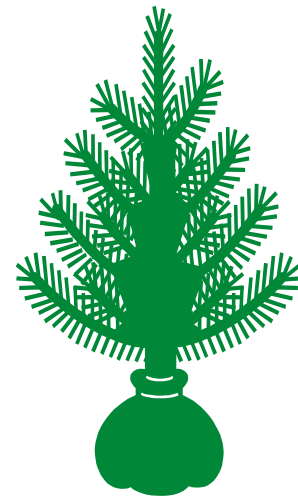
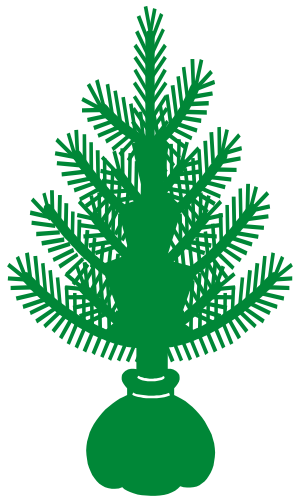


Holiday Greetings to all hands from the Sailors' Union of the Pacific



West Coast Sailors

Official Organ of the Sailors' Union of the Pacific

Volume LXIII No. 12 583

SAN FRANCISCO, CALIFORNIA

Friday, December 22, 2000

Vietnam vets eligible for compensation and care from Agent Orange exposure

The Department of Veterans Affairs (VA) has notified the SUP to alert Vietnam Veterans that they may be eligible for compensation and health care due to diseases connected with Agent Orange exposure. The agency presumes that all military personnel who served in Vietnam between 1964 and 1975 were exposed to Agent Orange and VA benefits law presumes certain diseases result from that exposure. The agency wants vets to know that illnesses such as prostate cancer shouldn't be attributed to age, but rather to the defoliant use during the war to expose enemy hiding places. The VA list of presumptive disabilities include chloracne, Hodgkin's disease, multiple myeloma, non-Hodgkin's lymphoma, porphyria cutanea tarda, respiratory cancers (lung, bronchus, larynx, and trachea), soft-tissue sarcoma, acute and subacute peripheral neuropathy and prostate cancer.

If a VA physician suspects the link then the VA will provide free medical care. The Agent Orange Registry physical examination can be scheduled by calling a local VA hospital or clinic listed in the government pages of a phone book. Veterans can also call (800) 827-1000 for an application form or can visit VA's website at <http://vabenefits.vba.va.gov>. As previously mentioned, this care and compensation applies only to those who served in the armed forces during the given period.

President-elect Bush backs strong maritime industry

Declares support for the Jones Act and Maritime Security Program

President-elect George W. Bush has indicated his strong support for the U.S. merchant marine.

During the election campaign by the Bush/Cheney ticket, the following position paper entitled *Maritime Transportation* was issued:

"Governor Bush understands the maritime industry has long played a vital role in our nation's commerce and defense. Safe, reliable and efficient marine transportation of goods and passengers is essential to sustaining growth in the U.S. economy and to our international trade. In time of war or national emergency, the U.S. military depends on shipping and seafarers drawn from the U.S.-flag commercial fleet to deploy our military overseas and, once

deployed, to transport the suppliers necessary for them to fight, and win anywhere in the world.

A strong maritime industry, however, requires more than just a U.S.-flag merchant fleet capable of transporting the country's waterborne commerce and of maintaining a U.S.-flag presence in international trade. It requires a base of trained and experienced seafarers to man those ships. It requires a shipbuilding and repair industry capable of building and repairing the vessels necessary to sustain that commerce. And it requires a national maritime infrastructure—ports, waterways, and intermodal connection—capable of handling that commerce.

To compete in the global

economy of the 21st century, Bush believes the United States needs a maritime policy tailored to 21st century needs. Programs that have contributed to the growth of our domestic fleet, such as the Jones Act, and those that guarantee intermodal cargo lift and management service when needed in times of crisis or conflict, such as the Maritime Security Program, should be maintained. Additionally, Bush will vigorously pursue negotiations aimed at ending international practices that disadvantage our industry.

As President, Bush will seek to provide the conditions under which the American maritime industry can compete and grow in the 21st century. He will support a revitalized industry that creates jobs and is a competitive transportation option in both foreign and domestic markets."

IMO releases "white list" of STCW compliant nations

The International Maritime Organization (IMO) this month made a long-awaited announcement of flag-states deemed to comply with the revised Standards of Training, Certification and Watchkeeping

(STCW) Convention.

The IMO's secretary-general William O'Neil, said the verification process also pointed the way towards a new and expanded role for IMO in the future.

The International Chamber of Shipping (ICS) said drafting the list was "a paper exercise but a very valuable one." The ICS warned that "white list" qualifications did not automatically ensure jobs for a country's mariners. Flag states will have the increased responsibilities of checking mariners documents, licenses and competency by February 1, 2002.

The ICS added that whether all the flag states named could meet their responsibilities in full by then remains to be seen.

Maritime observers questioned the inclusion of some countries that made the list.

Indonesia recently said it needed four more years to comply. Turkey, the Maldives and

Peru were also considered to be borderline cases.

Last week an unnamed IMO source quoted in *Lloyd's List* described the inclusion of certain nations on the list as "preposterous" and politically motivated.

According to the IMO, ships that fly flags of countries not on the list will increasingly be the target of port state control inspectors.

A total of 82 IMO member countries submitted reports but only 72 are included on the "white list." The IMO would not comment on those not accepted.

The inclusion of the Philippines is significant as it is the largest supplier of merchant mariners. Over 200,000 Filipinos are currently aboard foreign commercial vessels. Earlier this year there was widespread concern that the Philippines would not qualify.

The countries included on the "white list" as of December 6, 2000, are:

Argentina	India	Philippines
Australia	Indonesia	Poland
Bahamas	Ireland	Portugal
Bangladesh	Israel	Republic of Korea
Belgium	Italy	Romania
Brazil	Jamaica	Russian Federation
Bulgaria	Japan	Samoa
Canada	Kiribati	Singapore
Colombia	Latvia	South Africa
Croatia	Liberia	Spain
Cuba	Luxembourg	Sri Lanka
Cyprus	Malaysia	Sweden
Chile	Maldives	Thailand
China	Malta	Tonga
Denmark*	Marshall	Trinidad and Tobago
Egypt	Islands	Turkey
Estonia	Mexico	Tuvalu
Finland	Morocco	Ukraine
France	Netherlands	United Kingdom***
Germany	New Zealand	Uruguay
China	Norway	USA
Greece	Pakistan	Vanuatu
Honduras	Panama	Venezuela
Iceland	Peru	Vietnam
		Hong Kong China***

*Includes Faroe Islands; **Associate Member;

***Includes Isle of Man, Bermuda, Cayman Islands, Gibraltar



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Asbestos imports banned Down Under

Maritime Union of Australia National Secretary John Coombs announced on November 24, that waterside workers nationwide would instigate safety bans on shipments of raw asbestos coming into the country.

The nationwide health and safety ban will apply immediately. Bans on asbestos imports already apply in other European nations including France, Finland, Italy, Germany and the UK.

Mr. Coombs was speaking at National Asbestos Awareness Week, Remembrance Day, held in honor of the thousands of Australian workers killed due to exposure to deadly asbestos fibers.

"The Union and its members are not prepared to compromise health and safety standards by exposure to asbestos dust. The Australian public should be aware that this proven lethal substance is still being imported into the country by the ton," he said. "We shut down the mines, but now they are bringing it from overseas."

Australia imports 1500 tons of raw asbestos and an estimated one million products containing asbestos. Most of the raw asbestos goes into the manufacture of brake lines in Melbourne. But a World

Trade Organization panel of experts concluded in September that asbestos fibers can be substituted with safer materials.

The National Occupational Health and Safety Commission has recommended a phase out of asbestos imports over five years. Australian Council of Trade Unions (ACTU) executive says this is not good enough. Australia has one of the worlds' highest rates of mesothelioma. Worksafe Australia estimates 16,000 mesothelioma deaths and 40,000 lung cancer deaths between 1987 and 2010.

Less than 15 percent of patients who develop lung cancer will survive five years. The majority will be dead within 12 months. And as yet there is no cure for mesothelioma, a cancer of the lung lining caused by asbestos.

The Union movement has been at the forefront of the battle to outlaw asbestos and win compensation for men and women dying from asbestos disease. Unions have successfully campaigned for the closure of the asbestos mines at Wittenoom, Barbara and Baryulgil for government bans on blue asbestos and for employees to have the right to stop work if asbestos guidelines are breached.

Maritime Union of Australia condemns gov'ts lack of maritime defense policy

The Maritime Union of Australia (MUA) has denounced the government's \$40 billion (Australian) defense budget for failing to provide any funding for logistics and supply vessels. In fact, no funding has been allocated to the merchant marine.

In a press release issued on December 7, the Union stated in part:

This could lead to the ridiculous scenario where Australian soldiers equipped like Terminator II are starved to death before the enemy gets a shot at them.

"Who is the Government going to call on to supply the Australian soldiers and navy?" asked MUA Acting National Secretary Paddy Crumlin. "Shonky foreign vessels like the *Bunga Teraatai Satu*, that was stuck on our Great Barrier Reef for 12 days? The *XL* that set fire off Port Hedland in November? We need Australian ships with Australian crews to serve our future war efforts and help defend our country."

The government has ignored the merchant marine at its own peril. A comprehensive report *Dunkirk to Dili: Maritime Union of Australia Submission to Defense Review 2000—Our Future Defense Force* highlights the strategic role the Australian Merchant Marine plays in wartime. One in eight Australian seafarers died during World War II.

As Major General P.J. Gosgrove, commander INTERFET confirmed when he wrote to personally thank Maritime Union employees for their support during the INTERFET deployment in East Timor. "Many civilian ships have carried valuable people, equipment and supplies to the deployed forces, without which our logistic build up would have been severely hampered."

Pipelines or ships? Alyeska faces fines

Alyeska Pipeline Service Company which runs the 800-mile Trans Alaska Pipeline, may be fined by the Coast Guard for discrepancies in its operation that could have caused widespread injury. Unsupervised Alyeska workers caused an incident in which a spark ignited while a tanker was being loaded that could have developed into a cataclysmic explosion. The workers repeatedly attached cables to anti-sparking equipment that negated the cables' ability to counteract electrical discharges that could ignite cargoes of oil that were being unloaded. Luckily a fire was averted.

Alyeska was also blamed for the recent death of a worker in Valdez, Alaska. The company failed to post warning signs on a road forbidden to its oil tanker drivers because of its severe incline. After a driver ventured down the road, the truck's brakes failed on a steep stretch of road and the truck plunged over a cliff. The State of Alaska's Joint Pipeline Office faulted Alyeska for this incident as well as several others involving breakdowns on the company's vehicle fleet. Pressure mounts for Alyeska to make needed changes before its lease to cross state and federal lands comes up for renewal in 2004.

IMO adopts black boxes for ships

The International Maritime Organization this month adopted a mandatory requirement for vessels to carry Voyage Data Recorders (VDR). The requirement would apply to all ships, including ferries and passenger vessels. Black boxes will be required on all vessels constructed on or after July 1, 2002. Existing vessels would have to carry VDRs by the end of the decade depending on size of the ship. VDRs record system malfunctions during accidents at sea.

Golfer fined for scabbing during strike

Professional golfer Tiger Woods was fined \$100,000 by the Screen Actors Guild (SAG) for scabbing during the union's recent strike.

During the strike, Woods, a SAG member, made a commercial for Buick, when the rest of the membership was withholding its labor to bring management to the bargaining table.

Welfare Notes

December 2000

Active members

This is a reminder to all active sailing members: You must obtain your STCW '95 by February 1, 2002! For those of you who have not yet gone to school, you now have only a little over a year to attend school and have the Coast Guard issue your STCW '95 document.

