



Matson Profits Plunge From Pandemic Peak

Matson Navigation released its expected operating results for the fourth quarter of 2022 on January 18, 2023. The full financial report will not be available until February 21, 2023, but lower volumes in every trade lane put serious downward pressure on earnings. In fact, the preliminary announcement appears crafted to soften the blow of a negative reaction on Wall Street since the year-over-year comparisons between 4Q 2022 and 4Q 2021, are likely to be dramatic and dreadful.

Ocean Transportation, the largest segment of Company earnings production by far, fell in the fourth quarter to somewhere between 70 and 80 million. How far was the fall? The press release didn't mention it, but operating income for 4Q 2021 was nearly 461 million.

"Matson's Ocean Transportation and Logistics business segments performed well in a difficult business environment," said Chairman and Chief Executive Officer Matt Cox. "Within Ocean Transportation, our China service achieved lower year-over-year volume and freight rates which contributed to the decline..." The China trade is key,

and lower volumes combined with lower rates, has a multiplier effect to the downside.

Matson's rates are not entirely transparent due to long-term contracts and surcharges, but are generally higher than most transpacific carriers, as represented by the Shanghai Containerized Freight Index. The higher rates are due to a specialized premium service, an expedited 10-day China-to-Long Beach voyage and minimum "dwell" time of containers on the dock awaiting transport to destination. In this way the Company's CLX and CLX+ service competes in part not with shipping but with air freight. In any case, China volumes were cut in half, down 47%, which will have enormous impact.

Cox elaborated: "As we mentioned on our November earnings call, we expected the fourth quarter of 2022 and first quarter of 2023 to be challenging in the Transpacific tradelane as retailers' inventories adjust to consumer demand levels and as ocean liners reduce vessel capacity to meet lower demand levels. Currently in the Transpacific marketplace, business conditions remain challenging as retailers continue to right-size inventories amidst weakening consumer demand, increasing interest rates and economic uncertainty. As such, we expect our CLX and CLX+ services in the first quarter and first half of the year to reflect freight demand levels below normalized conditions with lower year-over-year volumes and a lower rate environment.

"Absent an economic 'hard landing' in the U.S.," Cox said, "we expect improved trade dynamics in the second half of 2023 as the Transpacific marketplace transitions to a more normalized level of demand. Regardless of the economic environment, we operate the two fastest and most reliable ocean services and, as a result, we expect to continue to earn a significant rate premium to the Shanghai Containerized Freight Index."

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SUP Reaches Breakthrough Deal With Chevron Shipping

The SUP Negotiating Committee reached a tentative three-year agreement with Chevron Shipping Co. covering sailors in all three unlicensed departments of the Company's U.S.-flag ships.

The historic, concession-free deal contains major and innovative advances in wages, working conditions, and total compensation. It came about after more than a year of gaining membership input, seeking clarification, and formulating proposals that covered the full range of employment. The negotiations were intense and compressed over a stretch of nine days at the end of January. Nearly at contract expiration, the final marathon bargaining sessions produced a 7% raise on base and overtime wages for most billets, a retroactive Continuous Service Bonus of \$750.00 for every five years of service, and an Extended Service Bonus uplift of 50% of base wage (1.5x) for tours lasting more than 110 days.

Other improvements included wage protections on job classification paid at the rate of duties worked, and on the day joining and departing a ship vacation will not be burned and wages earned. There was also agreement to allow all sailors the Company policy travel per diem of \$45.00. Bosuns and Stewards gained a 11.5% increase on overtime in the first year, in addition to an increase of 2.5% on base wage. In the second and third year of the three-year agreement, all base and overtime rates will rise by 2.75% and 2.5%. Delegates will get 1 hour of overtime per week to perform delegate's duties. The Steward department finally got its own coffee break inclusion and standard state-room sanitary duties got both recognition and compensation.

The Union spent much time in bargaining explaining the pitfalls of the Company hiring process

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Supply Chain House Hearing Cites Jones Act Benefits

In the first hearing of the new Congress' powerful House Transportation and Infrastructure Committee, Transportation Trades Department (AFL-CIO) President Greg Regan told members that the Jones Act needs to be fully enforced and strengthened to better protect against supply chain disruptions and to shake loose from the country's "dangerous dependence on foreign flag vessels."

Regan was testifying before the House Committee on Transportation & Infrastructure on supply chain challenges and infrastructure issues. SUP is a member of the TTD, representing 37 unions in the maritime, aviation, rail, transit, trucking, highway, longshore, and related industries.

He noted that last year's colossal ship backup at West Coast ports - due to lack of rail and trucking side capacity once containers were unloaded - have finally been alleviated. However, he said that Congress should be proactive to prevent future such occurrences by enforcing and funding the policies that support the operation of U.S.-flag ships in the international trades. "This will ensure that a greater portion of America's trade will be controlled by American vessels and their American crews, lessening the opportunity for foreign flag vessels to dictate the terms and conditions governing ocean transportation," he said. "This will also reduce

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Walsh Exits and Julie Su Rises at DOL

Secretary of Labor Marty Walsh is set to leave the Biden administration to head up the National Hockey League's player union as Executive Director. He is expected to take over at the NHL Players' Association, a union in search of a new leader since April of last year to replace Donald Fehr, who has served in that position since 2010.

In 2021, Walsh became the first union member to serve as Labor Secretary in more than 40 years. He joined the Laborers' Union, Local 223 as a young man, eventually becoming the head of the organization, also led the Boston Building and Construction Trades Council and served as the Mayor of Boston.

During his tenure he worked to implement the President's pro-labor agenda, and had a number of solid successes. He helped facilitate initial discussion and federal prioritization of the West Coast

longshore contract talks and pressed for labor rights in infrastructure improvements. He also faced setbacks such as a drop in union density and an unsatisfying end to the recent railroad strike that left workers without paid sick days.

Walsh is a longtime hockey fan and Boston Bruins season ticket holder. It is not clear yet who his replacement will be at the DOL. However, Julie Su is a dedicated labor lawyer and the existing Deputy Labor Secretary; few have credentials as illustrious as hers. She was the California Labor Secretary, serving under Governor Gavin Newsom, and headed California's Division of Labor Standards Enforcement under Gov. Jerry Brown. She started her legal career at Asian-Pacific American Legal Center and was a Litigation Director for Advancing Justice L.A., a non-profit civil rights organization.

She was the lead attorney for the El Monte Thai

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SUP Honor Roll

Voluntary contributions from the membership to the following funds:

Dues-Paying Pensioners

Diane Ferrari.....BK#2251
Joseph Ginez.....BK#3026
Hannu Kurppa BK #3162
Gunnar Lundeborg.....BK#4090
Duane NashBK#2437
Vince O’HalloranBK#2463
Alexander Earle..... BK#1885
Terry Lane BK#4107
Michael Sposeto.....BK#7503
Michael Worth.....BK#3929

Organization/ General Fund

Jill Holleman \$100
Peter Winter \$100
John Rezada..... \$100
Donald Gates \$10
Joel Schor \$20
Stephen Rydberg..... \$200
Dennis Acosta..... \$20

West Coast Sailors

Peter Winter \$100
Reid Barlow \$50
Haiden Isberto..... \$100
Randy Runyan \$10

Political Fund

Antonio Respicio..... \$10
Frank Walker..... \$100
Gil Manipon \$10
Peter Winter \$200
Christopher Bartolo..... \$20
Dominic Metz..... \$10
Reid Barlow \$50
Camilo Moreno \$50
Ben Braceross..... \$50
John Rezada..... \$100
Nick Manessiotis \$50
Joe Mantanona \$50
Matt Dulay..... \$50
Joseph Dulay..... \$10
Herbert Oquendo \$10
Robert Leeper..... \$400
Erick Weiss \$100
Cesar Runatay \$100
Robin Colonas \$50
Haiden Isberto..... \$50
Stephen Rydberg..... \$300
David Hampton..... \$20
Juan Gonzalez \$50
Dennis Acosta..... \$20
Patrick Weisbarth \$50
Jonathon Anderson-Kaisa..... \$30
Emo Aulelava..... \$20
Dave Connolly \$200
Nick Hoogendam..... \$20

Final Departures

Grady Breedlove, Book No. 5668. Born in Oklahoma in 1937. Joined SUP in 1958. Died in Clearlake, California, January 3, 2023. (Pensioner)
Edward Sabo, Book No. 7447. Born in New Jersey in 1942. Joined SUP in 1964. Died on January 18, 2023. (Pensioner)
Joseph Castege, Book No. 4590. Born in California in 1924. Joined SUP in 1947. Died in San Jose, California, December 2, 2022 (Pensioner)

SUP Welfare Plan Notes SIU Pacific District Pension Plan

IRS Form W-4P Tax Withholding Certificate Revisions

In compliance with Internal Revenue Service regulations and revisions to the Form W-4P Tax Withholding Certificate, the SIU Pacific District Pension Plan Administrative Office has mailed out new Form W-4Ps to all current retirees. Many retirees have already completed and returned their forms to the Plan Office. Those who have elected federal tax withholding will have their withholding amounts automatically converted in accordance with the latest tax tables, filing status and monthly benefit amount. Elections for no tax withholding will be honored as well. Those who do not submit the new Form W-4P and have previously elected federal tax withholding will have their latest withholding election automatically converted to a low default tax table amount based on their monthly benefit; or, if a previous election has been made for no tax withholding, no tax withholding will continue. Changes will be effective March 1, 2023. Forms may still be submitted to the SIU Pacific District Pension Plan at the address or fax number below.

Verification of Receipt of Pension Benefit Payments

The SIU Pacific District Pension Plan annually sends out forms to pensioners at the beginning of each year asking them to verify that they have received their monthly benefit payments for the previous calendar year. A second request was recently mailed out to those pensioners who have not yet responded. If you are a pensioner and you have not submitted your Verification form to the Plan Administrative Office, please do so at your earliest opportunity to avoid possible delay of future pension benefit payments. Forms can be submitted by mail or fax to:

**SIU Pacific District Pension Plan, 730 Harrison St, Suite 400
San Francisco, CA 94107 Fax: 415-495-6110**

Michelle Chang, Administrator michelle@marinerbenefits.org,
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Patty Martin, MPP & 401(k) Plans, Death Benefits patty@marinerbenefits.org

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

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

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

SIU-PD Pension 415-764-4987 SIU-PD Supplemental Benefits 415-764-4991

Seafarers Medical Center 415-392-3611

Membership and Ratings Committee

The Committee met on February 2, 2023 and found the following members eligible for advancement in seniority and rating stamps in the various departments.

