in 1947. The United States constructed more than 500 Victory ships between 1944 and 1946.

Welcome Ashore!

We pay tribute to our brothers and sisters of the SIU who have recently retired. THANK YOU for a job well done and we wish you fair winds and following seas.

DEEP SEA

LEONILO ARANO

Brother Leonilo Arano, 65, embarked on his career with the Seafarers International Union in 2008, initially sailing aboard the *Texas Clipper*. He sailed in the engine department and upgraded at the Piney Point school on numerous occasions. Brother Arano last shipped on the *National Glory* and makes his home in Edinburg, Texas.



MARTIN ARCENIO

Brother Martin Arcenio, 67, joined the union in 1997, initially sailing aboard the *Global Mariner*. He worked in both the deck and engine departments and upgraded at the Paul Hall Center on multiple occasions. Brother Arcenio most recently shipped on the *Cape Wrath*. He lives in Inwood, West Virginia.



DEBORAH BROWNE

Sister Deborah Browne, 66, started sailing with the SIU in 1996 and first worked on the *USNS Kane*. She shipped in the deck department and upgraded at the Piney Point school on multiple occasions. Sister Browne last sailed on the *Great Land*. She resides in Fairview, Oregon.

MARCELINO CAYABYAB

Brother Marcelino Cayabyab, 65, became a member of the union in 2001 when he sailed aboard the *Independence*. An engine department member, he upgraded at the Paul Hall Center on multiple occasions. Brother Cayabyab's last vessel was the *Cape Horn*. He makes his home in Tracy, California.



TILLMAN CHURCHMAN

Brother Tillman Churchman, 67, signed on with the SIU in 1980. He first shipped on the *Sea-Land Finance* and worked in the deck department. Brother Churchman upgraded at the Piney Point school on multiple occasions. He last sailed on the *El Faro* and is a resident of Horicon, Wisconsin.

FRED CINTORINO

Brother Fred Cintorino, 65, joined the Seafarers International Union in 1981 and first sailed aboard the *Benjamin Harrison*. He upgraded at the Paul Hall Center on multiple occasions and sailed in the deck department. Brother Cintorino concluded his career aboard the *Endurance* and settled in Panama City, Florida.



HECTOR CUMBA CONCEPCION

Brother Hector Cumba Concepcion, 63, signed on with the union in 1998, initially sailing aboard the *Expedition*. He worked in the deck department and upgraded often at the union-affiliated Piney Point school. Brother Cumba Concepcion most recently shipped on the *Mendonca*. He lives in Vega Baja, Puerto Rico.



GARY DAHL

Brother Gary Dahl, 62, started sailing with the SIU in 1991 when he shipped on the *Cape Clear*. He sailed in the engine department and upgraded at the Paul Hall Center on numerous occasions. Brother Dahl's final vessel was the *Horizon Anchorage*. He makes his home in Queen Creek, Arizona.



ANTHONY JACOBSON

Brother Anthony Jacobson, 58, began his career with the Seafarers in 1993 when he sailed aboard the *USNS Invincible*. He upgraded on several occasions at the Piney Point school and worked in the steward department. Brother Jacobson concluded his career aboard the *Maersk Sentosa*. He resides in Missouri City, Texas.



CARLOS MADAYAG

Brother Carlos Madayag, 67, joined the union in 1986. He first shipped on the *Independence* and sailed in all three departments. Brother Madayag upgraded at the Paul Hall Center on multiple occasions and last sailed aboard the *Pride of America*. He lives in Mililani, Hawaii.



WILLIAM MATTHEWS

Brother William Matthews, 69, started sailing with the SIU in 2002, initially working aboard the *USNS Charlton*. He sailed in the deck department and upgraded at the Piney Point school on several occasions. Brother Matthews concluded his career aboard the *Bernard F. Fisher* and settled in Virginia Beach, Virginia.



MICHAEL RATIGAN

Brother Michael Ratigan, 70, embarked on his career with the Seafarers in 2005 when he sailed aboard the *Dependable*. He upgraded on multiple occasions at the Paul Hall Center and worked in the deck department. Brother Ratigan most recently sailed aboard the *Cape Race*. He resides in Virginia Beach, Virginia.



WILLIAM TANKSLEY

Brother William Tanksley, 65, donned the SIU colors in 1991. He first sailed aboard the *American Falcon* and was a deck department member. Brother Tanksley upgraded his skills at the Piney Point school on multiple occasions and last shipped aboard the *Seabulk Challenge*. He lives in Warner Robins, Georgia.



LEROY WILLIAMS

Brother Leroy Williams, 65, began his career with the Seafarers International Union in 1981 when he shipped on the *Overseas New York*. An engine department member, he upgraded his skills on numerous occasions at the Paul Hall Center. Brother Williams concluded his career aboard the *Cape Race*. He makes his home in Norfolk, Virginia.



INLAND

THOMAS DOHERTY

Brother Thomas Doherty, 65, signed on with the union in 1979. He sailed in the deck department, initially working with Interstate Oil. Brother Doherty upgraded his skills at the Piney Point school on multiple occasions. He concluded his career working for Mariner Towing and settled in Villas, New Jersey.

DAVID MCCORMICK

Brother David McCormick, 70, joined the SIU in 1975 when he worked with Allied Transportation. He sailed in the deck department and upgraded on multiple occasions at the Paul Hall Center. Brother McCormick concluded his career with OSG Ship Management. He makes his home in Chevy Chase, Maryland.