The SUP Welfare Plan administers the Andrew Furuseth School of Seaman-ship. The school has scheduled 29 classes in 2001. To obtain your STCW '95, you must attend school and pass classes in firefighting, basic first aid, personal survival, and personal safety.

The school is located in San Diego. The Welfare Plan will pay your transportation, hotel, and dining. The school consists of five days of training.

We still have many members who have not attended these classes. The 29 classes may fill up very quickly. Schedule your time accordingly, and contact the Welfare Office or the Andrew Furuseth School for information and class schedules to reserve your spot in class.

Retirees

Retired members who served in active duty in the military, and merchant seamen who served in World War II may qualify for veteran's benefits.

Veterans Affairs offers a range of medical and personal benefits. To inquire if you are eligible for veteran's benefits, you may contact Veteran's Affairs by telephone at 1-800-827-1000.

If you would like information on regional offices and medical centers for the V.A. contact the SUP Welfare Plan, toll-free on (800) 796-8003, and we will provide you with further information.

Rich Reed

SUP Welfare Plan Representative

SUP Welfare Plan

450 Harrison Street
San Francisco CA 94105

Telephone Numbers:

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

Final Departures

Jesse Chavira, Book No. 4658. Born in Mexico in 1920. Joined SUP in 1946. Died in San Francisco, California, November 12, 2000. (Pensioner)

Montague C. McKay, Book No. 6184. Born in Hawaii in 1925. Joined SUP in 1948. Died in San Francisco, California, November 20, 2000. (Pensioner)

Robert L. Corcoran, Book No. 4451. Born in Texas in 1927. Joined SUP in 1945. Died in Fontana, California, November 24, 2000. (Pensioner)

SUP Meetings

These are the dates for the regularly scheduled SUP meetings in 2001:

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

*Tuesday

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West Coast Sailors

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- FAX: (310) 835-9367
- Honolulu, HI 96813
- 707 Alakea St. (808) 533-2777
- FAX: (808) 531-3058
- Norfolk, VA 23508
- 1058 West 39th Street (757) 489-3865
- FAX: (757) 489-3785

WELFARE OFFICE

(415) 778-5490

PENSION PLAN OFFICE

(415) 437-6889

SUP solidarity with Teamsters



On December 15, 2000, SUP Brothers Bill Berry and Colin Dewey pictured left picketed a Safeway market in Emeryville, CA, last month in support of Teamsters Local 439.

The Union struck Summit Logistics, which handles distribution for Safety stores in California, Nevada, and Hawaii over the method of payment for drivers and work speedups for warehousemen.

During the course of the 45 days strike, the company hired scabs as so-called "replacement workers." Local 439 ultimately brought the company to the bargaining table with the membership ratifying the settlement.

The Teamsters generated wide-spread community support: thousands of people refused to shop at Safeway while the strike was on.

MM&P and Matson ink five-year contract

The International Organization of Masters, Mates & Pilots (MM&P) announced this month that it reached agreement on a five-year contract renewal with Matson Navigation Company.

The collective bargaining agreement goes into effect on January 1, 2001 and expires on December 31, 2005.

The highlights of the new agreement are as follows:

Wages: Year one:	Wage freeze
Year two:	3% increase or a COLA with a 4% cap
Year three:	3% increase or a COLA with a 5% cap
Year four:	A wage reopener prior to January 1, 2004 to determine increases to wage related items for the final two years of the contact. The reopener is subject to arbitration.

In addition to the above, there were other improvements to the agreement including an additional vacation day for second and third mates and increases to the Mates savings plan (IRAP).

As the *West Coast Sailors* went to press, the ARA and MEBA were still in negotiations with Matson. Their current agreements expire on New Year's Eve.

Avondale workers ratify first agreement

Avondale Shipbuilding workers have voted overwhelmingly to approve the terms of their first union collective bargaining agreement with Litton Industries. In balloting held this month, the company's 1,500 Metal Trades-represented workers approved the agreement by a four-to-one margin. The parties will sign the 45-month agreement negotiated by the New Orleans Metal Trades Council, on December 19, in New Orleans. The agreement sets up a series of joint labor management committees to address ongoing concerns of the Avondale workforce, including a Joint Safety and Health Committee, with equal representation by union and management. The Metal Trades Department, won union recognition for Avondale's workers in August 1999, after nearly a decade of struggle. Workers at Avondale voted in an NLRB election for representation by the Metal Trades Department in June 1999. The outcome of the election was stalled until August 1999 when Litton Industries took control of the shipyard in a purchase agreement.

Workers get greater drug test protection

The Transportation Department announced new rules this month to protect the rights of 8.5 million workers who undergo drug testing that the government makes mandatory as a safety measure. But critics, while welcoming the changes, said they did not go far enough.

The new rules were made public on the same day that the Department of Health and Human Services disclosed new evidence of testing laboratories' shortcomings that can mistakenly brand innocent workers drug abusers, ending their careers.

The most significant of the rules involve so-called validity testing, a relatively new procedure to determine whether a urine specimen is legitimate. Under current rules, transportation workers whose specimens are found to be invalid are assumed to be cheaters. Many are fired without any opportunity for an appeal.

The new rules extend to validity testing two safeguards that already protect a worker who actually tests positive for any of five illegal drugs: cocaine, heroin, amphetamines, marijuana and PCP. A medical review officer, hired by the employer, will have the right to cancel the result of a validity test upon finding a sound medical reason for a specimen's testing illegitimate. And workers will have the right to demand that a second sample of their specimen be tested at a laboratory different from the first.

The drug testing of millions of transportation workers — largely maritime workers, bus and truck drivers, airline flight crews and mechanics, and a variety of railroad workers — is required by the government in the name of public safety.

But serious questions about validity testing, which is now optional, at the employer's discretion, were raised in September after Delta Air Lines agreed to reinstate four flight attendants and a pilot

whom it fired last year for failing validity tests. Delta had maintained that the tests were accurate, and the four flight attendants, though insisting that they had not tampered with their specimens, had been unable to challenge the airline's decision.

But after the pilot appealed the Federal Aviation Administration's revocation of his license, it was discovered that the laboratory that had performed the tests had not followed government testing standards and, in a subsequent cover-up of that failure, had falsified evidence.

The Health and Human Services Department, which supervises the validity testing laboratories, subsequently inspected all 66 of them to see if they were meeting the standards. The agency said yesterday that as a result of its review, it would instruct laboratories to cancel the results of tests failed by 250 to 300 workers. (It would not say whether the Delta workers were among them.)

That number "is telling us how broad the issue is," said Robert Morus, a Delta pilot who has taken the lead on the matter for the Air Line Pilots Association.

Most major airlines and railroads say they automatically fire employees who fail validity tests. But exactly how many people have lost their jobs since validity testing guidelines were first introduced by the government two years ago is not known.

Federal officials say validity testing is necessary to combat a growing number of people who try to beat drug tests by adulterating their samples, with products that range in nature from simple lemonade to items sold over the Web with a guarantee to mask drug use.

"We have to protect the integrity of the program," said Mary Bernstein, director of the Office of Drug and Alcohol Policy and Compliance at the Transportation Department. "We would not be doing what

was necessary in terms of safety in the workplace if we did not have ways of addressing the problem" of cheating.

The Transportation Department does not have precise data indicating how many workers are cheating. But it cites numbers compiled by Quest Diagnostics, one of the country's biggest testing laboratories, which has said that roughly 2,000 of the 650,000 government-mandated specimens it tested last year showed evidence of tampering.

Unions, as well as lawyers representing fired workers, lauded the Transportation Department's new rules, but said they still did not do enough to protect workers. The Air Line Pilots Association said it would like to see workers gain the right to take the initiative in challenging test results with their employer, rather than depend on an employer-hired medical review officer.

The pilots' union and other critics also said the government was applying a faulty standard to determine which specimens are fraudulent.

According to that standard, a urine specimen that shows creatinine, a by-product of muscle metabolism, to be at a level of 20 milligrams or less per deciliter is considered "dilute," while a sample with 5 milligrams or less per deciliter is considered "substituted," meaning it could not possibly have come directly from a human.

But some forensic toxicologists say a small but significant number of the 40 million workers subject to random drug tests in transportation and other industries each year could fall below the five-milligram threshold if they simply drink a lot of water before the test or have any of several disorders, including kidney disease, sickle cell anemia and diabetes.

Further, women are known to excrete

less creatinine than men. There is also evidence that small people who do not eat meat are susceptible of falling below the threshold, particularly if they have consumed a great deal of water.

Yasuko Ishikawa, one of the four Delta flight attendants who lost their jobs, weighed 90 pounds, rarely ate meat and, on the day she was tested last year, drank about three quarts of water to avoid dehydration during a nine-hour flight from Japan. A few days later she was told that her sample had been "substituted," and within weeks, Delta had fired her for submitting a false specimen.

"I was just in total shock," said Ms. Ishikawa, who immigrated from Japan in 1991 and vehemently denies ever using drugs or altering her specimen. "I couldn't understand what was going on."

In February, the Substance Abuse and Mental Health Services Administration, an agency of the Department of Health and Human Services, issued a summary of the research it relied on to set the standard. Critics say that only a handful of the 47 studies cited in the document are relevant to the issue of validity testing specifically rather than just drug testing generally, and they note that this handful involved just 18 subjects, only 3 of whom were women.

Robert L. Stephenson II, acting director of the substance abuse agency's division of workplace programs, maintains that the science is sound. Nevertheless, his office has begun a review of the standard, inviting public comment.

The Transportation Department said the new safeguards it announced yesterday would go into effect next month. It added that validity testing, which has been optional for transportation companies since 1998, would not become mandatory until the Health and Human Services Department finished the review of the standard next summer.

SUP Honor Roll

Voluntary contributions from the membership to the following funds in 2000:

Organization/General Fund

Douglas Alexander 40.00	Thomas Fate 20.00	Eli Lalich 50.00	Mario Ramella 150.00
Gerald Allen 100.00	Diane Ferrari 50.00	Stanley Lane 25.00	Newell Robinson 50.00
Melvin Armon 20.00	Capt. Ted Filipaw 200.00	Larry Loe 10.00	Steven Ross 100.00
Pio Aujero 20.00	Erik Finneman 50.00	George Lua 20.00	Randy Runyan 15.00
John Bane 30.00	Raymond Flores 130.00	Gunnar Lundeberg 250.00	Whitey Secrest 150.00
S.F. Bar Pilots Crew 50.00	Michael France 100.00	John Makaiwi 70.00	Clifford Shea 20.00
John Benson 25.00	Louis Frazier 50.00	Gabe McDonald 10.00	George Sherbula 10.00
William Berry 50.00	Douglas Gibson 20.00	Joe McDonald 20.00	Ralph Shiohita 40.00
Mike Binsky 20.00	David Gillis 100.00	Carlos Medina 30.00	Carl Smith 50.00
Martin Birdsell 20.00	Marvin Glasgow 164.15	Steve Messenger 25.00	Charles Smith 200.00
Cal Browning 80.00	Daniel Gonzales 250.00	Jack Milano 20.00	John Stasko 30.00
Neil Burkhardt 5.00	Robert Greene 100.00	P. Monti 25.00	Inti Sternbach 100.00
Joseph Campos 10.00	Scott Griggs 50.00	Leo Moore 20.00	Ernest Stimach 60.00
George Castege 500.00	Cynthia Grover 120.00	Donnie Morris 100.00	Charley Supple 100.00
Robin Colonas 100.00	Paul Herriott 25.00	Martin Mortensen 40.00	Douglas Taylor 50.00
Rafael Cooper 120.00	Tony Huertas 10.00	Michael Nielsen 40.00	Robert Taylor 50.00
Richard Cummings 170.00	Isnin Idris 20.00	Julio Nunez 10.00	Arthur Thanash 100.00
Lee Dancer 60.00	Reuben Ingram 100.00	Peter Oh 50.00	Bruce Thompson 100.00
John Diaz 25.00	Charles Irvin 50.00	Scott Oliphant 10.00	Fred Trench 50.00
Jay Dillon 60.00	Herb James 100.00	Mike Orosz, Sr. 20.00	Gene VanKlinken 35.00
Dennis Dooley 50.00	Tony Jones 25.00	David Pangan 30.00	William Walker 80.00
Joseph Eckert 20.00	Douglas Kashner 20.00	Ricky Pangan 155.00	Richard Walsh 10.00
Mike Elgani 80.00	Melvin Kessler 100.00	Richard Pedersen 50.00	William Whoriskey 50.00
Basim Elsayed 20.00	Edward King 40.00	Michael Pfleeger 50.00	Miller Wire 5.00
Bill Esselstrom 3.00	James Kolm 25.00	Michael Potenti 50.00	Michael Worth 60.00
Louis Evans 25.00	Thomas Kubicki 50.00	Mike Powell 20.00	Antonio Ymas 20.00