Name and Membership	Number	Seatime	Rating	Seniority
Mark Acord	Bk#3823	6 yrs.	A.B.	A
Jonathon Anderson-Kaisa	Bk#3189	6 yrs.	A.B.	A
Cesar Runatay	B-19740	1 yr.	A.B.	B
Muthana Koraish	B-19741	1 yr.	A.B.	B
Vincente Romano,	B-19742	1 yr.	A.B.	B
Alfred Blunt	C-2960	30 days	O.S.	C
Jhon Relojo	C-2961	30 days	O.S	C
Abdulla Mused	C-2962	30 days	A.B.	C
Abdulghafor Ahmed	C-2963	30 days	A.B.	C
Jeffrey DeMarzo	C-2964	30 days	A.B.	C

Ratings: Bosun Stamp

Rico Ecalnir, Jr.	Bk#1901
Jonathan Pampilon	Bk#3885

Membership and Ratings Committee’s Report: Paul Fuentes, BK#2239, Janan Johair, BK#4329, and Ron Reed, BK#3188.



Standing with Rep. Pramila Jayapal (D-WA) chair of the House Progressive Caucus is J. Lars Turner, MMP Vice President and Vince O’Halloran, former SUP Seattle Branch Agent after a labor roundtable discussion on the full range of labor and maritime issues.

SUP Meetings 2023

These are the dates for the regularly scheduled 2023 SUP meetings:

SUP HQ	SUP Branches
March 13	March 20
April 10	April 17
May 8	May 15
June 13*	June 20*
July 10	July 17
August 14	August 21
September 11	September 18
October 9*	October 17
November 14*	November 20
December 11	December 18

*Denotes Tuesday meeting due to holiday

Walsh Exits; Julie Su Rises at DOL

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Garment Slavery Case, representing the El Monte garment workers. Su successfully pursued a legal theory that held manufacturers responsible for the wage theft, as well as the operators who actually kept the garment workers captive. She and other activists also petitioned for the workers to be able to stay in the United States under a visa program for those who cooperate with the government in criminal trials. This led to the creation of the T-Visa for victims of human trafficking. Although she may be considered for the top job, the necessary Congressional confirmation of her nomination to a Cabinet level position is uncertain in a divided Congress. Rather than risk a confirmation battle, she may serve as Acting DOL Secretary for the remainder of President Biden’s first term.

West Coast Sailors

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Right to Strike Threatened as Walkouts Spread In UK

The International Transport Workers’ Federation said Monday that unions will go to court if necessary to oppose pending legislation that would force strikers to return to work or lose their jobs.

“The UK government has launched a full-scale attack on working people and trade unions,” said ITF President Paddy Crumlin. “Instead of engaging with workers who sustain vital public services and negotiating in good faith to solve the legitimate disputes which have led to recent strike action, [the Tory Party is] attacking workers fighting for a fair pay

rise during the worst cost of living crisis in decades.”

The rate of inflation in the UK last year was over 10 percent.

The new bill would give Cabinet ministers the power to unilaterally set “minimum staffing levels” in sectors including transportation and health care.

“Beyond ensuring people’s basic needs, no government should have such broad powers to restrict the right to strike in public services of fundamental importance,” said ITF Legal Director Ruwan Subasinghe.

“Under these proposals, ministers alone would decide what constitutes a minimum service level—they would have absolute discretion resulting in scores of workers being forced under threat of legal penalties to abandon strike action.”

“This is certainly in breach of international law.”

The main opposition Labor Party says it will oppose the bill.

“We’ve had minimum service levels in countries all over Europe for years [but] it’s never been enacted, because logistically it doesn’t work,” said Mick Whelan,

general secretary of the train drivers’ union ASLEF, whose members went out on strike on Jan. 26.

“Coming to the table will resolve this—threatening us with sacking or more pernicious legislation when we already have the worst trade union legislation in Europe isn’t going to solve the issue,” he added.

Along with about 700 transport unions representing almost 20 million workers in 147 countries, the SUP through its international belongs to the ITF.

Prime Violator: Amazon Cited By DOL on Working Conditions

The U.S. Department of Labor today announced that its Occupational Safety and Health Administration has issued citations at three more Amazon warehouses – in Aurora, Colorado; Nampa, Idaho; and Castleton, New York – for failing to keep workers safe and delivered hazard alert letters for exposing workers to ergonomic hazards.

OSHA cited the multinational e-commerce company for not providing safe workplaces in violation of the OSH Act’s general duty clause. The inspections follow referrals from the U.S. Attorney’s

Office for the Southern District of New York that led the agency to open inspections and find similar violations at other Amazon warehouse facilities in Florida, Illinois and New York in July 2022. OSHA later opened inspections in Aurora, Nampa and Castleton on Aug. 1, 2022.

At all six locations, OSHA investigators found Amazon exposed warehouse workers to a high risk of low back injuries and other musculoskeletal disorders. The risks they faced are related to the following:

- Heavy weight of the items handled by workers.
- Employees awkwardly twisting, bending and extending themselves to lift items.
- Long hours required to complete assigned tasks.

OSHA reviewed on-site injury logs required by federal law and discovered that, in fact, Amazon warehouse workers experienced high rates of musculoskeletal disorders. OSHA proposed \$46,875 in penalties for the violations at the Aurora, Nampa and Castleton facilities.

“Amazon’s operating methods are creating hazardous work conditions and processes, leading to serious worker injuries,” explained Assistant Secretary for Occupational Safety and Health Doug Parker. “They need to take these injuries seriously and implement a company-wide strategy to protect their employees from these well-known and preventable hazards.”

Amazon has 15 business days from receipt of the current citations and proposed penalty to comply, request an informal conference with OSHA’s area director, or contest the findings.

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Another Toxic Train Derailment Raises Safe Crew Standards

A freight train carrying toxic chemicals derailed and caused fire and a controlled release of hazardous materials in East Palestine, a small town in eastern Ohio. The town was evacuated as air and water quality was called into question. Ohio Gov. Mike DeWine said “It raises all kinds of questions” about the safety of rail transport.

An industry spokesman said that 99.9% of all hazardous materials shipments reach their destination safely. But with nearly every town the country exposed to some extent to rail transportation, the stakes are high. Statistics show the accident rate to be low when considering the number of incidents occur at a rate of 17.4 per million train miles (17.4 per 1.6 million train kilometers) in 2019, but that drops to 2.9 accidents per million train miles without incidents at railroad crossings and those involving trespassers that are largely out of railroads’ control. But the catastrophic nature of some of the incidents does not accurately account for risk exposure, especially by mere fact of a low average incident rate by mere miles traveled.

Railroads try to route hazardous materials shipments on the safest path. That typically means rural routing and that is where most of the worst recent derailments have happened in recent years. In 2013 a derailment in Canada killed 47

people in the town of Lac Megantic and caused millions of dollars in damage. An accident in South Carolina killed nine people and injured more than 250 after toxic chlorine gases were released in Graniteville.

Three East Palestine residents have filed suit in federal court, alleging negligence. Among other things, the lawsuit says the railroad failed to maintain and inspect its tracks and rail cars, failed to provide appropriate employee training, and failed to reasonably warn the public.

Rail unions have long argued that the industry has become less safe and more risky due in part to widespread job cuts. Greg Regan, president of the AFL-CIO’s Transportation Trades Department coalition, said he worries the chances of a catastrophic derailment are increasing because major freight railroads have eliminated roughly one-third of their workers over the past six years. Companies have shifted to running fewer, longer trains and say they don’t need as many crews, mechanics and locomotives.

Regan said that inspectors under the old operating rules had about two minutes to inspect every railcar. Now they only get roughly 30 to 45 seconds to check each car. Signalmen who maintain crossing guards and safety signals along the tracks also have bigger territories, making it

harder to keep up with preventative maintenance. “They’re really just trying to squeeze as much productivity out of these workers as they can,” Regan said. “And when you’re focused on timing and rushing, unfortunately sometimes things can fall through the cracks.”

Hazardous materials account for about 7-8% of the 30 million shipments that railroads deliver across the country every

year. But because of the way railroads mix freight together, at least a couple cars of hazardous materials can be found on nearly any train besides grain or coal trains. Regulators at the Federal Railroad Administration say the accident data so far does not show the industry’s new operating model is unsafe. But unions say the new system cuts jobs as it adds new layers of high-consequence risk.

Union Membership Grew in 2022

The number of American union members increased by 273,000 last year, according to new data released by the Bureau of Labor Statistics. The increase reflects the surge in organizing at workplaces that include coffee bars, software companies, universities, and museums.

“More and more people are realizing that the way to tackle economic and other challenges is to come together in a union,” said AFL-CIO President Liz Shuler. She

said changes to the country’s outdated labor laws are needed to ease the process.

“Workers face a stacked deck when they organize,” Shuler said. “We need stronger laws that protect our right to organize and hold union-busting corporations accountable.”

The Sailors’ Union of the Pacific is affiliated with the AFL-CIO through its international the Seafarer’s International Union of North America.



Drone shot of a recent toxic train derailment in Ohio that may be tied to unsafe crewing standards. This photo taken with a drone shows portions of a Norfolk Southern freight train that derailed Friday night in East Palestine, Ohio were still on fire at mid-day Saturday, Feb. 4, 2023. (AP Photo/Gene J. Puskar)



The first-ever SUP class sponsored by Matson Navigation in Oakland in support of the STCW endorsement “Basic IGF Code Operations” intended for crew of LNG fueled ships. From left to right in first row is Marcelo Javier, James Linderman, and Robert Reed. Standing in second row is Dan Ternura, Ponciano Sisquinia, Peter Leo and Saher Ali. Back row: MFOW brother, Anthony Wylie, Erik Thunstrom, Justin Foster, and Damon Collins.

Crew Legally Seizes Ship Over Unpaid Wages and Neglect

Four seafarers, with assistance from the International Transport Workers' Federation (ITF), have seized a cargo ship off the port of Dakar in Senegal after months without pay and mounting danger to their lives.

The four members of the *MV Onda* have struggled to survive and repair the engine of their ship. Port authorities in Dakar have ignored their requests for help for more than a year. Acting on behalf of the four members, the ITF went to a Senegalese court to have the ship legally seized, as its position near a busy shipping lane left crew and others vulnerable to collision at night, with no engine to power the vessel's warning lights.

The ITF is also claiming costs from the owners as they left the ship at anchor for lengthy periods without providing adequate provisions for the crew, as a shipowner is obliged to under the Maritime Labour Convention and most seafarer contracts. The ITF has stepped in on several occasions to ensure the seafarers did not starve.

The ITF has confirmed that Mr Nguet-sop Pierre Robinson, of Cameroon, has presented himself to the crew as the new owner of the ship. He has attempted to trick the crew into putting the vessel back into operation in exchange for empty

promises that they will be paid at some point in the future. The crew have been advised that they stand very little chance of recovering what they're owed if they accept this kind of deal. In January, new owners offered a deficient wage settlement to the captain only of \$33,000 short of the \$50,000 owed to him.

However, the crew find themselves in limbo because they cannot leave the ship to go home while the dispute continues and port authorities have refused help despite clear obligations under the Maritime Labor Convention (MLC 2006) which Senegal has ratified.