JOSE RODRIGUEZ GONZALEZ

Brother Jose Rodriguez Gonzalez, 62, started his career with the Seafarers International Union in 1990, initially sailing with Crowley Puerto Rico Services. He sailed in the engine department and upgraded his skills on multiple occasions at the Piney Point school. Brother Rodriguez Gonzalez was last employed with Crowley Towing and Transportation. He resides in Rio Blanco, Puerto Rico.



NMU

DAVID BAYS

Brother David Bays, 65, signed on with the union during the 2001 SIU/NMU merger. He shipped in the deck department and also worked on shore gangs. Brother Bays was last employed with Lykes Brothers. He lives in Poplarville, Missouri.



PETER HAMM

Brother Peter Hamm, 65 became a union member during the 2001 SIU/NMU merger. He shipped in the deck department and concluded his career aboard the *Cape Domingo*. Brother Hamm is a resident of Charleston, South Carolina.

RICKY SHAW

Brother Ricky Shaw, 71, signed on with the union during the 2001 SIU/NMU merger. He shipped in the steward department and concluded his career aboard the *Mormac Sky*. Brother Shaw lives in Los Angeles.

Final Departures

In solemn remembrance, we honor the legacies of these union members who have crossed the final bar. May they rest in peace.

DEEP SEA

DAVID ATKINSON

Pensioner David Atkinson, 88, passed away October 11. He joined the Seafarers International Union in 1967. Brother Atkinson was initially employed by Sealand. He was a deck department member and also worked on shore gangs. Brother Atkinson concluded his career on the *Navigator* before going on pension in 1993. He lived in Coeur d'Alene, Idaho.



RICARDO SEBASTIAN

Pensioner Ricardo Sebastian, 84, passed away October 19. He joined the Seafarers International Union in 1988 when he worked for AMCV Cruise Operations. Brother Sebastian sailed in both the steward and engine departments. He concluded his career aboard the *Independence*, before retiring in 2001. Brother Sebastian made his home in Harker Heights, Texas.



KENNETH GUTH

Pensioner Kenneth Guth, 90, passed away November 3. He joined the Seafarers International Union in 1968. Brother Guth shipped in the deck department and began his career working with Interstate Oil. He concluded his career with the same company and went on pension in 1997. Brother Guth resided in North Wildwood, New Jersey.



GER OGER BERMUDEZ

Brother Oger Bermudez, 70, died August 16. Signing on with the SIU in 2017, he first shipped on the *Maersk Atlanta*. Brother Bermudez worked in the steward department. He most recently sailed aboard the *Innovation* and made his home in Houston.

JIMMIE BINGHAM

Pensioner Jimmie Bingham, 90, has passed away. He joined the Seafarers International Union in 1968 and first sailed with States Steamship. Brother Bingham worked in the steward department and last sailed on the *President Tyler* in 1995. He began collecting his pension in 2002 and resided in San Bernardino, California.



WAYNE CASEY

Pensioner Wayne Casey, 80, died October 11. He became a member of the SIU in 1968. Brother Casey initially sailed aboard the *Boston*. He worked in the deck department and last shipped aboard the *Horizon Kodiak*. Brother Casey retired in 2011 and resided in Windham, Maine.



GERALD CASSIE

Pensioner Gerald Cassie, 78, passed away September 15. He donned the SIU colors in 1998, initially sailing aboard the *USNS Bowditch*. Brother Cassie was a deck department member and concluded his career aboard the *Innovator*. He went on pension in 2012 and made his home in St. Johns, Florida.



EDGAR MITCHELL

Pensioner Edgar Mitchell, 95, passed away September 28. He signed on with the union in 1956, initially working with Waterman Steamship. Brother Mitchell shipped in the engine department and also worked on shore gangs. He last sailed with Sealand in 1988 before retiring the following year. Brother Mitchell resided in Mobile, Alabama.



GREAT LAKES

DAVID KLOSS

Pensioner David Kloss, 89, passed away October 18. He began sailing with the Seafarers in 1989. An engine department member, Brother Kloss was employed with Upper Lakes Towing for the duration of his career. He became a pensioner in 2001 and settled in Fairport Harbor, Ohio.



GEORGE THOMPSON

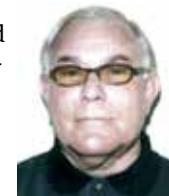
Pensioner George Thompson, 86, died October 24. He became an SIU member in 1962. Brother Thompson was a deck department member and worked for McAllister Towing of Virginia for the duration of his career. He retired in 1996 and settled in Virginia Beach, Virginia.



NMU

PERRIE BEASLEY

Pensioner Perrie Beasley, 87, passed away October 2. A deck department member, Brother Beasley last shipped on the *Sue Lykes*. He became a pensioner in 2000 and lived in Hitchcock, Texas.



WILLIE LUPTON

Pensioner Willie Lupton, 91, died October 24. Brother Lupton shipped in both the deck and engine departments. He concluded his career aboard the *Mercury* and retired in 2011. Brother Lupton resided in Franklin, North Carolina.

LUCILLE RYAN

Pensioner Lucille Ryan, 90, passed away October 16. Sister Ryan sailed in the steward department. She last shipped aboard the *Endeavor* before becoming a pensioner in 2003. Sister Ryan lived in Mesa, Arizona.

ALFRED TAM

Pensioner Alfred Tam, 85, passed away October 23. Brother Tam worked in the deck department. He retired in 1997 after concluding his career aboard the *Green Wave*. Brother Tam resided in San Francisco.



JOHN GATES

Pensioner John Gates, 63, died September 30. He began his career with the SIU in 1991 when he shipped on the *Cape Charles*. Brother Gates worked in the deck department. He last sailed with Crowley Towing and Transportation before retiring in 2018. Brother Gates called Texas City, Texas, home.