West Coast Sailors

Anonymous 25.00	Thomas Dolan 50.00	Art Kardinal 20.00	Peter Oh 50.00
Jerry AhSam 20.00	Thomas Dougherty 10.00	Douglas Kashner 20.00	Mike Orosz, Sr. 20.00
Gerald Allen 100.00	Frank Dufek 25.00	James Kawasaki 60.00	John Palenapa 20.00
Frank Amavisca 25.00	Sandy Earle 31.00	John Kelly 25.00	John Pedersen 40.00
Takayuki Asai 25.00	James Eddleman 20.00	Eric Kelm 40.00	Donald Pennington 50.00
Harry Aubrey 24.00	M. ElMobdy Sr. 25.00	Melvin Kessler 50.00	John Perez 70.00
Pio Aujero 30.00	Marvin Emarl 20.00	James Kolm 25.00	Erik Petterson 20.00
Marty Baccari 20.00	Frank Enright 25.00	Norman Kurtz 10.00	Joe Piscopo 50.00
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John Bapaeff 20.00	Donald Erickson 20.00	Eli Lalich 50.00	Frank Portanier 50.00
Gunnar Beaver 20.00	Erling Erickson 50.00	Stanley Lane 70.00	Jack Post 25.00
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Michael Binsky 10.00	Steve Foster 30.00	Mark Littlejohn 40.00	Saleh Rauf 10.00
Martin Birdsell 30.00	Michael France 50.00	Jose Lopez 20.00	Roy Rigutto 25.00
Lyle Bjelde 25.00	Sylvan Frankel 50.00	George Lua 20.00	Scotty Robinson 20.00
M.O. Box 20.00	Anthony Garcia 10.00	Andrew Machaj 20.00	Teofilo Rojas 65.00
Peter Bragg 20.00	Tatoo Gardiner 20.00	Chester Mael 25.00	Alexandro Romo 25.00
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William Brindley 10.00	Douglas Gibson 20.00	John Makaiwi 30.00	Randy Ruryar 20.00
Cal Browning 20.00	Joe Gladstone 35.00	Thomas Mariner 50.00	John Rushing 100.00
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Ed Cochrane 10.00	Isnin Idris 60.00	Charles Mohun 70.00	Clifford Shea 20.00
Robin Colonas 20.00	Sedek Idris 20.00	P. Monti 25.00	George Sherbula 10.00
Hugh Crandall 20.00	Charles Irvin 50.00	Joseph Morrison 10.00	Chester Sherry 10.00
Doug Crute 10.00	Arne Jakobsen 20.00	Martin Mortensen 31.00	Virgil Sieben 15.00
Jim Cunningham 100.00	Thomas James 10.00	Jerry Napier 50.00	Jackie Silva 25.00
Lee Dancer 20.00	Jon Jennings 10.00	Olaf Nordstrom 25.00	Carl Smith 10.00
John Diaz 30.00	Bobby Jestes 50.00	Ted Ochoa 15.00	
Jay Dillon 20.00	Anthony Jones 10.00	William Ofsthus 50.00	

continued on page 8

Sailors' Political Fund

Corky Abbot, in memory of Jack D. Sawyer 100.00	Thomas Fate 5.00	Gunnar Larsen 105.00	Ray Ramirez 70.00
Gerald Allen 100.00	Diane Ferrari 50.00	Michael Lee 50.00	Knud Rasmussen 50.00
James Anderson 20.00	Capt. Ted Filipaw 200.00	Ernesto Legarte 110.00	Sal Rauf 50.00
Joseph Andre 100.00	Erik Finneman 50.00	Larry Loe 20.00	Richard Reed 75.00
Jose Angeles 20.00	Steve Foster 65.00	Volkert Lolies 30.00	Ronald Reed 35.00
Jeffrey Armon 50.00	Louis Frazier 150.00	Joe Lopez 20.00	Ira Reitzel 30.00
Pio Aujero 20.00	Dave Frizzi 20.00	George Lua 20.00	Roy Rigutto 25.00
Bruce Baglien 10.00	John Furrie 20.00	John Lundborg 200.00	Teo Rojas 20.00
Dennis Belmonte 140.00	John Gabourel 50.00	Gunnar Lundeberg 325.00	Francisco Rosales 25.00
John Benson 50.00	Robert Garcia 50.00	Duke Maringer 40.00	Steven Ross 200.00
William Berry 50.00	Tatoo Gardiner 50.00	Christian Marshall 60.00	Randy Runyan 120.00
Archie Bickford 50.00	Arthur Garrett 20.00	Joseph Marusak 20.00	Stephen Rydberg 75.00
Christopher Bright 35.00	Douglas Gibson 7.00	William McAndrew 25.00	James Savage 40.00
Keoni Bulawan 20.00	Richard Goen 50.00	John McCarthy 50.00	Greg Schauff 45.00
Chris Bunheirao 10.00	Allen Gonzales 20.00	Gary McDevitt 100.00	Carl Schou 100.00
Brian Burns 20.00	Daniel Gonzales 350.00	Gabe McDonald 85.00	Peter Selivanoff 100.00
Robert Burns 50.00	Angel Gojilde 30.00	Mike McLavey 500.00	Ralph Senter 400.00
Dennis Burrell 20.00	Scott Griggs 50.00	Rodolfo Menchaca 350.00	David Shands 25.00
Richard Cahill 55.00	Cynthia Grover 100.00	Steve Messenger 25.00	Clifford Shea 20.00
Liam Casement 100.00	Thomas Gustin 80.00	Jack Milano 20.00	George Sherbula 10.00
Gene Castano 10.00	Vernon Haik 20.00	Benjamin Miller 25.00	Augusto Silva 85.00
Alexander Castillio 25.00	Erik Hand 10.00	Fritz Minder 55.00	Bruce Smith 160.00
Douglas Chesshire 100.00	Mark Hargus 80.00	Pasquale Minici 25.00	Carl Smith 50.00
Norm Christianson 50.00	Delmar Harlow 50.00	Charles Mohun 70.00	Ted Soderberg 60.00
Joe Chung 20.00	Walter Harris 20.00	Joe Moniz 100.00	Michael Soper 620.00
Richard Chung 20.00	Glen Hatton 50.00	Paul Monti 60.00	Chuck Stahl 30.00
Steven Chung 40.00	James Hearn 40.00	Remiro Montoya 20.00	Donald Steffens 25.00
Louis Clark 50.00	Carrol Heich 20.00	Ed Moore 20.00	Charley Supple 100.00
Steven Clemens 30.00	Dennis Helman 10.00	Joseph Morrison 50.00	Douglas Taylor 40.00
Randy Coady 100.00	Bill Henneberry 100.00	Martin Mortensen 40.00	Robert Taylor 200.00
William Cody 10.00	Michael Henneberry 40.00	Brian Murgotten 40.00	Art Thanash 100.00
Edward Coester 40.00	John Henry 20.00	Jerry Napier 100.00	Morris Thibodeaux 100.00
Robin Colonas 100.00	Paul Herriott 25.00	Don Ngo 30.00	Bruce Thompson 100.00
Danny Colton 20.00	Nick Hoogendam 20.00	Vicente Nieva Sr. 30.00	Ivar Thorbjornsen 40.00
Dave Connolly 125.00	Phil Howell 100.00	Ben Niles 10.00	Grant Thorne 320.00
Richard Crowell 10.00	Isnin Idris 20.00	Josh Niles 25.00	Maurice Toich 15.00
Steven Crute 50.00	Sid Idris 140.00	Ted Ochoa 20.00	Dolan Tomisato 20.00
Richard Cummings 140.00	Tommy James 20.00	Donald O'Halloran 60.00	Richard Tracy 60.00
Lee Dancer 60.00	Michael Jastrebski 50.00	Vince O'Halloran 300.00	Fred Trench 50.00
Martin Davies 60.00	Marcelo Javier 10.00	Terrance O'Neill 220.00	Harry Tsukamoto 10.00
Donald Dayrel 100.00	Knud Jensen 105.00	Ted Ochoa 40.00	Remoni Tufono 10.00
John Diaz 25.00	Peter Johnsson 40.00	William Ofsthus 50.00	Gene VanKlinken 70.00
Mike Dirksen 50.00	Anthony Jones 48.00	Peter Oh 120.00	Peter Villanueva 75.00
Dennis Dooley 30.00	Richard Jones 40.00	Scott Oliphant 20.00	Colin Walker 30.00
John Drolla 60.00	Hans Jorgensen 50.00	Mike Orosz 20.00	Francis Walsh 425.00
Romaine Dudley 60.00	Art Kardinal 20.00	John Palenapa 10.00	Colin Walter 20.00
Frank Dufek 25.00	Douglas Kashner 40.00	David Pangan 40.00	Grant Wegger 10.00
Mike Duvall 40.00	John Kelly 155.00	Ricky Pangan 135.00	Patrick Weisbarth 30.00
Sandy Earle 100.00	Charles Kimoto 50.00	Mike Parenteau 120.00	James White 40.00
Joseph Eckert 60.00	James Kolm 125.00	Adam Pawelski 80.00	William Whoriskey 25.00
Mike ElMobdy, Jr. 50.00	Jereld Komoto 75.00	Richard Pedersen 50.00	Chester Williams 20.00
Donald Erickson 20.00	Donald Kruse 20.00	Jan Peter Johnsson 20.00	Richard Wilson 20.00
Jeff Evanhus 20.00	Thomas Kubicki 50.00	Mike Pfleeger 50.00	John Winterling 100.00
Steve Everson 25.00	Norman Kurtz 30.00	Jack Post 25.00	Elroy Wong 20.00
Tony Fague 100.00	Norman Kwak 100.00	Joe Potenti 90.00	Johnny Yee 75.00
	Stanley Lane 20.00	Don Potts 10.00	Steven Zachmann 20.00

Wall of Honor

San Pedro Merchant Marine Memorial

Gerald Allen 100.00	Frank Dufek 40.00	Eli Lalich 60.00	Ted Ochoa 40.00
Curg Alsobrook 10.00	Jose Duran 20.00	Gunnar Larsen 50.00	Carl Orange 75.00
John Anderson 100.00	Michael Freng 75.00	PeterPaul Liptay 26.00	Miguel Palacios 40.00
Christopher Bright 20.00	Bert Genita 20.00	Belfred Lomba 100.00	Richard Pedersen 50.00
Charles Bulmer 40.00	Thomas George 100.00	John Lundborg 10.00	Jack Post 25.00
Alfred Byoff 50.00	Douglas Gibson 30.00	Gunnar Lundeberg 50.00	Ronald Reed 35.00
Lincoln Calvert 25.00	David Gillis 20.00	Larry Martin 50.00	Ira Reitzel 30.00
Gene Castano 15.00	Clarence Godfrey 50.00	Jack Masterson 50.00	Frank Salvatierra 100.00
Douglas Chesshire 50.00	Clinton Gregg 20.00	Reynold Minoli 10.00	Whitey Secrest 65.00
Ronald Christensen 50.00	Erik Hand 10.00	Bill Minster 20.00	George Sherbula 10.00
Louis Clark 50.00	Paul Herriott 25.00	James Minster 20.00	Michael Soper 20.00
William Cody 20.00	Knud Jensen 25.00	Joseph Moniz 10.00	Charley Supple 100.00
Dave Connolly 50.00	John Kelly 55.00	Mathew Montalbo 10.00	Doug Taylor 10.00
Thomas Crawford 20.00	Charles Kimoto 50.00	Raymond Morgan 20.00	Morris Thibodeaux 60.00
Thomas Dougherty 10.00	Ron Kram 30.00	Robert Morgan 100.00	

ESU Office Assignments

For the month of January, Jerry Patterson will be in the Baytown office and John Straley will be in the Benicia office.