However, the authorities in Dakar refused to allow the ship into the port, claiming the port was too busy. The officials have persistently ignored requests from the ITF to intercede on behalf of the seafarers. Effectively violating the terms of the MLC which gives the authorities the right and responsibility to protect seafarer welfare when neither owner nor flag State steps in. In this case, the owners allowed registration of the ship to lapse some time ago. This means that there is no flag State.

As the ITF reported last year, the ship is in a busy anchorage and put the crew at peril without lights, among other things. "The *Onda* has been described as a ghost ship," said Steve Trowsdale, Inspectorate



ITF image of the *Onda*, so badly managed it was legally seized by the crew.

Coordinator at the ITF, "left to its fate by the owners and authorities. Both have completely neglected their responsibilities to look after the crew. They seem not to care that four human beings have been left to rot with inadequate food and water and no way off the ship."

"The ITF has seized the ship and is demanding that the owners pay the crew what they are owed, together with expenses the ITF has incurred, and the cost of getting the seafarers home. If they don't respond, the next stage will be to go back

to court to have the ship auctioned off to recoup this money," said the ITF's Trowsdale. The vessel remains seized until the owners pay the more than USD \$84,000 owed in wages to the beleaguered crew. Seizing the vessel means the ship cannot be used by its owner until the debts are settled.

"The owners have been put on notice. These seafarers have suffered for long enough. I will have no hesitation in taking that step if they do not respond promptly."

U.S. Military Shoots Down Balloon

On February 4th, a U.S. military fighter jet shot down a suspected Chinese spy balloon off the coast of South Carolina on Saturday, a week after it first entered U.S. airspace and triggered a dramatic — and public — spying saga that worsened China-U.S. relations. President Joe Biden said he had issued an order on Wednesday to take down the balloon, but the Pentagon had recommended waiting until it could be done over open water to safeguard civilians from debris crashing to Earth from thousands of feet (meters) above commercial air traffic.

Multiple fighter and refueling aircraft were involved in the mission, but only one — an F-22 fighter jet from Langley Air Force Base in Virginia — took the shot, using a single AIM-9X supersonic, heat-seeking, air-to-air missile, a senior U.S. military official said.

China strongly condemned the military strike on an airship that it says was used for meteorological and other scientific purposes, and which it said had strayed into U.S. airspace "completely accidentally" — claims

flatly dismissed by U.S. officials.

The balloon was shot down about six nautical miles off the U.S. coast of the Atlantic Ocean, over relatively shallow water, potentially aiding efforts to recover elements of the Chinese surveillance equipment over the coming days, U.S. officials said. One U.S. military official said the debris field was spread out over seven miles (11 km) of ocean, and multiple U.S. military vessels were on site.

The balloon entered U.S. airspace in Alaska on Jan. 28 before moving into Canadian airspace on Jan 30. It then re-entered U.S. airspace over northern Idaho on Jan. 31, a U.S. defense official said. Once it crossed over U.S. land, it did not return to open waters, making a shootdown difficult. U.S. officials did not publicly disclose the balloon's presence over the United States until Thursday when Washington called it a "clear violation" of U.S. sovereignty.

The Pentagon assesses that the balloon was part of a fleet of Chinese spy balloons, noting that another Chinese balloon was flying over

Latin America. Later the Pentagon and media sources confirmed that the balloon was part of a much larger, worldwide and sustained effort at Chinese intelligence gathering related to military sites.

The suspected spy balloon prompted Secretary of State Antony Blinken to postpone a visit to China this week that had been expected to start that week. Since this incident, three more incursions into U.S. airspace of suspected surveillance balloons have been detected and shot down.

In a connection that may or may not be related, the balloon entered U.S. airspace only days after the U.S. announced a major new basing strategy in the northern Philippines, only 200 miles from Taiwan.

The additional incursions both in the US and elsewhere, have created an international uproar and furor. Speculation abounds about the purpose and intent. The backlash was so powerful that both the Senate and the House unanimously condemned the Chinese government in a rare show of bi-partisanship.

Hate to Pop Your Chinese Spy Balloon



U.S. Navy sailors retrieve Chinese spy balloon parts from the Atlantic Ocean.

Laser Attack In South China Sea Increases Tensions

A China coast guard ship in the disputed South China Sea, on Feb. 6. On February 13, the Philippines accused a Chinese coast guard ship of hitting a Philippine coast guard vessel with a military-grade laser and temporarily blinding some of its crew.

As an international balloon spying scandal heightened military tensions worldwide, the Philippines on February 13th accused a Chinese coast guard ship of hitting a Philippine coast guard vessel with a military-grade laser and temporarily blinding some of its crew in the disputed South China Sea, calling it a “blatant” violation of Manila’s sovereign rights.

The Chinese ship also maneuvered dangerously close, about 449 feet, to block the Philippine patrol vessel BRP Malapascua from approaching Second Thomas Shoal, a submerged reef that has been occupied by Philippine forces, on Feb. 6, the Philippine coast guard said in a statement. The Philippines has filed nearly 200 diplomatic protests against China’s aggressive actions in the disputed waters in 2022 alone.

Although the Chinese coast guard had tried to block Philippine coast guard ships in the disputed waters before, this was the first time it used lasers and caused physical suffering among Filipino personnel,

Philippine coast guard spokesperson Commodore Armand Balilo.

“The Chinese ship illuminated the green laser light twice toward the BRP Malapascua, causing temporary blindness to her crew at the bridge,” the Philippine statement said.

The Philippine vessel was forced to move away from the area, where it was escorting a supply vessel that was delivering food and sailors to a Philippine navy sentry ship, the BRP Sierra Madre, which has been marooned on Second Thomas Shoal since 1999, the coast guard said.

Aside from China and the Philippines, Vietnam, Malaysia, Taiwan and Brunei also have overlapping claims in the resource-rich and busy waterway, where a bulk of the world’s commerce and oil transits.

China claims the South China Sea virtually in its entirety, putting it on a collision course with other claimants. Despite friendly overtures to Beijing by former Philippine President Rodrigo Duterte and his successor, Ferdinand Marcos Jr., who met Chinese leader Xi Jinping in January in Beijing, tensions have persisted, drawing in a closer military alliance between the Philippines and the U.S.

The United States lays no claims to the disputed sea but has deployed forces to



This photo provided by the Philippine Coast Guard shows a Chinese coast guard ship in the disputed South China Sea, Feb. 6. The Philippines, Monday, accused a Chinese coast guard ship of hitting a Philippine coast guard vessel with a military-grade laser and temporarily blinding some of its crew in the disputed South China Sea, calling it a “blatant” violation of Manila’s sovereign rights. PHILIPPINE COAST GUARD VIA ASSOCIATED PRESS

patrol the waters to promote freedom of navigation and overflight — moves that have angered Beijing, which has warned Washington to stop meddling in what it says is a purely Asian dispute.

The U.S. Navy and Marine Corps held joint exercises in the South China Sea in

the days following the shooting down of the suspected Chinese spy balloon. The U.S. has been taking steps to rebuild its military might in the Philippines more than 30 years after the closure of its large bases in the country and reinforcing an arc of military alliances in Asia.

U.S. Builds Military Presence in the Philippines

The Philippines is the United States’ oldest treaty ally in Asia and now Washington is shoring up its presence there.

After relations between the two countries deteriorated during former President Rodrigo Duterte’s six-year term, a new relationship has emerged under President Ferdinand Marcos, Jr.

U.S. officials were concerned when Mr. Duterte threatened to scrap the Visiting Forces Agreement, a long-held defense pact that allows for large-scale joint military exercises between the two allies. He also threatened to disregard the Enhanced Defense Cooperation Agreement, the deal that formed the basis for Thursday’s announcement.

Since he took office last June, President Marcos Jr. has sought to revive U.S. relations, surprising many foreign policy experts. On the campaign trail, Mr. Marcos had indicated that he would try to forge closer ties with China, a hallmark of Mr. Duterte’s term.

Mr. Marcos, the son of former dictator Ferdinand E. Marcos, has since said he “cannot see the Philippines in the future without having the United States as a partner.” At least 16,000 Filipino and American troops will train side by side in the northern province of Ilocos Norte, later this year.

Under Mr. Marcos, officials in the Philippines have started building contingency plans for a possible Chinese invasion of Taiwan. When the former House speaker Nancy Pelosi visited Taiwan last August, China responded by launching military exercises in multiple areas, including the Bashi Channel, a waterway separating

Taiwan and the Philippines.

Taiwanese officials called it an “air and sea blockade.” If war were to break out over Taiwan, “the battle space will encompass the Philippines,” said a U.S. official. China’s moves in the Bashi Channel “really brought that home for Philippine leaders,” he added.

The Philippines is also strategically important because of what lies beneath the surface of the ocean. The waters just off the west coast that abut the South China Sea — where China has turned a series of sand mounds into military bases — are flush with undergrowth, making it ideal for stealth submarine movement.

“You need to control the Philippines because of submarines,” said Michael J. Green, an Asia expert on the National Security Council under George W. Bush who now heads the United States Studies Center at the University of Sydney. “If you can picture it, the undersea topography is jungle-y — you can sneak in submarines.”

The U.S. Marine Corps has proposed shifting toward smaller units in the region that could deploy to remote islands for missile attacks, rear support, counterattacks or intelligence gathering in the case of a war with China over Taiwan. Along with islands in Japan, the islands of the Philippines represent what American military planners see as one of the most important locations for such tactics.

“I would expect to see rotational access and more frequent deployments of these small marine teams for training and joint exercises alongside their Philippine counterparts,” said Gregory B. Poling, a senior fellow for Southeast Asia and di-



rector of the Asia Maritime Transparency Initiative at the Center for Strategic and International Studies in Washington.

The five existing sites where the United States military has access are Cesar Basa Air Base and Fort Magsaysay near Manila; the Mactan-Benito Ebuen Air Base in central Cebu Province; Antonio Bautista Air Base in Palawan, to the east, and the Lumbia Air Base in the south. Since being granted access in 2016, the U.S. has used these sites to build facilities and preposition defense assets.

Three decades ago, the U.S. presence in the Philippines was a sore point among many Filipinos. The military bases maintained by Washington for nearly a century were seen to be a vestige of American colonialism. In 1992, the United States had to shut down its last American base in the Philippines after street protests and

a decision to get rid of it by the Philippine Senate.

But as China began its military incursions in the South China Sea, public opinion on the American presence in the Philippines has shifted.

The Philippines now wants American support to fend off Beijing’s continued military buildup in the South China Sea. Manila and Beijing have been locked in a long-running disagreement over the disputed waters that both sides claim as their own.

For some Filipinos, the planned increase of the American military presence in the Philippines remains contentious and protests were noted near at least one event during Sec. Austin’s visit.

A version of this article first appeared in the New York Times.

SUP Bargains Tentative Deal With Chevron

continued from page 1

in the context of a well-known mariner shortage. Ultimately, a separate agreement was made covering improvements to the hiring practices of the Company, under which the Union and the Company will work together to streamline and expedite

the hiring process for better performance and faster more certain reliefs. To aid in internal Company payroll, another memorandum of agreement expressing wages in hourly terms was also agreed upon.