Digest of Shipboard Union Meetings

The Seafarers LOG attempts to print as many digests of union shipboard minutes as possible. On occasion, because of space limitations, some will be omitted. Ships' minutes first are reviewed by the union's contract department. Those issues requiring attention or resolution are addressed by the union upon receipt of the ships' minutes. The minutes are then forwarded to the Seafarers LOG for publication.

SL MIDWAY (Argent Marine Operations), June 13 – Chairman **Nicholas Turano**, Secretary **Tristan Cordero**. Chairman asked everyone to be mindful of the adjustment period with newly U.S.-flagged ship. Crew still working out the kinks and trying to make improvements. Many items on order, including tools, parts, consumables, etc. Chairman showed members where to access various union-related items including SMIS (Seafarers Management Information System), STCW-related information, *Seafarers LOG* and ship contract. Secretary reminded crew to keep private and public spaces clean. Educational director urged members to be aware of document expiration and to upgrade their skills at the Piney Point school. No beefs or disputed OT reported. Discrepancy reported between member's registration rating vs actual sign on. Bosun in communication with union hall to sort out resulting pay scale issues. Members would like more Wi-Fi data. Crew requested an ice machine, salad bar, new refrigerators, new linens, and new mattresses.

MAERSK DETROIT (Maersk Line, Limited), September 23 – Chairman **Philip McGeoghegan**, Secretary **Robert Seim**, Educational Director **Ashely Burke**. Members went over old business including discussions on tariffs and cargo shipping. Crew still needs new mattresses and linens. No beefs or disputed OT reported. Members would like increases in vacation and more Wi-Fi data to be available. Crew re-

quested new towels and pillows. Next port: Newark, New Jersey.

AMERICAN LIBERTY (Intrepid Personnel & Provisioning), September 27 – Chairman **Virgilio Rosales**, Secretary **Jermaine Robinson**, Educational Director **Juan Castillo**, Engine Delegate **Emilio Gonzalez**, Steward Delegate **Madie DeVaughn**. Entire crew is getting along well and working efficiently, per chairman's report. Secretary urged members to regularly check documents for expiration dates and to upgrade their skills at the Piney Point school. Educational director mentioned the use of safety footwear. Steward was praised by delegate for his always helpful, hands-on style. No beefs or disputed OT reported. Members would like an increase to vacation pay and requested new linens and mattresses. Next port: New Orleans.

TEXAS (Fairwater Crew Management, LLC), October 6 – Chairman **Tomas Calderon Robinson**, Secretary **Ronald Davis**, Educational Director **Furman Watson**. Members are all doing well. Chairman reminded crew to upgrade their skills at the union-affiliated Paul Hall Center for maritime training and education, located in Piney Point, Maryland. Secretary advised members to keep paperwork current. No beefs or disputed OT reported. Vote of thanks given to steward department for a job well done.

USNS EFFECTIVE (Intrepid Personnel

& Provisioning), October 20 – Chairman **Edgar Elegino**, Secretary **Kenneth Bogner**, Educational Director **William Cassel**. Educational director encouraged members to upgrade at the Piney Point school. No beefs or disputed OT reported. Crew discussed shipyard operations. Members would like to increase vacation benefit to 30 for 30 and room share pay to \$50 per day. Wi-Fi installation underway.

ARC COMMITMENT (TOTE Services), October 20 – Chairman **David Brady**, Secretary **Daniel Miller**. Crew reviewed old business including requests for new pillowcases, comforters and TVs. No beefs or disputed OT reported. Members would like increases in vacation days and to bring back implementation of weekend overtime rate.

MAERSK DENVER (Maersk Line, Limited), October 25 – Chairman **James Walker**, Secretary **Avis Hawkins**. Chairman reported a great trip overall. Educational director advised crew to upgrade their skills at the Paul Hall Center for Maritime Training and Education, located in Piney Point, Maryland. No beefs or disputed OT reported. Mattresses ordered. Members would like 30 for 30 vacation and reimbursement for traveling to ship. Crew requested new gym equipment, TVs, a new freezer and better Wi-Fi.

ALASKAN LEGEND (Alaska Tanker Company, LLC), November 7 – Chairman **Donny Castillo**, Secretary **John**

Huyett, Educational Director **Corey Hann**, Deck Delegate **Manuel Espinoza**, Engine Delegate **Antonio De Luna**, Steward Delegate **Roberto Martinez**. Chairman warned crew of possible delays with document renewals due to government shutdown. Steward department was thanked for awesome cooking and service. Educational director urged members to schedule classes as soon as possible at the Piney Point school. Classes are filling up rapidly. No beefs or disputed OT reported. Crew would like vacation to be 20 for 30 and asked for satellite TV system to be updated. Members requested clarification on day-in-lieu-of pay.

HORIZON ANCHORAGE (Horizon Lines, LLC), November 9 – Chairman **Shawn Strand**, Secretary **Amanda Suncin**, Educational Director **Jason Powell**, Deck Delegate **Terrence Carmody**, Engine Delegate **Jeffrey Murray**, Steward Delegate **Engracio Moratin**. Chairman announced next payoff at sea and thanked crews for working more than 2,500 days with no lost-time injuries. Secretary reminded members to stay on top of documents. Educational director encouraged crew to upgrade at the Paul Hall Center. No beefs or disputed OT reported. Members would like increases in vacation and pension benefits and asked to be able to sign up for upgrading classes on short notice. Crew asked for fewer job calls per day.