ESU NEWS

DECEMBER 2000

Official Publication of the Exxon Seamen's Union

No change in prescription plan

For the year 2001, there will be no change in the prescription drug plans. This includes both BC/BS reimbursements and the Paradigm Prescription Drug Mail Plan. Members are to disregard any information to the contrary.

On November 10, the Union and management met in Charlotte, North Carolina, to discuss and review both the BC/BS Medical and Dental Plans. In the course of this meeting a new prescription drug plan was introduced to the Executive Board titled, "Three-Tier Pharmacy Structure." This plan differs considerably from our present pharmacy plans and the reimbursement procedures for prescription drugs.

The plan consists of three different tiers of co-pay depending on the type of drugs being required. The drugs are identified in three categories: 1) generic drugs (\$10 co-pay), 2) preferred plan drugs (\$15 co-pay), 3) non-preferred plan drugs (\$30 co-pay). Members would be permitted to obtain prescriptions written up to 90 days however, a co-pay will be required per 30 day supply (i.e., for a 90 day supply, three co-payments are required). Present pharmacy and reimbursement procedures for prescription drug plans would be discontinued.

The ESU Board did not view this change as particularly beneficial to the membership and foresaw difficulties with implementing it, given the insurers desire to convert to the proposed plan January 1, 2000. As a result, the Union asked for and

Extended involuntary sea tours

During the month of December there has been a significant problem with vessel manning resulting in extended involuntary sea tours. This acute shortage of manpower has been caused by a number of factors and has affected virtually every rating.

A major part of the problem can be attributed to the recent acquisition of the "SeaRiver Hinchinbrook," the "SeaRiver Puget Sound," and the Company's adamant refusal to raise the manning factor from the woefully inadequate 1.8 and their continued inability to accurately forecast manning needs.

But there have been several other factors, which have helped create this shortage. First, there is a shortage of qualified mariners across the entire spectrum of the industry. Then there is the retention factor. When SeaRiver can find people to hire, they simply aren't paying them enough to keep them employed with this company. So, the exodus continues.

Additionally, several employees have quit just in the last few days further compounding the problem. But there have been several other factors that contributed to this shortage that had not been foreseen. Training, leave of absence, sick leave, and the four positions on the ESU Executive Board are not taken into account using the 1.8 manning factor.

While these numbers may appear miniscule, they have a ripple effect and are a major impact because the present manning factor does not account for when the total number of unlicensed is only 261 and from this number 124 are needed to man the ships. Then additionally, there are some seamen who are not available for assignment because they are having a problem getting their STCW renewed. Is there relief in sight? Not in the immediate future. There are some measures being taken to alleviate this situation, but these will not provide immediate relief.

The company is hiring another class of unlicensed in early January. However, these new employees will have to attend an orientation course, fire fighting training and as required by the STCW convention a tanker familiarization course before they can be sent out to the ships. This means they will not be available for assignment until the latter part of January.

In several instances the union has been compelled to cooperate with Fleet Manning and take several measures, which frankly are in conflict with our philosophy. First, on two occasions we have had to stand idly by and watch as a ship left port sailing short. This will almost certainly come back to haunt us at some future date. Second, we are signing waivers for people to return to work regardless of the amount of time they may have remaining on their paid leave. We are doing this simply because of the outcry from members to get relieved, but we are concerned of the far ranging, adverse impact that such measures could have. In summary, the Company should have anticipated the current involuntary extended sea tours. But again, they have demonstrated their shortsightedness until the situation careened out of control.

We hope the current shortage will be only for a short duration. Hopefully, by mid-February or early March it is expected that this situation will be vastly improved and sea tours should return to their normal 60-day lengths.

In the meantime, everyone's cooperation is needed to make sure reliefs are assigned fairly to those with the longest time on a ship, and these reliefs will supersede any individual considerations. While we are well aware of the impact that involuntary extended sea tours have upon our membership and their families we would ask that you have some patience as we work through this unfortunate situation. Fleet Manning has assured that they will do all that is humanly possible to get you relieved with the priority going to those with the longest time on the vessels. The Union will closely monitor assignments and will always endeavor to promote fairness and equality for everyone.

Ship Representatives wanted!!!

The nomination period to fill three vacant Ship Representative positions for the *S/R Hinchinbrook*, *S/R Puget Sound* and the *S/R Mediterranean* began December 1, and will end on January 30, 2000. Individuals interested in running for Ships Representative on one of these vessels may obtain nomination forms by contacting either Union office or, if aboard a vessel, from the ESU Representative on that vessel.

To be eligible a candidate must send via certified mail, nomination form(s) with signatures of at least 15 members-in-good standing. These nomination form(s) must arrive at the Baytown, Texas, and Exxon Seamen's Union office by January 30, 2000. In addition to the signed nomination forms the candidate may also include a campaign statement, if he or she so wishes.

The election period for these offices will be for a period of sixty days. At the time of this writing the sixty-day period is expected to be from February 15, to April 15, 2001.

The Executive Board of your Union strongly encourages members to consider lending their time and efforts to the Union by running for one of those positions. The importance of the Representative's job cannot be understated. These positions truly are the "back bone" of our Union. Without the many men and women, throughout the years, who have unselfishly volunteered their time and effort to serve in the capacity of Union Representative the ESU could not have endured.

Ship reports

S/R American Progress

ESU boarded 11-28-00, Richmond Long Wharf. Vessel completes Panama Canal transit with newly elected Ships Rep. Steve Wilson on board. Overtime not paid in appropriate pay period. Company continues to demonstrate their inability to administer payroll in a timely and proper manner.

S/R Baytown

Tim Williams once again steps-up to accept Temp. responsibilities. Watch/Helmsman rotation issue reported. Mail slow arriving to ship. Vessel continues Valdez/Anacortes trade, Union planning visit as soon as feasible.

S/R Benicia

Union boarded 12-5-00 in San Francisco Bay and 12-8-00 at Valero, Benicia. Vessel scheduled for back-to-back San Francisco visits with capable Representative Joe Graca actively signing-up new members. No major beefs.

S/R Charleston

Vessel visited 12-8 and 9-00, no major beefs. Blue Cross Blue Shield increase was discussed Relief issues for this vessel resolved temporarily. Ship continues East Coast/Gulf trade with Michael Gore doing a good job as temporary Rep.

S/R Galveston

Vessel visits 11-26,12-04-00. Mark Myser in control. Short visit to SF Drydock second week of December for pump repair and back to lightering duty. 2nd. Pumpmen sailing long as no relief is available.

S/R Hinchinbrook

Earl Doucet continues to serve as Temporary Ship Representative and is communicating frequently with the Union. Crew reports manning numbers and equipment problems as crew continues to work out the "bugs" on this newest addition to the fleet.

S/R Long Beach

Vessel visited by Union at Valero, Benicia on 11-30-00. Richard Eldridge accepted Temporary Rep. duties. No major beefs, but relief's remain a major concern. Vessel is again splitting discharges between Long Beach and San Francisco.

S/R Mediterranean

Completed shipyard period on 11-14-00 in Singapore and is presently running from Ras Tanura Saudi Arabia, to lightering in Indonesian waters near Singapore. Temporary Ship Representative John McCarthy reported payroll problems. We were told that it was a transmission problem. We think that it was an omission problem. There are some concerns being raised about the mail service due to the run that the ship is on at the present time.

S/R North Slope

Union boarded and met with Temporary Ship Rep and No. 1 Able Seamen George Ruark at Valero, Benicia 11-28-00. Crew squared away. Scheduled for Bay discharges around Xmas.

S/R Puget Sound

Gill Randall continues to represent the ESU during this vessels "shake-down" period. Trading between Valdez and Anacortes. The crew continues to identify areas of concern with equipment as well as needed improvements that Company should address.

S/R Wilmington

The "Willy" was visited in Baton Rouge on 12-11-2000. The so-called anonymous letter was discussed, and it was noted that the author has done a disservice to himself and the union. Ballots for the wage re-opener were received and the members aboard seemed unanimous in rejecting this insulting offer. Reliefs continue to be a problem because of the holidays. Temporary ship representative Paul Miller at the helm for the ESU. Vessel due in New York on 12-19-00 on her regular "specialty" run.



ESU News

Maintenance and Cure

Recently, the Union has been informed that the SeaRiver Maritime Medical Department has instructed members to use their Blue Cross Blue Shield Medical Insurance for illnesses suffered while working in the service of a vessel after they were discharged and returned home. The ESU asks that members notify either Union office if you are instructed in such a manner. The Executive Board recently felt the necessity to retain legal services on behalf of a member in regard to this issue. We maintain that this practice is improper and illegal.

Many members may be familiar with the term "maintenance and cure" as it is referred to in Article III, Section 13 of our Collective Bargaining Agreement. It is important to understand that this language is simply an agreement between this Union and SeaRiver that only addresses the issue of maintenance and does not include language for cure. This language is found in, as the Section refers to, General Maritime Law and additionally, in decisions handed down by many courts throughout the USA.

Maintenance, as our agreement describes, generally would not be paid if the employee were receiving benefits under the Disability Plan. Although, when medical care is necessary for care of an illness or injury that was incurred while working in the service of a SeaRiver vessel, a \$20 per day stipend is to be paid by the company. This is true in cases where the Seaman is not receiving the Disability Plan payments. This amount is supposed to roughly reflect the value of a Seaman's room and board aboard ship that he or she must now pay for while recuperating ashore. Through the years bargaining agreements and contracts have modified some of this Maritime Law in respect to maintenance, but it cannot be done away with, altogether.

Cure is the second part of this language and is separate and different from maintenance. Cure is the obligation of a ship owner to pay the individual's medical bills until the individual has reached maximum medical cure. Maximum medical cure simply stated, means until a doctor declares that there is nothing more to be done for the patient. Pre-existing conditions are in most cases covered within this. With one notable exception, if a seaman hides a previous injury or illness (such as on a physical history sheet or job application) and he or she injures or takes ill in the same body part. Furthermore, injuries caused by willful misbehavior, such as drinking and illegal drug use, as well as fighting may not be covered under the rights afforded seamen under maintenance and cure.

The legal responsibility of SeaRiver Maritime to pay the related medical costs incurred due to a member's illness and/or injury occurring while that Seaman is working in the service of the vessel, is to the Exxon Seamen's Union, clear and absolute. To pay for this cure through the individual's health care provider would in essence, shift a portion of the financial burden to the individual as this health care is in part, paid for by the employee.

In appraising the legal opinions that this Union has obtained, in most instances sole responsibility for the cure of a Seaman who becomes either injured or ill while working aboard a ship is that of the ship owner. For the Union to not intercede in these cases would not only result in the company skirting their legal obligations, but very possibly could create a situation where members would suffer a significant and unjust financial loss. What's more, there is little doubt that this practice would eventually result in higher insurance premiums being required by our health care insurer. In view of the recent large increases in premium rates to members, it is clear to the ESU, that further unwarranted claims submitted to our insurance provider and encouraged by SeaRiver is not in the best interest of the membership. Therefore, the Union will continue to seek all remedies available, up to, and including legal action to put a stop to this wrongful practice.

