

PRESIDENT’S REPORT – November 2021

WHITE HOUSE AND MARITIME ADMINISTRATION

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

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

Cruise lines will have additional compliance requirements, but it seems clear that cruise lines are key drivers of the pressure for this both the re-opening and the exemption on vaccination, since foreign mariners still have limited access to the vaccine overseas. Requiring the vaccine for American mariners but not for foreigner mariners joining ships in the U.S. and serving an American tourist market is an objectionable double-standard. It may be grouped into the special treatment that foreign flag-of-convenience cruise ship operators are seeking and getting by its powerful lobby machine. That’s the same machine that got a temporary waiver of the PVSA to skip Canadian calls on West Coast cruises as way cut costs and widen a loophole.

Not letting a “good” pandemic to go to political waste, they now want to make permanent the foreign port call waiver. This under-the-radar vaccination waiver for an unregulated industry adds yet another exception and helping to exploit foreign seafarers by risking their lives and those of the tourist customers.

TTD EXECUTIVE BOARD MEETING

AFL-CIO President Liz Shuler addressing the Executive Board said this was critical pivot point for the labor movement and the country. She said the pandemic had put a spotlight on essential workers that had heretofore be overlooked. She noted that over 100,000 Union members were out in more than 30 strikes around the country, especially the UAW at Deere, the Bakers, Ironworkers, Steelworkers, nurses and engineers at Kaiser, even distillery workers in Kentucky. She said the early retirement wave called the Great Resignation was in part due to the unrelenting attacks that workers had sustained and now their withdrawal of labor was obvious. Yet the approval of Unions at the highest level ever shows that workers are aware of the inequities of the system. Shuler went out of her way to praise the Transportation sector and its workers as a great stronghold for the middle class.

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

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

ANTI-HARASSMENT AT SEA

As noted last month, maritime labor was contacted by the Maritime Administration to provide insight for improvements on the urgent issue of Sexual Abuse and Sexual Harassment (SASH). Subsequently, the seven presidents of the U.S. maritime labor unions, representing seagoing U.S. mariners, reinforced their collective commitment to safe workplaces at sea and ashore in a unified statement. All work should be free of fear, harassment, bullying and, of course, any kind of assault and we should find ways to fight actively against it. The SUP already had anti-discrimination and sexual harassment policies, but like the companies and other unions we began a thorough re-examination of the policies with a fresh outlook to update them to

deliver practices that support protection, respect, and education. The letter noted that "Turning a blind eye is not acceptable. All seafarers must be committed to active opposition to any type of harassment, bullying or discriminatory behavior. It is our collective duty to protect and respect our shipmates." And in a recognition of anti-harassment as a shared matter of maritime safety and good seamanship, the letter concluded with the notion that "as maritime professionals and decent human beings, we must look out for one another." Additional SUP policy amendments and training is forthcoming. The complete letter can be accessed on the SUP website or in this month's West Coast Sailors.

VACCINATIONS

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

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

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

is any exemption request based on nonreligious concerns about the possible negative effects of the vaccine because they don't qualify as religious beliefs under the law.

The EEOC does warn employers to consider reasonable accommodations, including telework, but if an employer has evidence that shows and "undue hardship" on its operations, then Title VII does not require the employer to provide the accommodation. The position of offshore maritime industry employers has been and remains that exemptions cause undue hardship on operations for the following reasons:

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

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

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

trainee, in accordance with the Americans with Disabilities Act and Title VII of the Civil Rights Act. Documentation regarding your vaccination status will be kept confidential by the School. A form spelling out these requirements will become a standard feature of training applications.

APL SAIPAN

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

READY RESERVE FORCE

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

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

HAINA PATRIOT

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

Rating	Base Wage Monthly	Base Wage Daily	Suppl. Wage Monthly	Suppl. Wage Daily	Overtime Rate Hourly
Bosun – AB/Dayworker	5,568.39	185.61	2,598.58	86.62	27.08

AB Maint. – Dayworker	5,078.04	169.27	2,369.75	78.99	24.90
AB – Watchstander	4,153.03	138.43	1938.08	64.60	22.84

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

In ROS the rates are:

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

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

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

MARITIME PREPOSITIONING FORCE

Back in November 2020, the Union was notified by PCS that they intended to bid on the MSC solicitation N32205-21-R-4117 for the operation and maintenance of six Maritime

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

SUP WELFARE PLAN

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

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

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

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

and check eligibility. The benefit checks will be mailed in month following the request. Member response so far has all been positive.

SSH was established by Captain Robert Richard Randall in 1801 with a retirement home for mariners in Staten Island, NY which moved to North Carolina in the 1970's until 2005. Today, the SSH trust continues to help mariners around the country in their home communities. More than 16,500 mariners have been assisted by SSH including some SUP pensioners. In addition to this one-time assistance, SUP pensioners may also be eligible for other benefits under the regular SSH program. To apply for the benefit, please call SSH at the above numbers. More information is available at www.thesailorsnugharbor.org. The SSH benefit is not related to the SUP Welfare Plan.

SUP ELECTION AND COMMITTEE ON CANDIDATES AND ELECTION

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

Candidates for office may request and require the Union to distribute campaign literature at the candidate's request, provided that the candidate makes such request at least five working days prior to the intended date of mailing and/or distribution and provided that the candidate pay the actual cost of mailing and/or distribution the time of each request. The cost of mailing and/or distribution shall be at the hourly rate of the Office and Professional Employees International Union (OPEIU) Local 29. Campaign literature that the candidate requests to be mailed must be ready for mailing; stamped and envelopes stuffed and sealed; or flyers stamped, folded and sealed. Candidates for office are entitled to submit a photograph and a statement of 100 words or less regarding Union issues for publication in a special election supplement to the West Coast Sailors that will be published in November. The statements and photos should be sent to the special editor of the West Coast Sailors prior to November 15 for inclusion in the special election supplement. Each candidate may also post campaign material on a bulletin board to be set up in each SUP hall for that purpose. The candidate shall be allotted space for one legal-size page (8 ½ x 14) on a first come first served basis.

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

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

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

SUP SHIPPING RULES

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

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

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

review, appointments, and questions are resolved. Every step of the way things can and do go wrong.

Preexisting clearances, beyond vaccination and testing, are one thing. Getting sailors to that point is also a problem as they are beset by serious pandemic related delays, especially Coast Guard delays in credential issuance, renewal, and upgrades. Individual medical conditions requiring waivers, for example, or just bad timing related to the waiver of credential expirations now result in application pileups at the NMC. Add into the mix frequent ship schedule changes, (once a rarity in liner shipping); add higher than normal Unfit for Duty designations on the ship; add a raft of sudden quits/walk offs; add in sudden and longer RRF activations with tougher clearances, and pool pressure and dispatch trouble is the result. Now layer on that the broad economic conditions that favor temporary or permanent attrition as members await savings depletion or safer conditions before being ready to ship, or simply find easier employment ashore.

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

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

HOLIDAYS

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

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

ACTION TAKEN

M/S to approve the APL MS LOU on vaccination policy. Carried.

M/S to approve the wage and benefit Appendix 1 for the *Haina Patriot*. Carried.

M/S to approve the summary report of the Committee on Election. Carried.

M/S to concur in the balance of the President's Report. Carried.