Committee members were Brian Dixon, Sam Worth, Matt Henning, and Dave

Connolly. Chief among their goals was fair and just compensation for the work, sufficient to attract and retain members on the job. On a cumulative basis the new agreement does that, while also working to preserve and improve job security and jurisdiction, value and protect time

off, recognized and retain sailors with long service, build the mariner pool and streamline the relief process. Against the high winds of inflation, and the sense of a decline in the quality of life amid post-pandemic frustration, it manages both shelter and a step forward.

National Maritime Center Now Accepts E-Signatures

The National Maritime Center says it will now accept electronic signatures on all CG-719 series forms and all supporting documentation for merchant mariner credentials and medical certificates.

The agency says that e-mailing your application and e-signing your documents is “the preferred method for submission.”

“Applicants may e-sign applications and supporting documentation using software-generated electronic signatures (e.g., Microsoft Word, Adobe Acrobat, etc.) on the CG-719 series of forms and other supporting documentation to include, but not limited to, sea service, assessments, mariner training documentation, and qualified assessor and designated examiner requests,” the agency says.

As a reminder, NMC says that any submission that is missing signatures will be returned to the mariner or course provider, and that missing information will cause applications to be delayed or rejected.

MMC’s applications must be submitted to a Regional Exam Center. Requirements to e-submit your MMC application to a REC, or to MEDAIP@uscg.mil for medical certificate applications, have not changed. The Coast Guard says it can accommodate e-mails with attachments up to 35MB in size, but it suggests that prior to sending, applicants should verify whether their e-mail provider has size limits.

If you have any questions, please contact the NMC Customer Service Center by e-mailing IASKNMC@USCG.mil, by calling 1-888-IASKNMC (427-5662), via our online chat system or by visiting the National Maritime Center website at https://www.dco.uscg.mil/national_maritime_center/. Applications for a Merchant Mariner Credential (CG-719B) cannot be submitted directly to the NMC. Any application for a medical certificate that is submitted with a CG-719B (MMC and medical certificate) must be submitted to an REC.

Ketchup: Food of Survivors Three Weeks Adrift

Swept Out to Sea While Fixing A Boat, He Survived for 24 Days on Rainwater and Ketchup

A man who said he had been swept away by strong currents while repairing a sailboat near the island of Saint-Maarten in the Netherlands Antilles was rescued on Thursday after spending more than three weeks adrift.

Elvis Francois, 47, told rescuers he had survived by soaking up rainwater with a cloth and eating ketchup, garlic, and seasoning cubes. Doctors who examined him said he is in good health.

In a videotaped interview, he said he had to constantly bail water out of the boat to keep it from sinking.

To attract the attention of passing planes, he used a mirror to signal and scrawled the word “help” on the hull.

The sailboat was spotted from the air 120 nautical miles northwest of La Guajira Peninsula.

Francois was then picked up by a containership and taken to Cartagena, from where he was set to be repatriated to his home country, Dominica.

Mariner Health Resources

SUP Employee Assistance Resources. The SUP Welfare Plan provides access to high quality and free employee assistance services including confidential counseling, financial help, online peer group support, 24 hour crisis help including suicide prevention, among many other things. Our provider, Uprise Health, has a more complete list of services and resources at www.uprisehealth.com or our SUP-specific benefits and the Uprise brochure is available on this site under the SUP Welfare Plan tab above and dropdown list heading at EAP. If there are any problems or questions on access, contact the SUP Welfare Plan at 415 778 5490 or the SUP at 415 777 3400.

Six Ways Unions Build a Strong Middle Class

Middle-class Americans are more prosperous when more workers in our communities are unionized. But today only 12 percent of Americans are union members — a record low. Here are six ways unions build a strong middle class:

More power in the economy

Unions raise wages and benefits

Workers who join unions earn 15 percent more — or \$2.50 more per hour — than nonunion counterparts. Union membership is also associated with a 19 percent increase in the likelihood of having employer-provided health insurance, and a 25 percent increase in having employer-sponsored retirement plans.

Unions build career ladders to the middle class

Fifty-six percent of unionized workers have access to work-related education assistance, compared to 48 percent of nonunion workers. Also, when unions are involved, training is of higher quality, enhances job stability, and is more likely to help advance workers' careers across multiple employers.

Unions ensure middle-class workers are represented in corporate decision making

Unions help create internal balance in corporate decision making. If unions were stronger today, corporations would consider how middle-class workers were affected when making major decisions.

More power in government

Unions promote political participation

For every 1 percent increase in union density, voter turnout for all Americans increases by 0.2 to 0.25 percent — and even more for minorities and the nonwealthy. If unionization rates were 10 percentage points higher in 2008, 2.6 million to 3.2 million more citizens would have turned out to vote.

Unions help balance the disproportionate influence of corporations and trade associations on Congress



But as unions have weakened, corporations — rather than the middle class — dominate American elections. In 2010, corporate and trade association Political Action Committees outspent labor by \$218 million and the difference in lobbying expenses was over \$2 billion. And these gaps are just the tip of the iceberg, especially now that the Supreme Court has legalized virtually unlimited corporate spending on campaigns.

Unions help ensure policies that benefit the middle class

It would be hard to exaggerate the influence that the labor movement has had on creating and maintaining that social safety net that undergirds the American middle class. Labor's support has been to key to passing minimum wage laws, unemployment insurance, Social Security, Medicare, the Civil Rights Act, the Equal Pay Act, the Occupational Safety and Health Act, the Family and Medical Leave Act, the Wall Street Reform and Consumer Protection Act, and the Affordable Health Care Act, among others.

Center for American Progress Action Fund

AMERICAN WORKER PROJECT



Digitally Enabled EAP with Self-Guided Mental Health & Work-Life Services

Life presents us with challenges at work and at home on a daily basis. You do not have to face these challenges alone, even if you're far away.


We Are Here to Help

EAP benefits are available to all employees and their families at NO COST to you. The EAP offers confidential advice, support, and practical solutions to real-life issues. You can access these confidential services by calling the toll-free number and speaking with our care team, or accessing online.

Digitally Enabled Employee Assistance Program (EAP)

Our program is designed to help reduce stress and keep you healthy.

- Bite-sized training is available from your desktop or mobile app.
- Access is confidential. Take the assessment and check your wellbeing score.
- Get your own personalized recommendations for self-guided CBT.
- Skills training to develop your resilience, stress management, and mental fitness.
- Visit us.uprise.co or download the Uprise Health app on [Google Play](#) or [Apple App Store](#).
- Create an account with your email and the access code:



Services for Employees & Families

Confidential Counseling

Up to 3 face-to-face, video or telephonic counseling sessions for relationship and family issues, stress, anxiety, and other common challenges.

24-hour Crisis Help

Toll-free access for you or a family member experiencing a crisis.


Online Peer Support Groups

Online support groups for addiction recovery, anxiety, depression, frontline workers, grief and loss, parenting, and more.

Tess, AI Chat-bot

24/7 chatbot for emotional support and check-ins to boost wellness.

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Your EAP provides a wide range of work-life services to help you manage a variety of challenges

Financial Help

30-days of access with a personal money coach who will work with the member toward financial wellness by identifying financial goals, assessing current financial situation, and providing a suggested detailed action plan.

Legal Services

One 30-minute legal consultation per each separate legal matter at no cost, 25% reduction from the normal hourly rate if member retains attorney or mediator.

Online Legal Forms

Create, save, print, and revise online legal forms including wills, contracts, leases, and many more.

Child & Parenting Services

Get information and support on parenting, school issues, adoption, daycare, and other important issues for parents.

Adult & Eldercare Services

Get assistance in finding quality information and services including transportation, meals, activities, daytime care, housing, and more.

Webinars & Trainings

Industry experts will present monthly work-life webinars on a variety of topics.

EAP Services & Support for Supervisors

Managing people can be challenging. All supervisors have fast access to phone consultations and trainings about the EAP and management topics:

- Critical incidents
- Drug-free workplace
- Making employee referrals
- Organizational development
- Education and training
- Conflicts in the workplace

We Are Here to Help

Phone: 866.949.3645

Website: uprisehealth.com/members

Access Code: SUP

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Report Details Costs of “Employee Misclassification” to Workers

A new report from the Economic Policy Institute (EPI) calculates the costs working people pay when employers misclassify their employees as “independent contractors.” EPI concludes that such employee misclassification imposes significant economic costs on workers and deprives people of fundamental labor rights, such as wage and hour protections. Construction workers, home health aides, landscapers, truck drivers, janitors and nail salon workers are the occupations where misclassification is most common, which is compounded by the fact that many of these occupations already have relatively low annual incomes.

A typical construction worker, for instance, would lose out on an additional \$16,729 in annual income and job benefits by being classified as an independent contractor. When workers who are employees are misclassified like this, they do not have the legal right to earn at least the applicable minimum wage and to be paid time-and-a-half for overtime hours. They are no longer eligible to participate in state and federal unemployment insurance systems or qualify for workers’ compensation insurance covering treatment and benefits if they are injured on the job. They also lack the protections in the National Labor Relations Act, which ensures workers’ rights to form unions and bargain collectively to improve their working conditions.

“Employer misclassification of workers as independent contractors robs workers of labor rights and threatens their economic security,” said Heidi Shierholz, EPI president and co-author of the report. “It’s not just gig workers and journalists who are harmed by employer misclassification — nail salon workers, truck drivers, and construction workers are among the most impacted occupations. Allowing employers to exploit loopholes in labor law puts these workers at greater risk.”

Income Tax Tips for 2022, Deadlines Filing in 2023

The Internal Revenue Service started accepting and processing tax returns on Monday, Jan. 23. Employers are required to send you your W-2 by Jan. 31. If you worked multiple jobs last year you should expect to receive separate W-2s from each employer. You'll need to include each W-2 form you receive in your tax return. The form is especially important because it verifies how much you earned.

Most 1099 forms are due by the end of January as well.

Taxes are due by April 18 but aren't due until May 15 for residents in parts of California impacted by recent storms.

If you're granted an extension, you'll have until Oct. 16 to file.

Here's some general tips:

1. Be aware of identity theft attempts.

Identity thieves thrive on tax season. Ignore texts, phone calls, or emails claiming to be from the IRS. The agency will only communicate with you via mail.

2. File for free.

Every year, people spend hundreds of dollars to have a tax preparer do their returns. In addition to the extra cost, sometime even paid professionals can make mistakes. If you want to file yourself, MyFreeTaxes.org offers free filing with virtual help for incomes \$66,000 or less. There are also VITA clinics (Volunteer Income Tax Assistance) nationwide that can assist those with incomes under \$60,000 for free.

3. Double and triple-check your return for mistakes.

The most common reasons for e-file rejections are simple mistakes, such as name misspellings or errors with ZIP codes and Social Security numbers.