Happy Holidays to ESU members and their families



Merit System Training

A MEMBER SPEAKS OUT

John Munich 11/26/00

We, as ESU members must decide what course we are to follow to ensure our survival in the Maritime Industry. An association of members began a quest some fifty years ago, and the result is what we have today. We have weathered various attempts by management to divide our members and break our union.

The complexity of the job of merchant seamen has grown to phenomenal heights. Documentation and maintaining a Z-card is growing increasingly difficult. S.T.C.W., safety at sea, Tankerman assistant and Pic, Firefighting, and drug and alcohol testing, various training courses, renewals and upgrades every five years. We are not compensated by the company for maintaining these requirements. The company cannot go up town and pull someone off the street as happened years ago.

Training is a valuable asset to us and to the company. The training in which the company offers at this time is an obligatory commitment to the unlicensed. These are very basic courses and projections for any enhancements to training looks very bleak.

Safety: We are still number one in safety within the maritime industry. Carrying out our duties in a professional manner makes this possible. We are told to remain focused on safety. How often does a ship roll to such a degree we are not able to sleep, but turn to and work all day. How often do we hear of an illness, injury, or death of a family member or a friend, or have missed graduations or holidays while on duty. Over half of our lives are spent at sea, but we remain focused and we are number one in safety. The shipyards receive a monetary bonus for safety from SeaRiver. Arco's employees received thousands of dollars per person for their safety achievements but when it pertains to the ESU members, we get a pat on the head and told to keep up the good work!

Health care costs are rising for the unlicensed. A fifty percent increase will come out of each paycheck and it is questionable as to when we will be hit with the next increase. Arbitrations are so many that it creates a financial burden on the union, ask any major union how many arbitrations they have scheduled and they will tell you they can count them on one hand. SeaRiver has the monetary funds and attorneys that can keep us tied up in court for years. It is a well-laid plan to keep our cash flow down to a minimum and without monetary funds; we cannot represent our members accordingly. The three percent offered by SeaRiver was an insult to all the ESU members. The company purposely fails to recognize our achievements and continues to deny us a decent wage increase because of corporate greed!

John Munich

A SeaRiver Christmas story

Twas the night before Christmas and all through SeaRiver,
There was no Christmas cheer, No gifts to deliver.
The stockings had been hung by the chimney with care,
But when the unlicensed looked there was no pay raise there.

They had all worked hard throughout the year,
With billions in profits they had nothing to fear.
But when it was time for the company to share,
They showed once again that they really don't care.

They did make an offer, They had nothing to lose,
The amount was so small we had to refuse.
And management made a video with charts and a graph,
We all watched it and had a good laugh.

I'm sure they think we'll keep working and giving,
While our pay lags further behind the cost of living.
And Management in ignorance, Human Resources in bliss,
Probably plan to keep doing this.

But a New Year is coming and we'll be prepared,
To respond to their arrogance in a voice strong and loud.
So enjoy the holidays, get your well-earned rest,
When the New Year comes we'll continue the quest.

EXXON SEAMEN'S UNION

Founded March 28, 1941

Affiliated with the Sailors' Union of the Pacific

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Baytown, TX 77520
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President Jerry Patterson

Vice President John Straley
Secretary/Treasurer Kevin Conroy
Recording Secretary Thomas Thompson III

Deck Trustee Ulrich Baur
Engine Trustee Charlie Pollard
Steward Trustee Gerard Nelson

Sailors' Union of the Pacific/ Training Resources Ltd

Schedule of Course Offerings for 2001

STCW 95 Basic Training

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

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

Jan. 8-12	Apr. 30-May 4	Aug. 6-10	Oct. 29-Nov. 2
Jan. 29-Feb. 2	May 14-18	Aug. 20-24	Nov. 5-9
Feb. 12-16	June 4-8	Aug. 27-31	Nov. 12-16
Feb. 26-Mar. 2	June 18-22	Sep. 10-14	Nov. 26-30
Mar. 5-9	July 9-13	Sep. 17-21	Dec. 3-7
Mar. 19-23	July 16-20	Sep. 24-28	Dec. 10-14
Mar. 26-30	July 3-Aug. 3	Oct. 15-19	Dec. 17-21
Apr. 9-13			

Military Sealift Command LMSR Vessel Training

This course covers LMSR Vessel Training, Fast Rescue Boat Training, and Small Arms Training.

Jan. 3-31	Apr. 17-May 9	July 10-Aug. 1	Oct. 23-Nov. 14
Mar. 6-28	May 29-June 20	Sep. 11-Oct. 3	Nov. 27-Dec. 17

Fast Rescue Boat Training (FRB)

Jan. 29-Feb. 2	Apr. 30-May 4	July 23-27	Nov. 5-9
Mar. 19-23	Jun. 11-15	Sep. 24-28	Dec. 10-14

Small Arms Training (MSC approved)

Feb. 5-7	May 7-9	July 30-Aug. 1	Nov. 12-14
Feb. 21-23	June 18-20	Sep. 25-27	Dec. 17-19
Mar. 26-28	July 24-26	Oct. 1-3	

Survival Craft (Lifeboatman)

Jan. 9-12	Apr. 30-May 4	July 16-20	Oct. 15-19
Jan. 30-Feb. 2	May 21-25	Aug. 6-10	Nov. 12-16
Mar. 26-30	June 25-29	Sep. 17-21	Dec. 10-14
Apr. 9-13			

Hazardous Materials — HAZMAT (First Responder)

Jan. 17-19	Apr. 23-25	July 25-27	Oct. 24-26
Feb. 21-23	May 21-23	Aug. 22-24	Nov. 19-21
Mar. 14-16	June 20-22	Sep. 19-21	Dec. 12-14

Tankship Dangerous Liquids (Tankerman PIC)

Jan. 8-12	Apr. 9-13	July 30-Aug. 3	Nov. 5-9
Jan. 29-Feb. 2	Apr. 30-May 4	Aug. 13-17	Nov. 26-30
Feb. 12-16	May 14-18	Sep. 10-14	Dec. 3-7
Mar. 12-16	June 4-8	Oct. 1-5	Dec. 17-21
Mar. 26-30	July 9-13	Oct. 22-26	

Training Information and Enrollment

Contacts

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450 Harrison Street
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Tel: (415) 778-5490
Fax: (415) 778-5494
E-mail: planoffice@sailors.org

SUP Honor Roll continued

West Coast Sailors continued

Dean Smith 20.00	Tom Tynan 60.00
Francis Smith 30.00	Gene VanKlinken 35.00
Gerald Spafford 20.00	Peter Villanueva 25.00
Donald Steffens 25.00	William Walker 10.00
Joe Suire 25.00	Richard Walsh 20.00
Robert Taylor 40.00	Patrick Weisbarth 60.00
Tim Thomas 20.00	William Whoriskey 25.00
Ivar Thorbjornsen 20.00	Chester Williams 20.00
Grant Thorne 40.00	Thelma Woolbert 100.00
Maurice Toich 35.00	Johnny Yee 75.00
Harry Tsukamoto 10.00	Steve Zachmann 20.00

Dues-Paying Pensioners

Archie Aki	Book #3791	Peter Paul Liptay	Book #3725
John Battles	Book #5512	Frank Parks	Book #3798
Roy R. Camerio	Book #4577	John Perez	Book #3810
Richard Cummings	Book #4666	Charles Rafael	Book #3141
Knud Jensen	Book #3940	Ralph Senter	Book #7323
John Jewett	Book #4291	Kai Sorensen	Book #7479
Alfred Kerns	Book #3167	William Tice	Book #3239
Kaj E. Kristensen	Book #3120	Charles H. Wall	Book #3420
Gunnar Larsen	Book #3516		

Western Workers Labor Heritage Festival in San Francisco next month

The fifteenth annual Western Workers Labor Heritage Festival will be held at San Francisco Community College from January 12-14.

The Festival is a celebration of the culture of working people and finding ways to use music and theater in organizing for better workplace conditions.

The Festival features participatory workshops, performances, panel discussions, an art exhibit, song and poetry exchanges, and much more. A few highlights of this year's program include: Joe Glazer reading from his new memoir Labor's Troubador and performing his songs; Jimmy Collier, civil rights organizer and singer, in a tribute (Sunday, at 1:15pm) to Dr. Martin Luther King, Jr., to whom the Festival is dedicated each year; Susan Schartzberg, design artist, joins others in discussing the new Rosie the Riveter Memorial dedicated as part of the National Park system in Richmond; Joan Holden of the SF Mime Troupe who will focus on the impact of dot.com gentrification on the artistic community in San Francisco; The Freedom Song Network performing the songs of Bay Area icon Malvina Reynolds, with reminiscences of Malvina by her daughter Nancy Schimmel; Lynn Bonfield of SF State Labor Archives on documenting labor history, with a case study of the 1968 SF State strike; Dr. Loco who will perform for the Sunday evening benefit concert, as well as offering a workshop on Chicano culture on Sunday morning in his persona as Dr. Jose Cuellar; The Seattle Labor Chorus and the Bay Area's own Rockin' Solidarity Labor Chorus, singing separately and together; Art & Revolution Convergence, agitprop veterans of the Battle of Seattle and other anti-WTO protests, discussing their use of rap, puppets, and other arts in direct action; Derique McGee, brilliant clown and hambone specialist; Ronnie Stewart and the Bay Area Blues Society in a blues jam.

On Sunday night, at 7:00 pm, Festival participants will present a benefit concert for workers in need. Admission to concert, held at City College's Diego Rivera Theater, is \$15 for non-registrants, and \$10 for seniors, students and unemployed. Tickets may be purchased in advance or at the door. Registration for the whole weekend is \$40; for Saturday only, \$25. For further information, call Tom Edminster (650) 355-6381. WWLHF is kept alive by the financial support and participation of many unions, their members, and friends.

Dot.com workers organize

The North California Media Workers Guild, Typographical Union Local 39521, filed a petition November 27, with the National Labor Relations Board seeking a certification election for 36 customer service representatives at two internet retailers, etown and Shopaudiovideo.com. The workers are seeking respect on the job, improved pay and job training. Four workers have been fired for Union activity since the organizing campaign in October.

Record of SUP Shipping December 2000

	Hdqs	Seattle	Wilm	Hono	Total
Bosun	8	3	9	0	20
Maint. Man	4	0	0	0	4
A.B	27	9	18	9	63
O.S.	1	1	3	1	6
Standby	37	7	130	19	193
TOTALS	50	74	94	36	254

IMPORTANT!

Get your STCW '95
before
February 1, 2001

New investment is essential for long-term U.S. flag growth

Improving the investment climate for U.S.-flag shipping and shipping companies should be a national priority, an industry report says, to ensure that the nation continues to benefit from a strong U.S.-flag merchant fleet.

"Only by increasing the attractiveness of the U.S.-flag industry for private investment in new ships," the report said, "can the U.S.-flag fleet achieve the growth necessary to:

"(1) continue to meet the need for safe, reliable and efficient marine transportation in the growing U.S. domestic economy;

"(2) provide a viable U.S.-flag presence in U.S. international waterborne commerce; and

"(3) meet the increasing needs of the U.S. military to rely on U.S.-flag commercial shipping and crews for national defense sealift."

The report, "Maritime Policy Initiatives 2000," was produced by the Working Group on Maritime Policy, consisting of Vice Admiral Albert J. Herberger, USN (ret.), and representatives of major U.S.-flag ocean carriers, maritime labor unions and maritime associations. This Group was formed by the Military Sealift Committee of the National Defense Transportation Association. These articles were originally published in the American Maritime Congress' *Washington Report*.