Know Your Rights

FINANCIAL REPORTS. The Constitution of the SIU Atlantic, Gulf, Lakes and Inland Waters makes specific provision for safeguarding the membership's money and union finances. The constitution requires a detailed audit by certified public accountants every year, which is to be submitted to the membership by the secretary-treasurer. A yearly finance committee of rank-and-file members, elected by the membership, each year examines the finances of the union and reports fully their findings and recommendations. Members of this committee may make dissenting reports, specific recommendations and separate findings.

CONTRACTS. Copies of all SIU contracts are available in all SIU halls. These contracts specify the wages and conditions under which an SIU member works and lives aboard a ship or boat. Members should know their contract rights, as well as their obligations, such as filing for overtime (OT) on the proper sheets and in the proper manner. If, at any time, a member believes that an SIU patrolman or other union official fails to protect their contractual rights properly, he or she should contact the nearest SIU port agent.

EDITORIAL POLICY — THE SEAFARERS LOG. The *Seafarers LOG* traditionally has refrained from publishing any article serving the political purposes of any individual in the union, officer or member. It also has refrained from publishing articles deemed harmful to the union or its collective membership. This established policy has been reaffirmed by membership action at the September 1960 meetings in all constitutional ports. The responsibility for *Seafarers LOG* policy is vested in an editorial board which consists of the executive board of the union. The executive board may delegate, from among its ranks, one individual to carry out this responsibility.

PAYMENT OF MONIES. No monies are to be paid to anyone in any official capacity in the SIU unless an official union receipt is given for same. Under no circumstances should any member pay any money for any reason unless he is given such receipt. In the event anyone attempts to require any such payment be made without supplying a receipt, or if a member is required to make a payment and is given an official receipt, but feels that he or she should not have been required to make such payment, this should immediately be reported to union headquarters.

CONSTITUTIONAL RIGHTS AND OBLIGATIONS. Copies of the SIU Constitution are available in all union halls. All members should obtain copies of this constitution so as to familiarize themselves with its contents. Any time a member feels any other member or officer is attempting to deprive him or her of any constitutional right or obligation by any methods, such as dealing with charges, trials, etc., as well as all other details, the member so affected should immediately notify headquarters.

EQUAL RIGHTS. All members are guaranteed equal rights in employment and as members of the SIU. These rights are clearly set forth in the SIU Constitution and in the contracts which the union has negotiated with the employers. Consequently, no member may be discriminated against because of race, creed, color, sex, national or geographic origin.

If any member feels that he or she is denied the equal rights to which he or she is entitled, the member should notify union headquarters.

SEAFARERS POLITICAL ACTIVITY DONATION (SPAD). SPAD is a separate segregated fund. Its proceeds are used to further its objects and purposes including, but not limited to, furthering the political, social and economic interests of maritime workers, the preservation and furthering of the American merchant marine with improved employment opportunities for seamen and boatmen and the advancement of trade union concepts. In connection with such objects, SPAD supports and contributes to political candidates for elective office. All contributions are voluntary. No contribution may be solicited or received because of force, job discrimination, financial reprisal, or threat of such conduct, or as a condition of membership in the union or of employment. If a contribution is made by reason of the above improper conduct, the member should notify the Seafarers International Union or SPAD by certified mail within 30 days of the contribution for investigation and appropriate action and refund, if involuntary. A member should support SPAD to protect and further his or her economic, political and social interests, and American trade union concepts.

NOTIFYING THE UNION — If at any time a member feels that any of the above rights have been violated, or that he or she has been denied the constitutional right of access to union records or information, the member should immediately notify SIU President David Heindel at headquarters by certified mail, return receipt requested. The address is:

David Heindel, President
Seafarers International Union
5201 Capital Gateway Drive
Camp Springs, MD 20746

Annual Funding Notice For SIU Pacific District Pension Plan

Introduction

This notice provides key details about your multiemployer pension plan (the "Plan") for the plan year beginning August 1, 2024 and ending July 31, 2025 ("Plan Year").

This is an informational notice. You do not need to respond or take any action.

This notice includes:

- Information about your Plan's funding status.
- Details on your benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency.

What if I have questions about this notice, my Plan, or my benefits?

Contact your plan administrator at:

- Ms. Michelle Chang, Administrator
- Phone: (415) 764-4993
- Address: 730 Harrison Street, Suite 400, San Francisco, CA 94107
- Email: mcsupsupd@sbcglobal.net

To better assist you, provide your plan administrator with the following information when you contact them:

- Plan Number: 001
- Plan Sponsor Name: Board of Trustees of the SIU Pacific District Pension Plan
- Employer Identification Number: 94-6061923

What if I have questions about PBGC and the pension insurance program guarantees?

Visit www.pbgc.gov/prac/multiemployer for more information. For specific information about your pension plan or pension benefits, you should contact your employer or plan administrator as PBGC does not have that information.

Federal law requires all traditional pension plans, also known as defined benefit pension plans, to provide this notice every year regardless of funding status. This notice does not mean your Plan is terminating.

How Well Funded Is Your Plan?

The law requires the Plan's administrator to explain how well the Plan is funded, using a measure called the "funded percentage." The funded percentage is calculated by dividing Plan assets by Plan liabilities. In general, the higher the percentage, the better funded the plan. The chart below shows the Plan's funded percentage for the Plan Year and the two preceding plan years. It also lists the value of the Plan's assets and liabilities for those years.