4. Bring all your 2022 tax documents.

If someone is assisting you, make sure you have all the needed documents, including W2s, 1099s, business/income expenses, childcare expenses, educator expenses for teachers, donations, and more. Check your prior year's return to help remember.

5. Report self-employment if your net earnings were \$400 or more.

If your side job pays enough, as it often does for those who work gig economy jobs (Uber, etc.) the income must be reported.

6. If you sold a home, be aware of capital gains taxes.

You can sell your primary residence and be exempt from capital gains taxes on the first \$250,000 if you are single and \$500,000 if you are filing jointly. That exemption is allowable only once every two years.

7. Claim a Working from Home (WFH) deduction – if it applies. (not likely for fulltime mariners) Many more Americans are working from home since the pandemic. But you can only claim the WFH deduction if you own a business or have self-employment income, such as freelancers and gig workers. (If you get a W2, then you can't take these deductions, even if you work from home.) Deductions can include utilities, insurance, mortgage/rent, and even depreciation.

8. Be aware of the Dec. 31 cutoff.

If you paid expenses before Dec. 31, 2022, they can be deducted from the 2022 tax return. That includes property taxes, medical bills, and charitable contributions. If you are looking to file as “married filing jointly,” make sure the marriage happened before Dec. 31, 2022. Likewise, if you are recently divorced and planning to file as “single” or “head of household,” make sure the divorce decree was filed before Dec. 31, 2022.

Update: the IRS has just issued guidance that special state tax payments do not need to be reported on 2022 returns.

9. Be aware of 401(k) withdrawals.

While contributing to a retirement account can save you tax money, remember that early withdrawals or defaulted 401(k) loans will result in an additional 10 percent income tax.

10. Know who is eligible for the Earned Income Tax Credits.

The Earned Income Tax Credit (EITC) can help low- to moderate-income earners, especially those with children. Yet low-income taxpayers who claimed it were 5 1/2 times more likely to get audited than anyone else. If you claim a child here, the child must have lived with you for more than half the tax year. And if you are married, you can't claim the EITC using the single filing status.

11. Unemployment Benefits Are Federally Taxable

For those who regularly collect unemployment, it is important to remember that from the perspective of the federal government, your unemployment benefits are the same as your wages. Unemployment payouts are funded by taxes paid by employees and employers. When this money is paid out to an unemployed worker, it is meant to be a substitute for wages. Thus, unemployment benefits are considered a type of income, and they are subject to federal income tax in the same way that your ordinary paycheck would be.

The unfortunate truth is that most states do indeed tax unemployment benefits, just like the federal government. However, some states have no income tax, meaning your unemployment benefits will remain untaxed as well. A few other states simply choose not to tax unemployment benefits, while others tax only a portion.

Alaska, for example, doesn't have a state tax and therefore doesn't tax unemployment benefits. But even though Alabama does have a state income tax, unemployment benefits remain untaxed. Indiana taxes unemployment benefits, but a portion may be deductible.

Look for Your Form 1099-G: To be sure that you're paying the correct amount of tax, look for Form 1099-G in the mail from your state taxing authority. Typically, tax forms like 1099-G are mailed on or about Jan. 31 of the year following when you received benefits. Box 1 of Form 1099-G will show the total unemployment compensation paid to you, which is what you'll have to report on your taxes.

Note that in some states, like California, your entire unemployment benefit program is accessible online. This means that you can log on to a site run by the state and access all the information about your unemployment benefits, including tax forms like your 1099-G. Check with your state to see if you can get electronic copies of your 1099-G, especially if you haven't received it in the mail by February.

Note: Things Have Changed Since 2020 When the devastating initial effects of the coronavirus triggered many businesses to close their doors in 2020, the unemployment rate spiked. Many Americans who had never been on out of work before found themselves drawing unemployment checks for the first time. If you were one of the many Americans who received unemployment compensation in 2020, it's important to realize that the taxation of unemployment benefits was suspended for that year only. Special legislation allowed Americans to exempt up to \$10,200 of their unemployment compensation from taxation. However, that policy was not extended into 2021. For tax year 2022 and the foreseeable future, the taxation of unemployment benefits has returned.

Disclaimer: This is not financial or tax filing advice. CONSULT YOUR TAX ADVISOR, or the INTERNAL REVENUE SERVICE, or your state's TAX AUTHORITY for definitive information particular to your situation.

LMRDA Compliance Disclosure: Union Member Rights and Officer Responsibilities

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. For more information contact the nearest OLMS field office listed on page 2 of this fact sheet.

Union Member Rights — Union members have: equal rights to participate in union activities; freedom of speech and assembly; voice in setting rates of dues, fees, and assessments; protection of the right to sue; safeguards against improper discipline

Copies of Collective Bargaining Agreements — Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements. Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from the OLMS Internet Public Disclosure Room at www.unionreports.dol.gov.

Officer Elections — Union members have the right to: nominate candidates for office, run for office, cast a secret ballot, protest the conduct of an election. Officer Removal- Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct. Trusteeships - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA. Prohibition Against Certain Discipline - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right. Prohibition Against Violence - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities Financial

Safeguards — Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment. Bonding — Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports — Union officers must file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS and retain the records necessary to verify the reports for at least five years.

Officer Reports — Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections — Unions must: hold elections of officers of local unions by secret ballot at least every three years; conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year; mail a notice of election to every member at least 15 days prior to the election; comply with a candidate's request to distribute campaign material; not use union funds or resources to promote any candidate (nor may employer funds or resources be used) permit candidates to have election observers; allow candidates to inspect the union's membership list once within 30 days prior to the election; Restrictions on Holding Office — A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years. Loans — A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time. Fines — A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

President Biden 2023 State of the Union

On the evening of February 7, 2023 President Biden delivered a State of the Union address that was outwardly pro-Union, and aligned with official AFL-CIO outlook and policy on nearly everything else. After so many years without recognition, or worse, it was refreshing to hear an American president speak in favor Unions and of the right to organize, of the right to a living wage, and to otherwise cut through the baloney about a much ignored and much misunderstood force for good in American history and society. Here are a few quotes from the speech.

President Biden on Infrastructure

“While I was there, I met an ironworker named Saria, who is here tonight. For 30 years, she’s been a proud member of Ironworkers Local 44, known as the “cowboys of the sky” who built the Cincinnati skyline. Saria said she can’t wait to be ten stories above the Ohio River building that new bridge. That’s pride. That’s what were also building — Pride”

President Biden on Made in America

”And when we do these projects — and, again, I get criticized about this, but I make no excuses for it — we’re going to buy American. We’re going to buy American. Folks — and it’s totally — it’s totally consistent with international trade rules. Buy American has been the law since 1933. But for too long, past administrations — Democrat and Republican — have fought to get around it. Not anymore. And on my watch, American roads, bridges, and American highways are going to be made with American products as well. Folks, my economic plan is about investing in places and people that have been forgotten. So many of you listening tonight, I know you feel it. So many of you felt like you’ve just simply been forgotten. Amid the economic upheaval of the past four decades, too many people have been left behind and treated like they’re invisible. Maybe that’s you, watching from home. You remember the jobs that went away. You remember them, don’t you? The folks at home remember them. You wonder whether the path even exists anymore for your children to get ahead without having to move away. Well, that’s why — I get that. That’s why we’re building an economy where no one is left behind. Jobs are coming back, pride is coming back because of choices we made in the last several years. You know, this is, in my view, a blue-collar blueprint to rebuild America and make a real difference in your lives at home.”

President Biden Highlights IBEW

“We’re building 500,000 electric vehicle charging stations installed across the country by tens of thousands of IBEW workers.”

President Biden on the Economy

“We’ve already created 800,000 good-paying manufacturing jobs, the fastest growth in 40 years”
“That’s going to come from companies that have announced more than \$300 billion in investments in American manufacturing in the last two years. Outside of Columbus, Ohio, Intel is building semiconductor factories on a thousand acres — a literal field of dreams. That’ll create 10,000 jobs. 7,000 construction jobs. 3,000 jobs once the factories are finished. ”

President Biden on Drug Prices

“Make no mistake, if you try anything to raise the cost of drug prices, I will veto it. And, look, I’m pleased to say that more Americans have health insurance now than ever in history. A record 16 million people are enrolled in the Affordable Care Act.

And thanks to the law I signed last year, millions are saving \$800 a year on their premiums.”
President Biden on the Cancer Moonshot

“And fourth, last year, Jill and I reignited the Cancer Moonshot that I was able to start with, and President Obama asked me to lead our administration on this issue. Our goal is to cut the cancer death rates at least by 50 percent in the next 25 years, turn more cancers from death sentences to treatable diseases, provide more support for patients and their families.”

President Biden on Social Security and Medicare

"All right. All right. We got unanimity! Social Security and Medicare are a lifeline for millions of seniors. Americans have to pay into them from the very first paycheck they’ve started."
"So, tonight, let’s all agree — and we apparently are — let’s stand up for seniors. Stand up and show them we will not cut Social Security. We will not cut Medicare."

President Biden on the Pro-Act

"I’m so sick and tired of companies breaking the law by preventing workers from organizing. Pass the PRO Act! Because workers have a right to form a union. And let’s guarantee all workers have a living wage."

President Biden on Made in America Manufacturing

"Tonight, I’m also announcing new standards to require all construction materials used in federal infrastructure projects to be made in America. Made in America. I mean it. Lumber, glass, drywall, fiber-optic cable. And on my watch, American roads, bridges, and American highways are going to be made with American products as well."

President Biden on Public School Teachers and Education

"Let’s give public school teachers a raise." ... "We’re making progress by reducing student debt, increasing Pell Grants for working and middle-class families."

President Biden on Anti-Trust

"Let’s finish the job. Pass the bipartisan legislation to strengthen and — to strengthen antitrust enforcement — and prevent big online platforms from giving their own products an unfair advantage."

President Biden on The Child Tax Credit

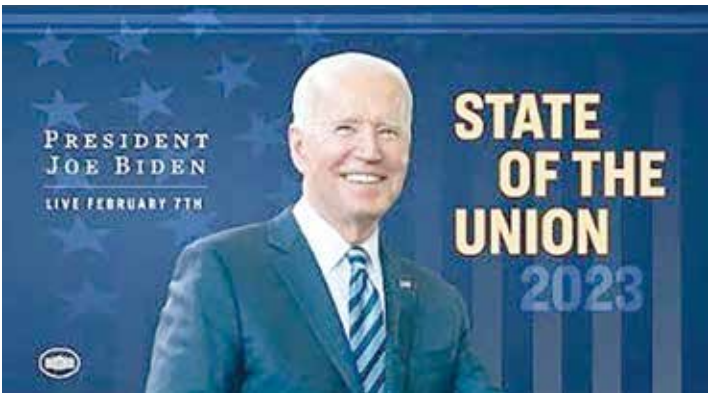
"Let’s restore the full Child Tax Credit — (applause) — which gave tens of millions of parents some breathing room and cut child poverty in half to the lowest level in history."