The report examines the state of the U.S.-flag maritime industry and recommends a number of policy steps to ensure that the United States continues to benefit from a viable U.S.-flag commercial fleet and a maritime employment base.

The maritime industry worldwide, in general, presents many disincentives to the private investor, the report said. The industry as a whole is characterized by chronic overcapacity, limited rates of return and volatile markets not found in other industries.

"Yet under present U.S. maritime policies, the United States imposes even greater obstacles to investment in U.S.-flag shipping and companies," the report stated.

Many non-U.S. participants in the international shipping market are operating under national policies much more favorable to investment, the report said, influencing the flow of capital.

"Moreover, not all participants in the international shipping market are motivated by the same profit-driven economic models that govern vessels in free-market economies," the report said.

"This often leads shipowners or national authorities in those countries to make decisions that are not rational from the perspective of the shipping market, but which drive down overall market rates nonetheless," the report continued.

"For example, foreign governments often subsidize activities that have no economic rationale from the market perspective, but which make sense domestically," such as countries that heavily subsidize shipbuilding to boost domestic employment, or that maintain a national-flag carrier not to make money, but as a means of providing lower-cost market access for that country's exports, the report stated.

To address these challenges and increase the attractiveness of U.S.-flag shipping companies to the private investor, the report focused on three key areas:

reducing costs imposed on the industry; increased industry partnering with key customers, particularly the U.S. government and military; and developing new business opportunities.

"In general, foreign-flag ships operating in the international trade possess an approximately 25 to 40 percent competitive cost advantage over U.S.-flag ships in the same trade," the report said. A large part of that differential is due to the tax advantages many foreign countries provide for their national-flag fleets. Most foreign-flag competitors are not taxed at all by their flag states on international shipping income.

The United States can begin to address this differential by improving the tax treatment of its merchant marine, the report said, through initiatives such as a more favorable depreciation schedule, providing relief from the Alternative Minimum Tax, providing U.S. merchant mariners with the same foreign earned income exclusion available to other Americans who work overseas, and by granting tax deductibility for conventions held on U.S.-flag cruise ships.

The United States can also further develop the partnership between the U.S. government and the U.S.-flag fleet by strengthening and enforcing cargo preference laws, the report said.

This partnership can be a source for new U.S.-flag fleet growth, the report said, by increasing the scope of services that U.S.-flag carriers provide to the military under the Voluntary Intermodal Sealift Agreement (VISA) program. The report envisions greater outsourcing of military transportation functions, particularly management and administrative functions, to private U.S.-flag carriers.

"The more integrated the VISA carriers are into the defense logistics and transportation systems, the more seamless will be the transition from peacetime to contingency or wartime operations," the report stated.

Satire

Bush seeks to enjoin Santa from checking list twice: strange things happen

December 13, attorneys for President-Elect George W. Bush filed suit in federal court today, seeking to prevent Santa Claus from making his list and then checking it twice. The complaint seeks an immediate injunction against the beloved Christmas icon, asking the court to effectively ban his traditional practice of checking the list of good boys and girls one additional time before packing his sleigh.

The suit filed in Federal District Court in Austin, asks a federal judge to "hereby order Mr. Claus to cease and desist all repetitive and duplicative list-checking activity, and certify the original list as submitted without amendment, alteration, deletion, or other unnecessary modification."

"There are no standards for deciding who is naughty, and who is nice. It's totally arbitrary and capricious. How many more times does he need to check? This checking, checking and re-checking over and over again must stop now," said former Secretary James Baker.

Baker further claimed that unnamed GOP observers witnessed an elf remove all boys named Justin from the 'nice' list,

The Tale of Two Lists: the Top Ten Detained and the "White List"

An SUP perspective

Bowing to political and industry pressure to conclude the long-delayed publication of so-called "white list," the International Maritime Organization, (IMO), an agency of the United Nations, has seriously compromised its role as an impartial international regulatory body.

The IMO "white list" is seen as being at the center of the package of controls designed to help ensure compliance with STCW. It will be one of the key tools used by flag states which, under separate requirements, must conclude formal undertakings with foreign countries if certificates issued by such countries are to be recognized as equivalent to national certificates.

After the recent sinking of the Maltese-registered tanker Erika off the coast of France, there was renewed international interest in the ITF's call for flag states to monitor the operations of ships flying their flag, and especially for port states to keep records of inspections carried out by their authorities. If certain conditions are not met—among them STCW compliance of the crews—then the port states are authorized to detain the ship.

But the award of "white list" status to

flag-of-convenience registries some of whom are among the worst offenders of the IMO's own rules is the farcical effect of a regulatory agency that is unable to separate itself from the political consequences of its decisions. For example, the flag-of-convenience registries of Panama, Cyprus, Malta, Honduras, Liberia and the Bahamas were all included on the "white list," yet they ranked among the top ten registries for port state detentions in terms of numbers of ships detained. Two of the worst national registries, Turkey and the Russian Federation, also achieved listing on both the "white list" and the top ten detained.

If the concept of port state control is going to have any reliability in the years ahead, then the IMO must apply its standards to all registers evenly and concurrently. There is no standard if there are two standards, or if deadlines are permeable because of non-compliance. It must require all countries to comply to the same standards. To proceed otherwise is to embroil the IMO in the same pretensions employed by the flag-of-convenience industry it seeks to regulate.

Country	No. of ships detained	% detention/inspection**
Panama*	393	5%
Cyprus*	236	8%
Malta*	207	10%
St. Vincent & Grenadines*	172	14%
Turkey	151	17%
Russian Federation	132	7%
Belize*	114	19%
Liberia*	112	3%
Bahamas*	91	3%
Honduras*	84	15%

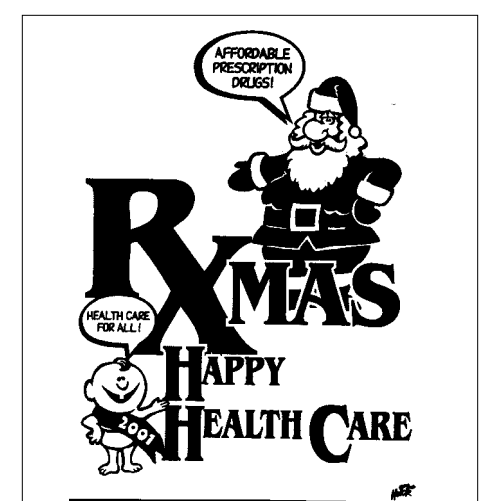
*denotes FOC

**percentage detention/inspection is calculated by taking the total number of inspections and dividing the number of detentions, expressed as a percentage (for Malta, total inspections 2131).

Source: International Transport Workers' Federation (ITF)

Santa Claus could not be reached for comment, but a spokeself said he was "deeply distressed" by news of the pending legal action against him. "He's losing weight, and he hasn't said 'Ho Ho Ho' for days," said the spokeself. Experts feel that future Christmas celebrations could be placed in jeopardy. Santa is apparently not qualified for any other job, and no one is sure what he might do if he loses this battle.

Source: ILWU List





SUP President's Report

December 11, 2000

WORK INCREASES IN 2000

Job opportunities for SUP members continued to grow in 2000 when Patriot Contract Services began operating three more Large Medium Speed Roll-On/Roll-Off (LMSR) vessels for the Military Sealift Command last month.

Those opportunities will expand further as the year closes out when Patriot calls for gangs for the *USNS Gilliland* and *USNS Mendonca* in mid-December.

To ship in the LMSRs, you must first take MSC-required training. A schedule of course dates will be printed in the December *West Coast Sailors*.

AMERICAN PRESIDENT LINES

On December 1, American Ship Management notified the Union that APL intends to re-flag foreign the *m/v America* (ex-*Hoover*, ex-*Neptune Topaz*) in Hong Kong on or about January 5, 2001.

The *Neptune Topaz* was reflagged to U.S. registry and renamed *President Hoover* in March of 1998 along with the *Neptune Zircon* which was reflagged and renamed *President Wilson* in April of that year. These two J-10 type vessels, along with the *President Grant* (ex-*Neptune Ruby*), were originally brought under U.S.-flag by APL/Neptune Orient Lines to replace the J-9 type vessels *Presidents Eisenhower* and *F.D. Roosevelt* on the West Coast/Mexico/Asia run.

When that service was changed, the *Hoover* was renamed *America* and began running from the East and Gulf Coasts to Europe, while the *Grant* and *Wilson* remained part of the APL/Matson Alliance on the West Coast/Far East run via Guam.

Given the fact that U.S.-flagged vessels are required when calling Guam, there is no indication at the present time that the flag-status of the *Grant* and *Wilson* will change.

As the membership knows, with the passage of the Maritime Security Act of 1996, steamship companies were given carte blanche to flag vessels in or out of U.S. registry without Maritime Administration approval. The *America*, *Grant* and *Wilson*, although operated by ASM, are not subsidized (vessels enrolled in the Maritime Security Program (MSP) provision of the Act) and are directly owned by APL/NOL.

The exception to the above are the 47 vessels enrolled in the Maritime Security Program. American Ship Management holds operating agreements for five C-10 type vessels (*Presidents Adams*, *Jackson*, *Kennedy*, *Polk*, *Truman*) and four C-11's (*APL Korea*, *Philippines*, *Singapore*, *Thailand*) that run until September 30, 2005, and are contingent upon annual appropriation from Congress. If that funding is not forthcoming, APL/NOL would flag-out those nine ships in a New-York minute. Lobbying and political action on the part of this Union and others, are critical on an ongoing basis to fund the MSP yearly and to have the program renewed and expanded prior to 2005.

The bitter-pill of losing the jobs in the *America* and to see her under foreign-flag, is again a reminder of the struggle to maintain a U.S.-flag merchant marine presence in the international trades.

ASM also notified the Union on December 1, that APL plans to sell the Pacesetter-type vessel *President Jefferson* to Western Overseas, Inc. on December 15. ASM was further informed that the *Jefferson* will not be operated under the U.S.-flag by her new owners. It is assumed that this vessel, which has been in idle status in San Francisco for over two years, will join her sisterships *Presidents Johnson*, *Madison* and *Pierce* in the scrapyard.

It should be noted that the *President Jefferson* was designated by APL as the vessel it was required to maintain in order to participate in the government's Voluntary Intermodal Sealift Agreement (VISA) program. The SUP by the way of a Freedom of Information Act request, learned that MarAd approved APL's request to shift that designation to the *President Wilson* in June of this year.

CHEVRON SHIPPING COMPANY

In accordance with Article XVII, Section 5 of the SUP Constitution, a Negotiating Committee shall be elected at today's meeting to bargain with Chevron Shipping Company. The current collective bargaining agreement covering unlicensed mariners employed in Chevron's U.S.-flag fleet expires on January 31, 2001.

As per the Constitution, members eligible to serve in this Committee are those "who are affected by the contract being negotiated." Past practice also dictates that only those currently employed by Chevron are eligible.

In preparation for negotiations, letters were mailed to every SUP member employed by Chevron requesting bargaining proposals for the Negotiating Committee's review.

Have been advised by members presently at sea, that in the event a full committee cannot be fielded today, they will be willing to serve once on the beach.

FOSS MARITIME COMPANY

The Foss Negotiating Committee met at Headquarters on November 28, to continue working on proposals for bargaining and will caucus again on December 26.

It is anticipated that negotiations will begin in January. The current agreement expires on March 2, 2001.

MILITARY SEALIFT COMMAND BID

The Union was notified on November 27, by Patriot Contract Services and Matson Navigation Company, that they were unsuccessful in their bids to operate the *USNS William A. Soderman* for the Military Sealift Command.

The operating contract for this vessel was awarded to American Overseas Marine Corp. (AMSEA) an SIU-A&G and American Maritime Officers (AMO) contracted company.