	Funded Percentage		
	2024	2023	2022
Valuation Date	August 1	August 1	August 1
Funded Percentage	99%	100%	103%
Value of Assets	\$115,921,741	\$113,787,949	\$113,467,106
Value of Liabilities	\$116,664,431	\$113,343,371	\$110,185,471

Year-End Fair Market Value of Assets

To provide further insight into the Plan's financial position, the chart below shows the fair market value of the Plan's assets on the last day of the Plan Year and each of the two preceding plan years as compared to the actuarial value of the Plan's assets on August 1.

• **Actuarial values (shown in the chart above)** account for market fluctuations over time. Unlike market values, actuarial values do not change daily with stock or market shifts.

• **Market values (shown in the chart below)** fluctuate based on investment performance, providing a more immediate snapshot of the plan's funding status.

	July 31, 2025	July 31, 2024	July 31, 2023
Fair Market Value of Assets	\$118,609,120*	\$114,987,897	\$108,929,504

*This figure is preliminary and unaudited.

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan's funding status determines the steps a plan must take to strengthen its finances and continue paying benefits:

• **Endangered:** The plan's funded percentage drops below 80 percent. The plan's trustees must adopt a funding improvement plan.

• **Critical:** The plan's funded percentage falls below 65 percent or meets other financial distress criteria. The plan's trustees must implement a rehabilitation plan.

• **Critical and Declining:** A plan in critical status is also designated as critical and declining if projected to become insolvent—meaning it will no longer have enough assets to pay out benefits—within 15 years (or within 20 years under a special rule). The plan's trustees must continue to implement the rehabilitation plan. The plan's sponsor may seek approval to amend the plan, including reducing current and future benefits.

The Plan was not in endangered, critical, or critical and declining status in the 2024 Plan Year.

Participant and Beneficiary Information

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the two preceding plan years. The numbers for the Plan Year reflect the plan administrator's reasonable, good-faith estimate.

Number of participants and beneficiaries on last day of relevant plan year	2024	2023	2022
1. Last day of plan year	7/31/2025	7/31/2024	7/31/2023
2. Participants currently employed	770	771	752
3. Participants and beneficiaries receiving benefits	766	775	788
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	480	481	448
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	2,016	2,027	1,988

Funding & Investment Policies

Funding Policy

The law requires that every pension plan have a procedure for establishing a funding policy to carry out the plan's objectives. A funding policy relates to the level of contributions needed to pay for benefits promised under the plan currently and over the years. The Plan's benefits are funded by employer contribu-

tions 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.

Investment Policy

Once the money is contributed to the Plan, the money is invested by Plan officials called fiduciaries. Specific investments are made in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries that are responsible for the plan investments with guidelines or general instructions concerning the various types or categories of investment management decisions. The Investment Policy of the Plan requires the Trustees of the Plan 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.

In accordance with the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the 2024 Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	5.0%
2. U.S. Government securities	0.0%
3. Corporate debt instruments	0.0%
4. Corporate stocks (other than employer securities):	23.9%
5. Real estate (other than employer real property):	5.0%
6. Value of interest in registered investment companies (e.g., mutual funds)	65.8%
7. Other	0.3%

The average return on assets for the Plan Year was 6.9%.

Events Having a Material Effect on Assets or Liabilities

By law, this notice must include an explanation of any new events that materially affect the Plan's liabilities or assets. These events could affect the Plan's financial health or its ability to meet its obligations. For the plan year beginning on August 1, 2025 and ending on July 31, 2026, the Plan expects no such event.

Right to Request a Copy of the Annual Report

Pension plans must file an annual report, called the Form 5500, with the U.S. Department of Labor. The Form 5500 includes financial and other information about these pension plans.

You can get a copy of your Plan's Form 5500:

- **Online:** Visit www.efast.dol.gov to search for your Plan's Form 5500.
- **By Mail:** Submit a written request to your plan administrator.
- **By Phone:** Call (202) 693-8673 to speak with a representative of the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room.

The Form 5500 does not include personal information, such as your accrued benefits. For details about your accrued benefits, contact your plan administrator.

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 PBGC, below), the plan must apply to PBGC for financial assistance. 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.

Benefit Payments Guaranteed by PBGC

Only vested benefits—those that you've earned and cannot forfeit—are guaranteed.

What PBGC Guarantees

PBGC guarantees "basic benefits" including:

- Pension benefits at normal retirement age.
- Most early retirement benefits.
- Annuity benefits for survivors of plan participants.
- Disability benefits for disabilities that occurred before the earlier of the date the plan terminated or the sponsor's bankruptcy date.

What PBGC Does Not Guarantee

PBGC does not guarantee certain types of benefits, including:

- A participant's pension benefit or benefit increase until it has been part of the plan for 60 full months. Any month in which the multiemployer plan was insolvent or terminated due to mass withdrawal does not count toward this 60-month requirement.
- Any benefits above the normal retirement benefit.
- Disability benefits in non-pay status.
- Non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

Determining Guarantee Amounts

The maximum benefit PBGC guarantees is set by law. Your plan is covered by PBGC's multiemployer program. The maximum PBGC guarantee is \$35.75 per month, multiplied by a participant's years of credited service.

PBGC guarantees a monthly benefit based on the plan's monthly benefit accrual rate and your years of credited service. The guarantee is calculated as follows:

1. Take 100 percent of the first \$11 of the Plan's monthly benefit accrual rate.
2. Take 75 percent of the next \$33 of the accrual rate.
3. Add both amounts together.
4. Multiply the total by your years of credited service to determine your guaranteed monthly benefit.