President Biden on Corporate Accountability

"We pay for these investments in our future by finally making the wealthiest and biggest corporations begin to pay their fair share. Just begin. Look, I’m a capitalist. I’m a capitalist. But pay your fair share. I think a lot of you at home — a lot of you at home agree with me and many people that you know: The tax system is not fair. It is not fair."

President Biden on Families and Sick Leave

“Let’s make sure working parents can afford to raise a family with sick days, paid family and medical leave, and affordable childcare. That’s going to enable millions of more people to go and stay at work.”



Matson Profits Face Tough Comparison

continued from page 1

Fourth Quarter Trade lane Volume (Forty-foot equivalent units (FEU)

For the three months ended December 31, 2022 compared to the three months ended December 31, 2021 and on a FEU basis:

- Hawaii container volume decreased 13.0 percent primarily due to lower retail- and hospitality-related demand and one less week;
- Alaska volume decreased 7.7 percent primarily due to (i) lower northbound volume primarily due to one less sailing and one less week and (ii) lower southbound volume primarily due to lower domestic seafood volume and one less week, partially offset by higher export seafood volume from Alaska-Asia Express ("AAX");
- China volume was 47.2 percent lower primarily due to (i) lower demand for the CLX and CLX+ services, (ii) the discontinuation of the CCX service in 3Q22 and (iii) one less week;
- Guam volume was 14.0 percent lower primarily due to lower retail-related demand; and

Founded in 1882, Matson is a leading carrier of ocean freight, providing a vital lifeline to the domestic non-contiguous economies of Hawaii, Alaska, and Guam, and to other island economies in Micronesia. Matson also operates services from China to Long Beach, California, provides service to Okinawa, Japan, and various islands in the South Pacific, and operates an international export service from Dutch Harbor to Asia. The Company's fleet of owned and chartered vessels includes containerships, combination container and roll-on/roll-off ships and custom-designed barges. Matson’s containerships are crewed on deck by members of the Sailors’ Union of the Pacific.

- Expects 4Q22 operating income for Ocean Transportation to be \$70.0 to \$80.0 million
- Expects 4Q22 operating income for Logistics to be \$12.0 to \$13.0 million



Off Waikiki Beach on her maiden voyage, the Kanaloa-class Lurline made her first approach into Honolulu on January 17, 2020.

- Expects 4Q22 net income and diluted EPS to be \$69.9 to \$74.8 million and \$1.88 to \$2.01, respectively
- Year-over-year decrease in consolidated operating income driven primarily by lower contribution from China service
- Repurchased approximately 1.5 million shares in 4Q22
- Announces fourth quarter earnings call date on February 21, 2023



SUP PRESIDENT'S REPORT

COVID-19 EMERGENCY END

President Biden this month announced an end to the public health emergency associated with COVID 19, officially set for May 11. This will result in reduced or no funding for certain testing, treatments, and vaccines and other government provide health services. In the United States, an average of more than 500 people in the United States still die every day from the disease each day, and the latest Omicron variant called XBB.1.5 is even more contagious, becoming today the dominant strain in Los Angeles County at 32.5%. But now at the three-year mark of the pandemic, with outcomes less severe, the coronavirus no longer poses the same overall risk. At the restoration of our normal shipping rules last month, and the lifting of all restrictions this month, the Union has also resumed mostly normal business. For example, the use of face masks in hiring halls is now optional. The membership, Union agents, and administrative staff deserve thanks for their patience and congratulations for their perseverance through the crisis.

MATSON REVISED COVID 19 PROTOCOLS

On January 31, Matson released its official COVID 19 protocols update which was reported in advance of the official announcement last month. As a recap, shore leave is restored in the China-Long Beach Express (CLX) service. Importantly, there are no further restrictions in place. Matson's PCR testing is now replaced entirely by Company supplied or reimbursed "at home" rapid antigen test for new crew and union officials boarding ships. For more information see the SUP website at www.sailors.org, or bulletin board postings in SUP hiring halls.

CHEVRON SHIPPING NEGOTIATIONS

By ship visits, emails, texts, and phone calls SUP Headquarters has held prolonged discussions with the membership employed by Chevron Shipping Co. Our notice of impending negotiations was delivered by these methods and more, including the SUP website and in the *West Coast Sailors*. Such notice yielded large response and a file of suggestions, proposals, and reports was assembled. Comprised of Brian Dixon, a long-time rank-and-file Chevron member, SUP Vice-President Matt Henning and myself, the SUP Negotiating Committee met on January 18 and January 20 to sort through and prioritize proposals. The Committee formulated a plan to achieve the main goal which was much higher compensation.

After intense bargaining in dozens of meetings with Company and internally, the SUP Negotiating Committee reached an historic and concession-free agreement with Chevron Shipping Company according to the following terms:

1. Three-Year Deal: beginning February 1, 2023, through January 31, 2026, covering all three unlicensed departments of Chevron's present and future U.S.-flag vessels.
2. Seven Percent in Year 1: Base and overtime wages rise each year for all ratings except bosun and steward by 7.0%, 2.75%, and 2.5% for a cumulative 12.25% compounded at 12.68% before Continuous Service and Extended Service bonuses in 4 and 5 below.
3. Overtime Boost: Wages rise in Year 1 for the bosun and steward by 2.5% on base wages and by 11.5% on overtime, and thereafter at the same percentage increase for all ratings.
4. Continuous Service Bonus: \$750.00 of a cumulative lump sum for every five years of unbroken service payable retroactive to February 1, 2023, based on previous service record and on an ongoing basis for all future service.
5. Extended Service Bonus: after a requested 90-day tour of duty base wages shall increase by 1.5 times for every day after 110 days of time onboard.
6. Wage Protection: no misclassification of wages: higher pay rate applies to job duties performed by classification including as temporary or trainee assignment.
7. Delegate's Pay: one hour of overtime paid on a weekly basis to perform delegate's duties.
8. Travel Wage Protection: wages paid for days joining/departing without vacation burn.
9. Travel Policy Upgrades: Travel Per Diem confirmation of \$45.00 per day to offset any travel related expenses plus "at sea" room and meal allowance subsistence upgrades.
10. Vacation Accrual Transparency: vacation banked notification within 3 business days of departure or on request.
11. Steward's Department Breaks: Two coffee breaks of 15 minutes at regular times or as permitted by schedule.
12. Stateroom Sanitary Provision: Once a month "Sunday Routine" personal light workday and quarters cleaning at four hours of overtime and two hours prior to departure.
13. Hiring Practice Improvements: Memorandum of Understanding on improving hiring process for more effective hiring, including minor increase to Industry Fund.

The Committee confronted management on Company profits and presented the complete range of member-driven proposals. They repeatedly reminded the Company that they could afford our initial and most effective proposals, much time was spent debating the mutual benefit vastly higher compensation. The Company repeatedly rejected such a straightforward and foundational fix. The Company pressed instead its own proposals and the Committee defended against old and

new takeaways. Progress on marginal issues did not deter the Committee from its chief goal of higher compensation, especially up front to offset years of deferred maintenance. The outcome was a decent and competitive wage that together with other monetary and non-monetary benefits will retain the highly qualified workers it takes to do the job. The Committee produced the highest single year increases in base wage and overtime at Chevron in decades, the first-ever Continuous Service Bonus, a first-ever Extended Service Bonus, and new travel pay and job classification wage protections. In the total package the goal was met, and the Committee concluded that nothing was left on the table. They recommend ratification, and Mr. Chairman, on their behalf I so move.

SAN FRANCISCO BAR PILOTS

Under Section 4 of the collective bargaining agreement between San Francisco Bar Pilots and the Sailors' Union of the Pacific, the Cost-of-Living Adjustment formula for 2023 is laid out in paragraph C and applicable. Since 2022 figures were only recently calculated and made available by the Bureau of Labor Statistics there is a built-in delay of a about a month.

Using that formula, the Consumer Price Index for SF-Oakland-Hayward the change from December 2022 over the previous year by 4.9%. Any increase in this index above 4% shall be added to the base wage and effective January 1, 2023. Accordingly, the Company and the Union agreed to a 0.9% increase and reviewed pay rate updates for the week beginning February 6 and retroactive payments to January 1 will register on February 15, 2023.

APL MARINE SERVICES

JMX Service: On January 23, the Union was notified by APL Marine Services that the company will replace the APL Gulf Express with the CNC Mercury in the Jebel Ali-Middle East Express (JMX) service. The JMX service includes port calls at Jebel Ali in the United Arab Emirates; Umm Said in Qatar; Bahrain; and Shuwaikh and Shuaiba, Kuwait.

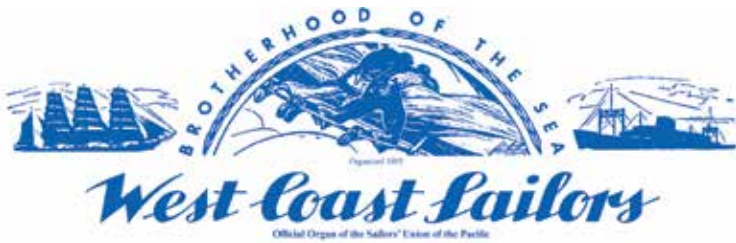
The *CNC Mercury* was built in 2016 and is currently operated under Maltese flag by CNC Shipping (Singapore), a CMA CGM subsidiary. The 18,870 gross ton vessel has a length of 170 meters, breadth of 28 meters, depth of 28 meters, and operates at a service speed of 18.5 knots. Cargo capacity is 1,750 twenty-foot-equivalent units with 350 reefer points.

The *CNC Mercury* is expected to enter a shipyard in March, and then be reflagged and renamed prior to JMX service in April. The company has not yet determined the disposition of the *APL Gulf Express*.

Ready Reserve Force Bid

As reported in part last month, in late December (12/21/22) the Maritime Administration published the latest solicitation or Request for Proposals (RFP) for the entire Ready Reserve Force (RRF). The current RRF contracts are scheduled to expire on July 26, 2024, but on January 23 the Union was notified by Patriot Contract Services that the successor RRF Ship Management Services RFP would require initial bids much sooner.

The period of performance for the new contract, beginning in 2024, will be a base period of five years with one five-year option for a total contract period of 10 years. While working to resolve many open questions inherent to the RFP, I have started the construction of a competitive and successful bid package with interested SUP-con-



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SUP President’s Report continued

tracted companies. Will advise on changes such as they develop.

At the same time a 4.5% wage increase is due for the existing Ready Reserve Force Vessels under SUP contract in the final year (Year 8). These are the ships operated by Patriot Contract Services (*Admiral Callaghan, Cape Orlando, Cape Taylor, Cape Texas, Cape Trinity, Cape Victory and Cape Vincent*) and by Matson Navigation Company (*Cape Henry, Cape Horn, Cape Hudson*) for the period between January 27, 2023 to January 27, 2024. Mr. Chairman, I recommend the allocation of the entire 4.5% increase to wages and wage related items, reserving as always the right to re-allocate among the various benefit plans as necessary and approved by the membership and

as laid out again below.