Matson and Patriot have indicated that they will continue to pursue government work and plan to bid to operate the *USNS LCPL Roy M. Wheat* when the MSC issues a Request For Proposal (RFP) some time next year. The *Wheat* was originally in the same RFP as the *Soderman*, however, the MSC withdrew her because she needed more extensive conversion work.

MARITIME ADMINISTRATION

The November 9 issue of the *Federal Register* noted that U.S. Ship Management, Inc. (USSMI) advised the Maritime Administration that the containership *Newark Bay* has been sold to Maersk Line and will be used as an ammunition carrier under long-term charter with the Military Sealift Command. As a result of the sale, that vessel is no longer eligible to receive payments under the Maritime Security Program (MSP).

If USSMI fails to resume operations under the MSP operating agreement for more than 180 days, MarAd can declare the company to be in default. However, USSMI has requested MarAd's approval to replace the *Newark Bay* with the *Sealand Pride* in order to remedy that potential default.

MarAd requested comments on this matter and in line with the position the SUP and MFOW have taken on the issue since 1997 regarding the allocation of "slots" in the Maritime Security Program submitted the following comments to MarAd on November 20:

RE: *Docket MarAd 2000-8246 — Comments on U.S. Shipmanagement, Inc: Notice of Application to Replace the Container Vessel "Newark Bay" in Maritime Security Program Operating Agreement MA/MSP-31*

"The Sailors' Union of the Pacific (SUP) and the Marine Firemen's Union (MFOW), two constituent unions of the Seafarers' International Union of North America—Pacific District (SIUNA-PD) submit the following comments on the above referenced docket:

If USSMI fails to resume operations under MA/MSP-31

by April 24, 2001, and if the Maritime Administration does not approve the substitution of the *Sealand Pride* for the *Newark Bay*, we propose that MarAd allocate the MSP Operating Agreement to American President Lines, Ltd. which would in turn transfer the Operating Agreement to American Ship Management, LLC. in accordance with MarAd's decision of October 27, 1997.

The decision by the Maritime Administrator stated in Section P that:

"Confirmed APL's agreement, in consideration of approval of transfer of nine Operating Agreement of APL by the MarAd on this date, to continue to agree to make good faith efforts to apply for inclusion, in the MSP, of two additional vessels, if additional slots for such program become available and three years from March 11, 1997, have not expired. These two vessels would be in addition to vessels enrolled in the MSP as of this date and failure to make such good faith efforts to apply shall constitute breach of contact by APL with the United States."

The two vessels referred to are C-11 type containerships *APL China* and *APL Japan*, sisterships of the *APL Korea*, *APL Philippines*, *APL Thailand*, and *APL Singapore* which currently are enrolled vessels in the Maritime Security Program. As MarAd should recall, in December 1996, APL offered MarAd 13 vessels for MSP enrollment, including the *APL China* and the *APL Japan*. MarAd ultimately offered APL nine Operating Agreements with Admiral Herberger's caveat in 1997, prompted by comments submitted by the SIUNA-PD, regarding the *APL China* and *APL Japan* when the APL MSP transfer to ASM was approved.

Although the time limit on this decision has now expired we believe that MarAd should honor the intent of this decision.

It must be pointed out that the *APL China* and *APL Japan* were built in 1995. Both vessels operate in trans-Pacific service in the same trade route as the *APL Korea*, *APL Philippines*, *APL Thailand*, and *APL Singapore*, which were also built in 1995 and were/are considered by MarAd to be modern, technologically advanced and militarily useful vessels to be enrolled in MSP.

The *Sealand Pride* was built in 1985 and has a capacity of 3,700 TEUs while the *China* and *Japan* are nine years younger and have a capacity of 4,800 TEUs.

As affected parties, the Sailors' Union of the Pacific and the Marine Firemen's Union urges MarAd to live up to the intent of its 1997 decision if in fact USSMI defaults on its MSP Operating Agreement and to compel APL to apply for that Operating Agreement."

/s/Gunnar Lundeborg

President/Secretary-Treasurer, SUP

/s/Whitey Disley

President/Secretary-Treasurer, MFOW

UPDATE: PROPOSED PENSIONER HOUSING BENEFIT

In response to the inquiries of many active and retired members regarding the use of the funds derived from the sale of the SUP Welfare Plan's parking lot in San Francisco, the following is an update:

As the membership will recall, the lot was sold on August 11, 1999, for \$13 million. The buyer, Atlantic Pacific Companies, put \$3 million down of which the Welfare Plan received \$2,511,639. The remainder of the \$3 million was paid out for real estate commission, taxes, attorneys fees, etc. (See the September 24, 1999 issue of the *West Coast Sailors*). The balance of the purchase price, \$10 million, is due and payable to the Welfare Plan within 18 months after the close of escrow, which is mid-February 2001.

As the membership will also recall, then Vice President Duane Hewitt and your secretary proposed to the employer trustees in 1998, that proceeds from the sale of the lot be paid to current and future SUP pensioners as the money to purchase the lot was derived from the allocation of the entire 1949 wage increase. Background on this issue is in the September 25, 1998 *West Coast Sailors*.

The Union's proposal is that a "housing benefit" be

SUP President's Report continued

paid out monthly with the exact amount to be determined by actuarial calculation. The recipients of the benefit as proposed should include the following:

- All SUP members who are currently receiving a regular pension;
- All SUP members who are receiving a mandatory deferred vested pension;
- All SUP members who are receiving a Chevron pension and who were dues-paying members while so employed;
- All future retirees who are now active members, and who qualify under the five-year vesting rule as of the end of fiscal year 1999 (July 31, 2000).

The Internal Revenue Service is currently reviewing this proposal as to its legality. The Washington, D.C.-based law firm of Yablonski, Both & Edelman have been retained by the Plan Trustees to assist Plan co-counsel in this matter. The Union Trustees, Vice President Dave Connolly and your secretary, are committed to make this proposed benefit a reality.

Will keep the membership fully informed when the government makes a determination.

SUP MONEY PURCHASE PENSION PLAN

According to the Administrator of the SUP Money Purchase Pension Plan, the annual valuation statements for Plan participants should be mailed by the end of the year.

The delay is due in part to the change in Plan administration and the desire of the Plan Trustees to ensure that the statements are accurate.

STCW '95

All hands are again reminded that in order to continue sailing after February 1, 2002, you **must** have an STCW (Stan-

dards of Training, Certification and Watchkeeping) '95 certificate.

With a little over a year to go before this mandatory requirement goes into effect, members who do not hold an STCW '95 certificate should sign up for one of the training sessions scheduled for next year. A complete schedule of the five-day training for 2001 will be printed in this month's *West Coast Sailors*.

Applications to attend STCW '95 classes at the SUP/Training Resources Ltd. site in San Diego are available at every SUP hall, the SUP Welfare Plan and the Andrew Furuseth School of Seamanship.

There is no cost to any SUP member taking this necessary training: just his or her time. Tuition, transportation, lodging and subsistence are borne by the SUP Welfare Plan's Training Fund.

HOLIDAYS

All SUP halls will be closed on Christmas Day, Monday, December 25; New Year's Day, Monday, January 1; and Monday, January 15 in observance of Martin Luther King, Jr.'s birthday.

ACTION TAKEN

An Appeals Committee was elected to hear the appeal of Wayne Burgess regarding the Trial Committee's report and recommendations: Elected were Duane Hewitt, Bob Copeland, Paul Fuentes, Kaj Kristensen, Gene Van Klinken, Art Thanash (alternate). The Committee will convene at 0800, December 16, at Headquarters.

Chevron Negotiating Committee: Elected were: Burt Burris, John Drolla, Thor Erickson.

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

Gunnar Lundeberg

FINDINGS AND RECOMMENDATIONS OF THE APPEALS COMMITTEE IN THE TRIAL OF WAYNE BURGESS

In accordance with Article XVIII of the SUP Constitution, we the Appeals Committee, elected at the Headquarters meeting on December 11, 2000, met on December 16, 2000 at Headquarters at 0800 to consider the appeal of Wayne Burgess, #5638, regarding the charges brought against him by Duane Nash, #2437, and the subsequent trial held on these charges at the Wilmington Branch on September 5, 2000.

After fully reviewing the record of the Trial Committee, and after hearing the appellate oral testimony of Mr. Burgess, and after reading and discussing the merits of the appellate brief submitted by Mr. Burgess, we find the following:

- 1) There were no procedural errors in the Trial.
- 2) There was substantial evidence to support the Trial Committee's finding of guilt on Charges No. 1, No. 2, and No. 3, any one of which constitute sufficient grounds for the Trial Committee's recommendation to remove Mr. Burgess from "any and all elected office of the Sailors' Union of the Pacific."
- 3) The Appeals Committee discussed Charges No. 4 and No. 5 but issue this determination without consideration of those charges.

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

The proceedings were transcribed verbatim by a court reporter. The Committee adjourned at 1200.

Fraternally,

Duane Hewitt

Duane Hewitt #5748--Chairman

Bob Copeland

Bob Copeland #4763

Paul Fuentes

Paul Fuentes #2239

Kaj E. Kristensen

Kaj Kristensen #3120

Gene Van Klinken

Gene Van Klinken #862

Art Thanash

Art Thanash # 3249

Alternate

Vice President's Report

December 2000

Along with Gunnar Lundeberg, and Exxon Seamen's Union Recording Secretary Tom Thompson, I met with the Chevron negotiating committee elected at the November 11 meeting at Headquarters. We began compiling information and proposals and had a series of discussions about comparative wages and conditions. Also continued working with the Foss negotiating committee revising proposals and sorting out the various side letters and addendums to the current agreement.

In order to perform its role of contract administration and to determine whether or not grounds for a formal grievance exist, the Union sent ASM an informational demand regarding their entire investigation of the Chinese visa process. ASM promised compliance. In ASM's subsidiary, Patriot Contract Services, the consistent appearance of LMSR paycheck irregularities prompted this office to investigate their payroll practices. We discovered, and the Company agreed, that overtime rates for all ratings had been miscalculated since August 1, 2000. The company agreed to pay at the rates established by agreement, and to make the sailors whole through a retroactive payment.

In the case of the Chevron Washington's restriction-to-ship in the Panama Canal on October 30th, the Company agreed to pay the equivalent of a day's base wage to all unlicensed sailors in the ship as compensation. More importantly, Chevron acknowledged the likelihood of delay at the Canal and promised to secure the proper clearances prior to future departures.

Using new data and technology, the front office recently completed a membership demographic survey. As part of a West Coast consortium of unions applying for federal grant monies related to training, the survey will also aid the Union in projecting our manpower requirements. With assistance from Bill Henneberry, Teresa Anibale, Jack Mannering, Colin Dewey and Terry O'Neill, work continues on the new SUP website.

Since early November, 5 new LMSR's have come under SUP jurisdiction, bringing the present total of the LMSR fleet to 7 ships. In this remarkably compressed delivery period, during which there were also two activations from ROS to FOS, the Union met the challenge of shipping trained and qualified sailors on each ship

with not a single missed man-day. The task required great preparation in terms of training, registration and dispatching, and could have only been accomplished by our united efforts. Kudos to the Andrew Furuseth School of Seamanship and its director Jack Mannering. The tireless work of the Branch Agents deserves recognition, as does the coordination of Dispatcher Knud Anderson and the determination of Norfolk Representative Jack Stasko. But the greatest praise is reserved for the sailors themselves who turned to SUP-style and were old hands on the first day. This kind of cooperation and performance will become even more important in the new year as deliveries and activations test our mettle. The old model of crew at lowest cost and competence is crumbling, and not only for government ships. In its place is a results-driven model centering on the practical demonstration of ability, and that applies to the Union as much as the sailors. This plays to the strength of the SUP, of course, who has always been the best at everything.