Paul Hall Center Upgrading Course Dates

Printed below are dates for courses scheduled to take place at the SIU-affiliated Paul Hall Center for Maritime Training and Education, located in Piney Point, Maryland. The QR code connects to a web page with the latest course dates (they may differ from what's printed here, though in most cases the only changes are additions that haven't yet made it into the LOG). Seafarers are welcome to contact the admissions office with questions about upgrading courses: (301) 899-0657, admissions@seafarers.org

Latest Course Dates



Title of Course	Start Date	Date of Completion
DECK DEPARTMENT UPGRADING COURSES		
Able Seafarer - Deck	Jan. 26	Feb. 13
	Feb. 23	March 13
	April 6	April 24
	June 8	June 26
RFPNW	Feb. 16	March 6
	March 9	March 27
	May 4	May 22
Water Survival	Jan. 19	Jan. 30
	Feb. 16	Feb. 27
	March 16	March 27
ENGINE DEPARTMENT UPGRADING COURSES		
RFPEW	Jan. 19	Feb. 13
	Feb. 16	March 13
	April 6	May 1
Boiler Technician (FOWT)	March 16	April 10
	May 4	May 29
Junior Engineer	March 9	May 1
	May 18	July 10
Marine Electrician	April 6	May 8
Marine Refrigeration Tech.	Feb. 23	April 3
	June 22	July 31
Machinist	Feb. 23	March 13
Pumpman	March 16	March 20
Welding	Feb. 9	Feb. 27
	March 16	April 3
	April 13	May 1
	June 1	June 19
STEWARD DEPARTMENT UPGRADING COURSES		
Certified Chief Cook	Feb. 2	April 10
	April 13	June 19

STEWARD DEPARTMENT UPGRADING COURSES		
Galley Operations	Jan. 19	Feb. 13
	Feb. 16	March 13
	March 9	April 3
	April 4	May 1
	May 4	May 29
Chief Steward	March 2	March 27
	May 25	June 19
Adv. Galley Operations	Feb. 2	Feb. 27
	March 30	April 24
	April 27	May 22
OPEN/SAFETY UPGRADING COURSES		
Basic Training Revalidation	Jan. 26	Jan. 26
	Jan. 30	Jan. 30
	Feb. 9	Feb. 9
	Feb. 13	Feb. 13
	March 16	March 16
	March 20	March 20
	May 4	May 4
	May 8	May 8
	June 15	June 15
Government Vessels	Feb. 23	Feb. 27
	April 20	April 24
	May 18	May 22
Basic Training/Adv. FF Reval.	March 23	March 24
Tanker Ship Fam. - DL	Feb. 16	Feb. 20
	March 23	March 27
Tanker Ship Fam. - LG	Feb. 23	Feb. 27
	March 30	April 3



UPGRADING APPLICATION

Name _____

Address _____

Telephone (Home) _____ (Cell) _____

Date of Birth _____

Deep Sea Member Lakes Member Inland Waters Member

If the following information is not filled out completely, your application will not be processed.

Social Security # _____ Book # _____

Seniority _____ Department _____

Home Port _____

E-mail _____

Endorsement(s) or License(s) now held _____

Are you a graduate of the SHLSS/PHC trainee program? Yes No

If yes, class # and dates attended _____

Have you attended any SHLSS/PHC upgrading courses? Yes No

With this application, COPIES of the following must be sent: One hundred and twenty-five (125) days seafarers for the previous year, MMC, TWIC, front page of your book including your department and seniority and qualifying sea time for the course if it is Coast Guard tested. Must have a valid SHBP clinic through course date.

I authorize the Paul Hall Center to release any of the information contained in this application, or any of the supporting documentation that I have or will submit with this application to related organizations, for the purpose of better servicing my needs and helping me to apply for any benefits which might become due to me.

COURSE	START DATE	DATE OF COMPLETION

LAST VESSEL: _____ Rating: _____

Date On: _____ Date Off: _____

Signature: _____ Date: _____

NOTE: Transportation will be paid in accordance with the scheduling letter only if you present original receipts and successfully complete the course. If you have any questions, contact your port agent before departing for Piney Point. Not all classes are reimbursable. Return completed application to: Paul Hall Center for Maritime Training and Education Admissions Office, Email: upgrading@seafarers.org Mail: 4535 St. George's Ave., Piney Point, MD 20674 Fax: 301-994-2189.

The Seafarers Harry Lundeberg School of Seamanship at the Paul Hall Center for Maritime Training and Education is a private, non-profit, equal opportunity institution and admits students, who are otherwise qualified, or any race, nationality or sex. The school complies with applicable laws with regard to admission, access or treatment of students in its programs or activities.

Paul Hall Center Class Photos



APPRENTICE WATER SURVIVAL CLASS #927 – Recently graduated: Lorenzo Allen Jr., David Cipriano, Bianca Clark, Oscar Diviny, Rubert Johnson Jr., Corey Keys, Louis Levesseur, Vincent Levin Jr., Douglas McHale, Lawrence Neloms, Misael Orlando Pizarro, Richard Peek, Jezhra Santos, Kadeem Swenson, Arielle Taylor, Alexi Vasquez, Andres Vasquez and Jadelyn Watling.



FIRST AID – Graduated recently (not all are pictured): Nicholas Amore, Joseph Breece II, Roland Evans II, Thomas Felton, Brandon Foreman, Erica Fu, Gustavo Garayua Lanza, Oscar Garibaldi, Lawrence Gonzales II, Ivan Hassan, Delvonta Haynes, William Land, De'aizja Martin, Sean Mullen, Taiyo Nakata, Astrid Ortiz, Shawn Richard, Paul Schad and Jacquita Theriot.