HOLIDAYS

President’s Day: On Monday, February 20, 2023 all SUP hiring halls will be closed for President’s Day. As a result of the holiday Branch meetings will be held on Tuesday, February 21, 2023.

ACTION TAKEN

- M/S to ratify Chevron Agreement. Carried.
- M/S to concur in the balance of the President's Report. Carried

Dave Connolly

	Monthly Wage	Daily Wage	OT Rate	Monthly Supplemental	Daily Supplemental	Pension	MPP
Bosun	\$6001.84	\$200.06	\$46.04	\$3481.07	\$116.03	\$20.00	\$11.99
AB	\$4776.64	\$159.22	\$39.29	\$2770.44	\$92.34	\$20.00	\$11.99
OS	\$3288.43	\$109.62	\$23.49	\$1907.29	\$63.57	\$20.00	\$9.83
GVA/GDA	\$3856.38	\$128.55	\$23.49	\$2236.70	\$74.55	\$20.00	\$10.78
SUP ROS 27 Jan 23							
	Weekly Wage	Daily Wage	OT Rate	Monthly Supplemental	Daily Supplemental	Pension	MPP
Bosun	\$1862.13	\$266.01	\$45.59	\$124.14	\$17.74	\$20.00	\$11.94
GVA/GDA	\$1143.57	\$163.37	\$23.25	\$76.24	\$10.89	\$20.00	\$11.94
Unlicensed personnel shall earn fifteen (15) days of supplemental wages for each thirty (30) days employed in FOS and two (2) days of supplemental wages for each thirty (30) days employed in ROS, or pro rata and paid by the Company.							
The Hourly Overtime Rates above shall be paid for all work performed in excess of eight (8) hours on any day, Monday through Friday, and for all work performed on Saturdays, Sundays and holidays, in FOS and ROS							

Pilot Shortage Suffers From Disinformation

At a recent media event focused on flight cancellations, CEO Bob Jordan said Southwest Airlines has more than 700 planes but grounds 40 every day because there are not enough pilots to fly them. That amounts to more than 200 flights a day or up to 8% of the Dallas-based airline’s flights. Southwest expects to hire 2,250 pilots this year after adding about 1,200 last year, mostly by drawing from smaller airlines. United Airlines CEO Scott Kirby joined in by saying on an earnings call that the lack of pilots will continue to prevent airlines from

expanding as much as they would like to take advantage of strong travel demand. “Pilots are and will remain a significant constraint on capacity,” he said.

For decades, airlines enjoyed an ample supply of pilots, most of whom came out of the military fully trained and with extensive experience, but the military now has its own shortage. The Air Force said it had a shortfall of about 1,900 pilots at the end of September. It is trying to increase retention and the training of new pilots after producing nearly 1,300 in the previous 12 months.

In response, airlines have been in a hiring frenzy that is likely to continue for several years as the carriers replace pilots who reach the federal mandatory retirement age of 65. The government estimates that there will be about 18,000 openings per year for airline and commercial pilots this decade, with many of those replacing retirees. However, the Federal Aviation Administration issued on average only half that number of pilot licenses from 2017 through 2021.

Private forecasts are dire, too. Consulting firm Oliver Wyman estimates that despite efforts to close the gap, airlines in North America will face a shortage of nearly 30,000 pilots by 2032. The supply of new pilots will grow, but not enough to offset a continuing wave of retirements, the consultant says.

There is cause for hope, however. Last year, the FAA issued 9,588 airline-transport licenses — the type needed to fly for an airline. That topped even the recent peak of 9,520 in 2016.

The Air Line Pilots Association, the largest union of pilots in North America, says the situation is partly about how shortages

are understood, and for what purpose. In any case, is made worse by the economic considerations of management. ALPA says that over the past decade, airlines hired only about half of the people who received FAA licenses that let them fly airliners. The union argues that airlines are using a shortage narrative to de-skill the trade, i.e., water down qualification standards. That may gain access to a greater pool, but it also allows management to hire inexperienced flyers at lower pay. It says that airlines should simply increase pay to attract more applicants.

That is beginning to happen at regional airlines — the smaller carriers that handle flights for American Eagle, United Express, Delta Connection and Alaska Airlines’ Horizon Air subsidiary. Three of American’s regional affiliates recently announced that it would offer \$100,000 bonuses to some new pilots. Building and maintaining a dedicated, highly skilled, and elastic workforce is an investment that was taken for granted. Now, the airline and other industries are reckoning with the consequences of deferred maintenance.

Supply Chain House Hearing Cites Jones Act Benefits

continued from page 1

the serious maritime seagoing workforce shortage caused in large measure by the pandemic and help guarantee that this segment of the maritime industry will remain available to provide the commercial sealift readiness capability relied upon by the Department of Defense.”

He also seized the opportunity to promote an expanded short sea shipping regime that will not only strengthen U.S.-flag shipping, but also create jobs and prevent future supply chain disruptions. In response to questions from Congressman Salud Carbajal (D-CA) about the ongoing mariner shortage, Regan told the Committee about the challenges of recruitment, development and retention of mariners. The best way we can improve it, he testified, is to invest in our training schools and our Unions.

“One of the best ways to have job retention in any industry is to have a union,” Regan told the Committee. “They’re fighting for you – someone has your back.” He pointed out that transportation workers have one of the highest union densities in any sector. “In my view,” he testified, that’s why transportation has been “an oasis of middle-class jobs in an area where too often we’ve seen wage suppression in this

country.” In addition, he said, we should help improve the shipping experience by such things as improving connectivity and increasing onboard safety.

When Rep. Carbajal commented on Regan’s testimony about the benefits of enforcing and expanding the programs that bolster the U.S. maritime industry including the Jones Act, cargo preference & the Maritime Security Program (the three-legged stool), Regan elaborated and said that even with the continued bare support for those programs, 98% of all goods entering and leaving U.S. ports are currently being carried by foreign-flagged ships. As a consequence of ceding away sealift capacity to our competitors, he noted, “almost all global ocean freight shipping is controlled by foreign companies that have raised prices for American businesses and consumers while threatening our national security and economic competitiveness.” He called for fully enforcing pro-U.S.-flag shipping statutes and further expanding them. Once we start expanding that capacity, he said, “we are going to generate more business and we are going to grow our mariner base and we’ll be more competitive and less reliant on foreign shipping conglomerates.



At the Turkish port of Iskenderun, near the Syrian border, containers tumbled like matchsticks and caught fire after a massive a 7.5 earthquake shook the region. More than 20,000 people were killed across the region.

SAILORS’ UNION OF THE PACIFIC
QUARTERLY FINANCE COMMITTEE’S REPORT
FOR THE QUARTER ENDED DECEMBER 31,2022

The Quarterly Finance Committee, duly authorized to act by the regular meeting at Headquarters on January 9, 2023 and meeting on February 14, 2023 hereby submits the following report:

SUMMARY OF CASH AND INVESTMENTS

GENERAL FUND	\$ 3,306,897.85
POLITICAL FUND	16,224.34
STRIKE FUND	1,293,730.99
TOTAL CASH & INVESTMENTS	<u>\$ 4,616,853.18</u>

GENERAL FUND

INCOME

Dues, Initiation, Assessments	\$ 107,245.00
Interest and Realized Gain (Loss)	19,106.96
Donations - <i>West Coast Sailors</i>	370.00
Joint Committee & Hiring Hall	126,158.41
Advertising & Promotion	80.00
Miscellaneous Income	355.00
Reimbursed Administrative Expenses	34,032.95
Contributions	265.00
TOTAL INCOME	<u>\$ 287,613.32</u>

EXPENSE

Transportation Expense	\$ 1,808.25
Rent	22,703.15
Postage, Printing & Office	8,652.41
Telephone	5,813.75
<i>West Coast Sailors</i> Publishing Expense	15,544.67
Per Capita Taxes	15,622.50
Salaries & Payroll Taxes	239,463.85
Office Workers Pension	8,252.40
Insurance	38,836.30
Election	8,729.95
Meeting/Committee & Neg. Conference & Conv.	381.89
Investment Expense	2,270.16
Officials Pension	2,964.00
Subscription	123.00
Accounting	1,461.00
Legal	-
Advertising & Promotion	569.97
Miscellaneous	560.45
Bank Charges	75.00
TOTAL EXPENSE	<u>\$ 373,832.70</u>

BUILDING CORPORATION

INCOME

Rents	\$ 157,859.16
Miscellaneous Income	-
TOTAL INCOME	<u>\$ 157,859.16</u>

EXPENSE

Building Services & Utilities	\$ 25,036.54
General Tax Expense	22,758.42
Office Equipment	870.44
Repairs & Maintenance	1,056.82
Salaries & Payroll Taxes	-
Insurance	-
Accounting	-
Pension	-
Advertising & Promotion	10.00
TOTAL EXPENSE	<u>\$ 49,732.22</u>

POLITICAL FUND

INCOME

Contributions	\$ 4,955.00
TOTAL INCOME	<u>\$ 4,955.00</u>

EXPENSE

Contributions	\$ 4,500.00
CA Filing Fee	-
TOTAL EXPENSE	<u>\$ 4,500.00</u>

NET INCOME(LOSS)

<u>\$ 22,362.56</u>

Unions Are More Relevant Today Than Ever

By Fred Redmond

This week marks 55 years since the Memphis sanitation strike began following the deaths of two sanitation workers, Echol Cole and Robert Walker, who were crushed by a faulty garbage truck. Organizers and activists rallied the community so that Black sanitation workers who had long experienced low wages and an unsafe work environment would finally gain respect on the job.

The strike was a watershed moment in the struggle for economic and racial justice. Dr. Martin Luther King Jr. visited Memphis to support the workers and was assassinated 12 days before they won their union with the American Federation of State, County, and Municipal Employees (AFSCME).

The strike is an enduring reminder of the crucial role that unions play in rectifying the impact of discrimination and racism against Black people. Many of the same issues that the sanitation workers faced five decades ago persist, and in some cases, worsened, and the need for unions has never been more urgent.

All eyes are again on Memphis after Tyre Nichols died following a violent encounter with police officers during a traffic stop. The officers were quickly fired and charged for their actions, and the labor movement joined the call demanding justice. But the incident reignited conversations on the layers of challenges that Black people continue to face in Memphis.

Many of the same issues that the sanitation workers faced five decades ago persist, and in some cases, worsened.

Taking a wider view, Memphis is a majority-Black community that has some of the highest rates of poverty in the country for a major city. Black residents are three times more likely to be impoverished than white residents, and Memphis has the highest rate of children living in poverty in the nation. Unfortunately, Memphis’ story can be found in communities across America.

A 2022 analysis found that the average per capita wealth for white Americans was nearly \$340,000 compared to just over \$60,000 for Black Americans. Black people are also far less likely to own homes than their white counterparts, and a recent report showed that chances for upward mobility have declined. Black families and communities have been disproportionately impacted by the pandemic, experiencing higher rates of sickness and financial insecurity.