Towards our continued performance, all members and agents should be informed about the coming deployment of ships according to the most current information available. On January 2nd the USNS Gordon or the USNS Shugart is scheduled to call for gangs for an FOS activation related to CBR/D exercises off the East Coast. On or about January 3rd, the USNS Mendonca will get her full crew in the yard in Avondale. On the same day the Cape Girardieux of the RRF is expected to depart Alameda to load stores in Honolulu for UNREP exercises somewhere near the international date line. The USNS Pililaaui and the USNS Brittin are both scheduled for delivery in middle and latter part of next year. The year 2001 should also see further activations for exercises and to deploy the ships to new home ports. I want to encourage all those who have taken the MSC-required training to make themselves available in the coming months, especially early in January, and anyone interested in the January 8 LMSR class in San Diego should contact Headquarters immediately.

Happy Holidays to one and all,

Dave Connolly

A look astern—100 years ago

From the Coast Seamen's Journal, December 26, 1900. An editorial reflecting back on the 19th century and looking ahead to the 20th.

Before the next issue of this journal reaches its subscribers the glorious nineteenth century, with its many triumphs and achievements, will have gone into the abyss of the past, and a new century of illimitable opportunities for human advancement will be upon us. The ship has, as an instrument of commerce, also done more to bring together the people of the earth than any other agency. One hundred years ago not a steamship was afloat. Now there is at least 2,000 ocean-going steamers of over 3,000 tons, and with speed ranging from 14 knots and upwards, and about 21 steamers have a speed of from 20 to 23 knots. Contrast the 20-knot steamer of 10,000 tons with the puny sailing crafts of one hundred years ago, averaging less than 200 tons. Or contrast the great modern four-masted steel sailing ship, carrying 5,000 tons, with their predecessors of a hundred years ago.

It is good to take a look backwards once a while and try to get our bearings. Vast and

wonderful as has been the progress made in shipping and navigation during the last one hundred years, which certainly cannot be reckoned at any less than fifty-fold, he would be a rash man who would assert that the men "that go down to the sea in ships" are fifty-fold better off than they were one hundred years ago. Nay, on the contrary, the seaman have hardly shared at all in the general advancement. Like other toilers, however, the seamen are awakening from their long slumber and demanding an equitable share in the wealth that they create. This result can only be achieved through organization, and if the work of organization is carried forward as it should be, at the end of the first ten years of the new century all the toilers in every maritime craft and profession on the American continent or on the high seas ought to be organized and federated together. Then it will be easy to obtain justice. We ask our seafaring readers, "Shall it be done, and will you aid to bring it about?"

Note: The report of the Appeals Committee will be voted on at the January coastwise membership meetings.

SUP Branch Reports

Seattle

November 20, 2000

Shipped the following during the period: 3 bosuns, 10 ABs, and 1 OS and 3 standbys. The regular jobs were taken by 4 A cards, 5 B cards, and 5 C cards. The standby jobs were taken by 1 B cards and 2 C cards.

Registered for the period: 12 A cards for a total of 34; 8 B cards for a total of 22; and 6 C cards for a total of 23.

Ships checked

APL Singapore, APL Korea checked out okay. APL Thailand had an equalization of overtime issue. Matson ships Kauai and R.J. Pfeiffer doing well.

Along with ITF Inspector Lila Smith and members of ILWU Local 19, boarded the foreign-flag freighter APL China. Captains and chief engineers salaries with ten years service with Neptune Ship Management Company are \$4,670 per month. A bosun with five to six years service is \$830 and an AB is paid \$707.

I would like to thank Brothers Mike Dirksen, Steve Crute and Jed Tweedy for helping out this election season.

Attended the Deep Sea Fisherman's Union executive board meeting, the King County Labor Council meetings, the

quarterly Seattle Port Coalition meeting.

Met and worked with AFL-CIO President John Sweeney in regards to the national elections. Received a call from the Pacific Northwest Newspaper Guild. They have "hit the bricks" and asked for our help on the picket lines with both the Seattle Times and the Seattle Post Intelligencer. This is expected to be a long and ugly strike. Brother Norm Christiansen and Tim Patricio built "burn barrels" to help the with the cold weather as the rest of use responded SUP style and are taking our turns on the picket lines.

Vince O'Halloran
Branch Agent

Wilmington

November 20, 2000

Shipping for the period: 7 bosuns, 21 ABs, 1 AB Maint., 2 OSs, and 109 standbys for a total of 140 jobs shipped.

Registration stands at: 46 A members, 28 B members, 12 C members, and 6 D registrants.

Ships checked

President Truman, Maui, Manoa, APL Philippines, Lurline, Mahimahi, Ewa, President Kennedy, APL Singapore, President Grant, President Adams, President Wilson, Manulani, Lihue, President Polk,

Mokihana and APL Korea.

The annual Christmas party held by SUP/MFOW will be on December 16, from 12:00 P.M. to 3:00 P.M. All hands welcome.

William Berger
Branch Agent

Honolulu

November 20, 2000

Shipped the following during the month of October: 3 ABs and 1 OS; filled by 3 A members and 1 B member; shipped 20 standbys filled by 1 A member, 1 B member, 11 C members, and 7 D registrants, for a total of 24 jobs dispatched in October.

Registration for the month of October: 5 A members, 4 B members, 2 C members, and 2 D registrants. We now have 12 A members, 6 B members, 2 C members and 7 D registrants, for a total of 27 registered.

Ships checked

R.J. Pfeiffer, Ewa, Lihue, Maui, Kauai, Chief Gadao, Lurline and Manulani. The Manulani has been put on the Honolulu/Los Angeles run as the eighth vessel. Paint and rigging gang running smoothly with George Lua as bosun.

Attended various political functions for the

federal representatives. On October 25, attended the Honolulu Port Council meeting.

Mike Duvall
Branch Agent

Norfolk Office

December 8, 2000

It has been very busy here since my last report. I now have five LMSR ships in the Norfolk area, one in Baltimore, and one in New Orleans. The USNS Gilliland will turn over December 15, which will complete the four Bay ships managed by Patriot Company. So far all have been checked on a weekly basis and are in good shape. I made the m/v America on her last call here under U.S. flag. Bosun Joe Moniz has the ship running like a Singer sewing machine, with a top SUP gang. They were all in good spirits but a little sad knowing the end is just a few week away. Rolando Mendoza doing is doing a fine job with the sheets, collected three hours disputed time.

I will travel north December 23, and pay off the USNS Fisher in Baltimore as she will go into ROS after completing her trip to Hawaii. I will then head for the Gulf to crew up the new USNS Mendonca also call on the Chevron Arizona.

In the last two week I have shipped 1 bosun, 2 ABs, filled by 1 B and 2 OSs. Also filled all MFOW jobs.

With shipping good, I have 1 A, 1C and 4 Ds registered in the port of Norfolk.

At this time I would like to wish all hands a very happy holiday season.

Jack Stasko
SUP/MFOW Rep

SUP members join pension ranks

Patrick J. Flynn, Book #2228, joined SUP in 1967.

Ralph L. Senter, Book #7323, joined SUP in 1952.

Robert Hill-Tout, Book #5806, joined SUP in 1967.

James G. Love, Book #4100, joined SUP in 1967.

Rizal L. Rillo, Book #16848, joined SUP in 1970.

Dispatcher's Report

Headquarters—Dec. 2000

Deck	
Bosun	8
Carpenter	0
MM	4
AB	27
OS	1
Standby	37
Total Deck Jobs Shipped	77
Total Deck B, C, D Shipped	16
Engine/Steward	
QMED	0
Pumpman	0
Oiler	0
Wiper	0
Steward	0
Cook	0
Messman	0
Total E&S Jobs Shipped	0
Total E&S B, C, D Shipped	0
Total Jobs Shipped - All Depts.	77
Total B, C, D Shipped-All Depts. ...	16
Total Registered "A"	86
Total Registered "B"	84
Total Registered "C"	11
Total Registered "D"	10

San Francisco Business Agent

December 11, 2000

There is a fast track AB course scheduled for January 23. Anyone with the sea time who is having trouble with passing the Coast Guard test should contact me or Jack Mannering to see about the possibility of enrolling.

Chief Gadao - Jon Rose, delegate. "Paul Hall" milk showed up on the pineapple run twice in one week. Notified the company on this.

Ewa - In lay-up at Port of Richmond.

Kauai - John Kerlin turned over the sheets to new delegate to be named. All in good order with new bosun Remoni Tufono.

Mahimahi - Tom Larkin, delegate.

Manoa - Take Matsukawa, delegate.

Matsonia - Jon Justice turned over the sheets and took his trip off. Jose Galeas is preparing for the AB test, and we all wish him the best of luck.

Mokihana - Charles Mohun, delegate.

Moku Pahu - Departed Vietnam for the port of Nawiliwili to take a load of sugar.

R.J. Pfeiffer - No problems. Delegate lives in Bay Area and doesn't leave a crew list for the Business Agent.

Chevron Colorado - Regular run, everything smooth.

Chevron Washington - Returned from the Gulf and once again running on the coast. The failure of the company to provide launch service in Panama has been turned over to the Vice President for further negotiation with the company.

Chevron Mississippi - Dave McKeithen, delegate. In the shipyard in Portland. Visited by Seattle Branch Agent Vince O'Halloran And found in good order.

Foss Maritime - Disputed overtime where company tried to justify having an SUP Tug idle and use another (call) boat to move petroleum a barge. The time will be paid.

San Francisco Bar Pilots - Roy Tufono, delegate. Roy is working the river on the Pittsburg, and so I haven't seen him in some time. Plans to change the turn-to time to midnight on a trial basis are in the discussion stage.

Ready Reserve Fleet - Alameda Danny Foster, delegate. The excitement is all about the up coming break out and exercise of the Cape Girardeau. Coupled with some personality problems I've been over there several times. To paraphrase one of our past leaders, some people don't know when they are well off. John Duran will be going up for his AB soon, we all wish him good luck.

ASM ShoreGang - Norman Kwak, delegate: Routine.

President Adams - Bill Remoto, delegate. Gang wishes all hands a happy holiday.

President Grant - Teo Rojas finished up

his time as delegate and got off time up. New delegate will be chosen when they sail. Happy ship.

Pres. Jackson - Dennis Tinsley, delegate.

President Kennedy - Joe Eckert made the bosun's job down south; after just getting off the Jackson. Ira Reitzel (delegate) got off, time up. One item of disputed overtime taken up with the company. Problems with coffee time are to be handled on the ship, mostly by working traditional hours.

President Truman - First Officer Bertran got off. Doubt if he will be missed by the gang.

President Wilson - Delegate lives in Bay Area, and did not leave a crew list for the Business Agent. Otherwise no apparent problems. Several clarifications handled in LA by Port Agent William Berger.

Bill Henneberry

Letter to the editor

December 12, 2000

The SUP rank and file in and around Norfolk, VA, would like to commend our West Coast Union brothers, and especially our Union officials: First for their wisdom in seeing the necessity in opening an SUP hall in Norfolk, and second, for choosing Brother Jack Stasko to take the helm.

It was no small task to get the hall up and running. One day the membership here had nothing but a telephone to connect us with the Union, the next day we had a hall and branch agent. Union business is running so efficiently it seems like the hall and agent have always been here.

Almost all the members here are new to the Union. This means that Jack Stasko has his work cut out for him. Benefits, work rules, shipping rules, overtime questions, etc. All these things have to be explained over and over again. Put all that together with finding qualified replacements that have all the necessary certificates to take the job. Not to forge that Agent Stasko is not taking over a union hall from somebody, he's starting from scratch. After considering all this, now double it with taking on the duties of the MFOW too!

This letter is also an appeal to the book members on the West Coast. These MSC/LMSR ships are important to the future of the SUP. Now, the SUP needs real union people. Book members that already "know the ropes" to take some of these jobs. I know that the SUP has done a lot for me.

Mike Binsky #5710