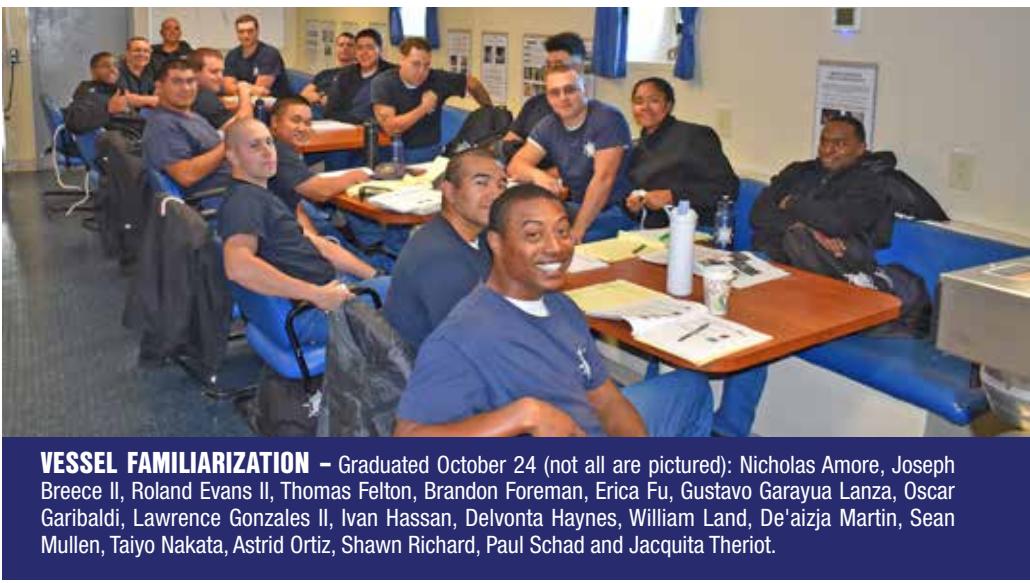
WELDING – Graduated October 24 (not all are pictured): Saif Al Tamimi, Jose Alicea-Sanchez, Loren Arriola, Henry Bermudez, Raekwon Brooks, Trinity Carter and Saddam Yahia. Instructor Chris Raley is at the far left.



CERTIFIED CHIEF COOK – Graduated October 24 (not all are pictured): Adam Atterberry Jr., Jordan Cruz, Alexandria DeAtley, Mohamed Diallo, Khadajah Dillard, Frenchele Erving, Treavon Hampton, Frances Mendez Echevarria, Nicholas Valentin and Dorian White.



SERVE SAFE – Graduated October 24 (not all are pictured): Logan Collins, Oscar Diviny, Tong Lu and Alex Sanchez.



VESSEL FAMILIARIZATION – Graduated October 24 (not all are pictured): Nicholas Amore, Joseph Breece II, Roland Evans II, Thomas Felton, Brandon Foreman, Erica Fu, Gustavo Garayua Lanza, Oscar Garibaldi, Lawrence Gonzales II, Ivan Hassan, Delvonta Haynes, William Land, De'aizja Martin, Sean Mullen, Taiyo Nakata, Astrid Ortiz, Shawn Richard, Paul Schad and Jacquita Theriot.

Paul Hall Center Class Photos



GOVERNMENT VESSELS – Graduated October 24: Davon Brown, Kameron Carey, Joseph Crisante Jr., Lynn Figueroa, Rico Flores, Adele George, Catherine Lirio, Jevon Lowery, Rodolfo Manansala, Juan McCakeren, Armel Moyler, Brian Peralta, Marcus Pittman, Ariana Ross and George Vanover.



TANK SHIP FAMILIARIZATION (LG) – Graduated October 31: Adiener Alfaro, Maximo Bencosme, Carleous Brown Jr., Malcom Campbell, Terren Carlton, Christian Daguo, Glenn Davis, Jordon Degraffenreidt, Vito Delorenzo Jr., Elhadji Diop, Steven Gomez, James Jones, Marcos Rochez Mena, Deroce Roquemore, Justin Shepler, Kendo Williams Jr., Royce Williams, Saddam Yahia and Shana Zeidenberg.



TANK SHIP FAMILIARIZATION (DL)
– Graduated October 31: Reynard Gibbs.



RFPNW – Graduated October 31: Jayson Davis, Bryan Madrid and Christian Vigne.



WATER SURVIVAL – Graduated October 24: Rayshard Brown (left) and Ahmed Hardy.



TANK SHIP FAMILIARIZATION (DL) – Graduated October 24 (not all are pictured): Julius Augustin, Carleous Brown Jr., Glenn Davis, Vito Delorenzo Jr., Koksal Demir, Steven Garrett, Steven Gomez, Ryan Henderson, Andrew Navarro, Antoinette Rivera, Marcos Rochez Mena, Deroce Roquemore, Justin Shepler, William Summers Jr. and Kendo Williams Jr.

SEAFARERS LOG

OFFICIAL PUBLICATION OF THE SEAFARERS INTERNATIONAL UNION – ATLANTIC, GULF, LAKES AND INLAND WATERS, AFL-CIO

ITF Adds 3 Flags to FOC List

Dominica, The Gambia, and Niue are the latest additions to the International Transport Workers' Federation's (ITF) longstanding flags-of-convenience (FOC) list.

The three flags were added to the FOC list at a meeting of the ITF's Fair Practices Committee – bringing together mariner and docker unions from around the world – in Athens, Greece, last November. The SIU is an ITF affiliate, and SIU President David Heindel serves as chair of the federation's Seafarers' Section. He and SIU Secretary-Treasurer Tom Orzechowski attended the Fair Practices Committee meeting.

