



**ANTHONY POPLAWSKI,**  
PRESIDENT/SECRETARY  
TREASURER  
Marine Firemen's Union  
240 2<sup>nd</sup> Street  
San Francisco, CA 94105



**DON MARCUS,**  
PRESIDENT  
International Organization of  
Masters, Mates & Pilots  
700 Maritime Blvd.  
Ste. B  
Linthicum Heights, MD 21090



**DAVE CONNOLLY,**  
PRESIDENT  
Sailors' Union of the Pacific  
450 Harrison St.  
San Francisco, CA 94105



**MARSHALL AINLEY,**  
PRESIDENT  
Marine Engineers' Beneficial  
Association  
444 N. Capitol St. NW  
Suite 800  
Washington, DC 20001



**NICHOLAS MARRONE**  
VICE PRESIDENT WEST COAST  
Seafarers International Union  
1121 7<sup>th</sup> Street  
Oakland, CA 94607

---

## **SETTLEMENT AGREEMENT: RESTRICTION TO SHIP**

Union Sisters & Brothers:

Over the last few months it has become increasingly clear that the COVID-19 pandemic is not going away anytime soon. The members of our Unions have been bearing the brunt of the hardships involved with keeping supply chains open during this pandemic, while also carrying the burden of having to put forth significant but necessary efforts daily to minimize a potential for COVID-19 exposure onboard.

Your efforts are indispensable, both for the economy at large and for the well-being of your families and friends back home. Recent events aboard the *M/V Maersk Idaho* and other vessels under contract with our Unions make it clear that additional COVID-19 related precautions for health and safety make sense. While opinions about the extent of measures that are necessary vary aboard ship, as they do ashore, ships can easily become breeding grounds for transmitting this virus. With no end in sight to this pandemic and our desire to further reduce the risks to our collective membership, we entered into a cooperative dialogue with APL to negotiate temporary agreements governing restriction to the ship which are the same for all our Unions.

Our initial agreements are for one month, retroactive to August 1, 2020 through August 31, 2020. They are intended to increase safety aboard ship, establish a clear policy about restriction in port and settle potential restriction to ship claims that may arise during the month of August. The important points are as follow:

1. For periods in excess of 4 hours in a 24-hour period, a flat rate of \$100/day shall be paid for restriction to the ship in U.S. and foreign ports where federal or local authorities permit shore leave, but the Company does not. Current restriction to ship provisions in our collective agreements will apply for periods less than 4 hours in a 24-hour period.

2. Exceptions to the restriction policy may be made for medical or family emergency. These will be made on a case by case basis in consultation with the Master and the Company.
3. Refusals to comply with these policies will be deemed as a "quit" and if a mariner so chooses to quit, they should ensure they do so with proper notification, as per the contract.
4. A weekly allowance for the slop chest will be provided for each crewmember, excluding tobacco and alcoholic beverages. This allowance will be \$40.00/week.

Please review the attached Settlement Agreement that applies to your Union for the important details and contact your local representative if you have questions.

While restriction to the ship is a hardship under almost any circumstances, the Unions and the Company believe these agreements are necessary to enhance the health and safety of crew members and to establish a clear, uniform policy aboard APL's vessels.

Thank you for your understanding of and compliance with these Agreements. May everyone have a smooth, event-free trip and a safe return to your family and friends.

Fraternally,



Anthony Poplawski  
MFWO



Donald Marcus  
MM&P



Dave Connolly  
SUP



Marshall Ainley  
M.E.B.A.



Nicholas Marrone  
SIU