But there is a solution, and it runs right through the labor movement. Unions guarantee a living wage, job security, and good benefits like health care and retirement. They have long been a pathway for Black workers to ascend into the middle class.

A. Philip Randolph, my personal hero, understood the value of unions and was a key architect in bringing the labor and civil rights movements together. He worked alongside Dr. King and labor activist Bayard Rustin, and together with other civil rights leaders, they championed the interests of the Black working-class. They argued that racial inequality should be at the forefront of the national labor agenda. Although they faced resistance from leaders inside the labor movement, they were eventually successful in demonstrating why these two fights were so deeply intertwined.

Black union workers are paid 13% higher than workers who aren’t covered by a contract, and the gender pay gap shrinks significantly for Black women in unions.

I am a product and beneficiary of that alliance. When opportunities began to open up in industrial communities in the North, my parents joined millions of Black Southerners who made the journey North in search of a better life. We landed in Chicago, where my father eventually got a union job at a Reynolds aluminum facto-



ry. Our family escaped poverty, and we were financially secure for the first time. As the highest-ranking African American to ever serve in the labor movement, I want to ensure that everyone is afforded those same life-changing opportunities.

Today, a collective bargaining agreement still has an outsized impact on the well-being of Black families. Black union workers are paid 13% higher than workers who aren’t covered by a contract, and the gender pay gap shrinks significantly for Black women in unions. Our movement is working to ensure that recent investments by the Biden administration in infrastructure and technology create opportunities for Black workers to enter high-skilled apprenticeships that are pathways into the middle class. Fifty-five years later, as we honor the legacy of the Memphis sanitation workers, it’s clear that we still have work to do. But through the power of unions, we can unleash a new era of economic prosperity for Black workers.

Fred Redmond is the secretary-treasurer of the 59 union, 12.5 million-member AFL-CIO, America’s labor federation.



Dispatcher’s Report

Headquarters — January 2023

Deck	
Bosun	2
Carpenter	0
MM	4
AB	8
OS.....	7
Standby S.F.	13
Total Deck Jobs Shipped	34
Total Deck B, C & D Shipped.....	23
Engine/Steward	
QMED.....	0
Pumpman	0
Oiler.....	0
Wiper	0
Steward	0
Cook.....	0
Messman.....	0
Total E&S Jobs Shipped	0
Total E&S B, C, & D Shipped.....	0
Total Jobs Shipped-All Depts.....	34
Total B, C, & D Shipped-All Depts.	23
Total Registered “A”	21
Total Registered “B”	33
Total Registered “C”	7
Total Registered “D”	18

SUP BRANCH REPORTS

HONOLULU

January 2023

SHIPPING: The following jobs were dispatched for the month: Bosun Steady, O Bosun Relief, 0 AB Day steady, O AB Day Relief, 3 AB Watch steady, 1 AB Watch Relief, 0 AB Maintenance, 0 AB Maintenance Relief, 0 Ordinary, 1 USNS AB, and 1 USNS Ordinary. There were 27 Standbys Jobs dispatched for the month. **REGISTERED:** 8 A-Cards, 23 B-Cards, 4 C-Cards, and 6 D-Cards. **SHIPS CHECKED:** *USNS Charlton, Manulani, Lurline, R.J. Pfeiffer, Kaimana Hila, Mahimahi, Manoa, Maunawili, Manukai, Mokihana, Matsonia*, and the Paint & Rigging Gang are all running with few if any beefs. **Agent's Report:** A lot of discussion concerning the impending new LNG certification, and how this will affect the port of Honolulu. Many members are disappointed at the prospect of having yet another layer of bureaucracy to deal with. I share in their frustration. But I also believe it's a matter of perspective. Safety shouldalways be

the #1 concern, and hopefully these classes will be to our benefit. With the sudden "about face" in China's Covid policy. It is our hope that dispatching can go back to normal soon. I represented the SUP as part of the MariMed Maritime Career Expo at Windward Community College in Kaneohe. I spoke with young people looking for a career in the maritime industry about what we do, and ways to go about getting what they need. MariMed is a Non-Profit organization that exposes young people to the maritime industry by teaching them the basics of seamanship, and then sail around the Island aboard the Makani Olu (a three masted schooner), allowing them to put what they learn to practical use. If you have six months to go before any of your documentation expires. It's time to start the renewal process. **Fraternally Submitted, Patrick Max Weisbarth**

WILMINGTON

January 2023

Shipping: Bosun: 2, AB/W 11, AB/D 4, OS/ STOS 6, GVA/GUDE 0, Standby: 51. Total Jobs Shipped: 74 **Registrations:** A 25, B 34, C 7, D 6 **Ships Visited:** Making regular visits and contact as time permits.

- *President Roosevelt:* All good, no beefs. Open OT as STCW hours allow. Sailors are enjoying the ship with minimal issues. Clarifications asked and answered on a couple issues.
- *President Eisenhower:* Minor disagreements, Several issues with the language of the contract. But all in all open

OT the sailors are working and happy.

- *President Wilson:* Major deficiencies. No washdown. Waiting on written complaints to take to HQ. On a positive note, the gang is working maintenance daily with OT. Just sanitary conditions.
- *Maunawili:* All good no beefs. C/M has been letting the guys work. Also RTS in China only to these Eligible for shore leave in China AKA Chinese Visa.
- *Maunalei:* All good no beefs. Working regularly. Happy crew.

Agent's Report

Shipping is great if you're looking for work come in @1000 & 1400 Mon-Fri Job Call. Wilmington Branch needs patriot trained AB's If your seeking training come in and we will get you set up for Patriot Vessels. As Matson vessels look to a future of LNG every sailor will need to be trained, come in and sign up. Finalizing touches on the first classes, there will be future courses. Regular shipping rules apply. Special thanks to the Negotiating Committee for their Diligence with Chevron Negotiations. Those looking to get Chinese Visas come in and get a letter to apply. The Chinese consulate is accepting walk-ins now. Also like to remind sailors disembarking from vessels. Make sure your Quarters are sanitized and move in ready for the next Sailor, as I have been getting complaints of members joining and walking into filthy Quarters. Not abiding will result in fines. Everyone has been doing great Remembering masks and staying away when sick. Atta boys/ girls all around. Remember to attend your monthly union meetings and participate by showing up at the union meeting to vote on issues that affect us all. We need a quorum to be able to vote. Participate and make your voice heard. Always check to make sure your documents are up to date and dues are paid.

Fraternally, Brendan Bohannon Seattle Branch Agent

Fraternally Submitted, Leo Martinez, Book #19362

VICE PRESIDENT'S REPORT

January 2023

Ships checked *RJ Pfeiffer* — Haz Idris, delegate. Northern triangle run back on schedule. Little or no beefs. David Purganan, bosun. *CMA CGM Herodote* — Jonathan Anderson, delegate. Ship only has one contract on board. Please notify the agent dispatching to that particular ship so they can give the dispatched member contracts to bring to the ship. Jesus Hermosillo, bosun. *USNS Sisler* – Frank Martin, delegate. Ship is in Bayonne New Jersey dry dock with several projects underway, need a relief for delegate Martin. Jon Clark, bosun. *USNS Soderman* — Anthony Hernandez, delegate. Having issues with members picking and choosing which tropical island they work at. We need to think about our brothers and sisters and take the job on the board. Nestor Pascual, bosun. *USNS Pomeroy* — Kenneth Carradine, delegate. Ship has departed the East Coast and heading East. Ean Anderson, bosun. *USNS Dahl* — Imani Mcghee, delegate. Crew is short one AB as a member recently signed off not fit for duty. Xerxes Cunanan, bosun. *SLNC PAX* — Tynan Moeller, delegate. Ship is currently in South Korea shipyard, working with management on lifting restriction to ship in yard. *Haina Patriot* — Ship recently laid up and crew sent home. No timetable yet for when she will recrew. *Cape T's and V's* — All ships fully crewed in ROS status in Beaumont, TX. *Cape Henry* — Cody Clark, delegate. Ship has been activated for the annual pacific pathways mission. Thanks to all the members who took the job in a timely matter. Rocky Casazza, bosun. *Texas Voyager* — Duane Maull, delegate. Recently made the ship to discus the new contract with crew. Little or no beefs. Ron Gill, bosun. *Chevron Shipping Company* — New agreement reached with a 7% raise immediately, followed by a 2.75% and 2.5% in the following years. Overtime for the delegate, continuous service bonus every 5 years with additional work rule benefits. There is plenty of job openings for those interested. Matson's first LNG ship will be the DKI with more ships to follow. LNG training will be required on all Matson LNG ships. Please notify your agent if you are interested in training.

Matthew Henning

BUSINESS AGENT'S REPORT

January 2023

RJ Pfeiffer — Norhaslan Idris delegate. Sailed with no beefs for Honolulu on the Northern triangle. Running smooth and getting the work done with Dave Purganan as Bosun. *Matsonia* — Delegate Emo Aulelaua. Sailed for Long Beach had a beef with early galley shutdown. Problem got off last trip. There's talk of putting us back on the China run sometime in June, subject to change. Mark Relajo as Bosun back from his trips off. *Manoa* — Cory Edgil delegate's time is up. New delegate to be elected at sea for Honolulu with no beefs on the Northern triangle and Duke Maringer as Bosun. *Lurline* — Matthew Dulay delegate sailed for Long Beach with no beefs, rumor going around of us getting put back on the CLX run in April subject to change. Noel Itsumaru as Bosun. *Cape Henry* — Activated for mission with Cody Clark delegate. Shifted to Anchorage #9 to Box the Compass & Test drop the Anchor and sailed for Tacoma Washington to pick up a load for Pearl Harbor. The duration of this mission 4-6 months. Rocky Casazza as Bosun. *President Eisenhower* — Scott Oliphant, delegate. Sailed for Yokohama with clarification on work rules. If its Red Lined send it in no need to bump heads with company representatives on the ships. Jennifer Corner as Bosun. *President Wilson* — Gabriel Moreno Jr. delegate. Time up for Gabe, new delegate to be elected, and ship sailed for Yokohama no issues and Brian Burns as Bosun. *President Roosevelt* — Delegate Abdulalah Mohamed sailed for Yokohama the company has us scheduled for the Singapore shipyard in February sometime after the President Cleveland. Subject to change. Marc Calario as Bosun. Pier#9 — Delegate Big Mike Koller — Training program for Boat operators is in full swing. This is time to see the weather for what's it's worth. Many are called, few are chosen. Leo Moore Dock Bosun. Matson is requiring LNG Training. This is a reminder for members to sign up for future classes to be held time and date to be determined. This is a requirement for Matson's CLX vessels. (China run) If your Documents are under 6 month's its time need to start your renewal process. Reminder 1st Thursday of the month the Rating and membership committee meet for Candidates for up-Grades. Worked in the front office and helped out with dispatching.

Roy Tufono

SUP Pensioner Join the Ranks of Retirement

James D. Clay Bk# 4794 February 1, 2023