The additions bring the total number of FOC flags to 48 countries.

"We've been monitoring ships sailing under these three flags this year, and after carrying out the necessary due diligence we can confirm their designation as new flags of convenience," said ITF Inspectorate Coordinator Steve Trowdsdale. "If you are a flag state and you take registration fees, then you have an

obligation to ensure the rights of seafarers on vessels under your flag are respected. Let there be no doubt that the ITF is watching and that our global network of inspectors will do everything in their power to protect the seafarers on these vessels."

The ITF defines an FOC ship as one flying the flag of a country other than its actual ownership.

According to the federation, The Gambia went from having zero tankers in 2023 to more than 35 by early 2025. The registry is strongly associated with the "dark fleet," the ITF reported. Research showed that 99% of its tankers were under sanctions or believed to be carrying sanctioned commodities, although The Gambia now claims to be vetting the registry.

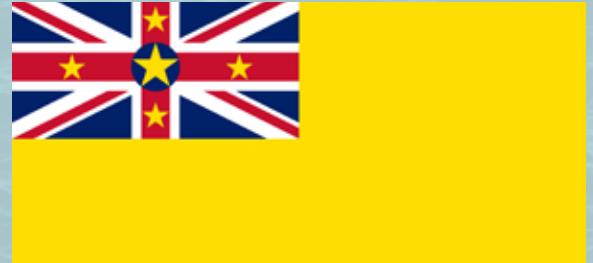
Niue's registry opened in 2012, but as of 2025, ITF data showed that where ownership of its 59 vessels can be confirmed, it is spread across Asian states including Singapore (16), Malaysia (two), Japan (two), Indonesia (seven), India (one), Hong Kong (one) and Thailand (one), in addition to the Netherlands (one).

Meanwhile, for Dominica, of the registry's 43 ships, 30 vessels have ownership in the UAE (seven), India (seven), Kazakhstan (three), Saudi Arabia (two), the United States (two), Barbados (two) and Norway (two), in addition to Australia, Cyprus, Finland, Great Britain, and Guinea-Conakry (one each).

The ITF's maritime unions have developed a set of policies that seek to establish minimum acceptable standards for seafarers working on FOC vessels (also known as runaway flags), which account for around 30% of the more than 100,000 merchant vessels operating worldwide, the federation reported.

These standards form the basis of the ITF's collective bargaining agreements, which set the wages and working conditions for crews on FOC vessels regardless of nationality. Slightly more than 47% of all FOC vessels are covered by ITF contracts; compliance is monitored by a network of 130 ITF inspectors and contacts in more than 125 ports throughout the world.

The ITF Fair Practices Committee governs the ITF's FOC campaign – first launched in Oslo in 1948 – including the addition and removal of flag states from the FOC list.



The three newest Flags of Convenience, from left to right: Dominica, The Gambia and Niue.

Safety Board Issues Report on Dali

A loose wire which led to two electrical blackouts and complete loss of power for engines and steering propelled the fully loaded cargo containership *Dali* into Baltimore's Francis Scott Key Bridge on March 26, 2024, the non-partisan National Transportation Safety Board concluded.

But in its final report on the crash, which sent the 48-year-old bridge plunging into the Baltimore ship channel, killing six highway workers, the board also warned that 68 other bridges around the U.S. face the same hazard the Key Bridge did: inadequate protection around their piers from today's long and heavy cargo carriers.

"Our investigators routinely accomplish the impossible, and this investigation is no different," said NTSB Chairwoman Jennifer Homendy. "The *Dali*, at almost 1,000 feet, is as long as the Eiffel Tower is high, with miles of wiring and thousands of electrical connections. Finding this single wire was like hunting for a loose rivet on the Eiffel Tower.

"But like all of the accidents we investigate, this was preventable. Implementing NTSB recommendations in this investigation will prevent similar tragedies in the future."

The appendix in the final report lists 68 vulnerable bridges which could suffer the same fate if a *Dali*-like vessel crashes into one of their key piers. The 68 include bridges built before modern protection standards were adopted – such as New York City's

Brooklyn Bridge and San Francisco's Golden Gate Bridge – and those which need updating to meet modern safety specifications.

According to the report, the bridges that need updating, some of them critically, include New York's Verrazano Narrows Bridge; the Chicago Skyway's Calumet River Bridge; both spans of Maryland's Chesapeake Bay Bridge, which connects the Eastern Shore to the rest of the state; five Delaware River bridges in the Philadelphia area; and the George Washington Bridge connecting New York and New Jersey. Another is the Newark Bay bridge in New Jersey.

The report absolves the *Dali* crew of responsibility for the crash itself. In a news release, the board noted, "The NTSB found that the quick actions of the *Dali* pilots, shoreside dispatchers and the Maryland Transportation Authority to stop bridge traffic prevented greater loss of life."

They added, "After the initial blackout, the *Dali*'s heading began swinging to starboard toward Pier 17 of the Key Bridge. Investigators found that the pilots and the bridge team attempted to change the vessel's trajectory, but the loss of propulsion so close to the bridge rendered their actions ineffective. A substantial portion of the bridge subsequently collapsed into the river, and portions of the pier, deck and truss spans collapsed onto the vessel's bow and forwardmost container bays."



Salvors with the Unified Command perform a controlled demolition and precision cutting of a section of the Francis Scott Key Bridge that sits on the port side of the bow of the *Dali* in May 2024. (Photo by USACE public affairs specialist Elizabeth Lockyear)