



# THE MARINE FIREMAN

Official Organ of the Pacific Coast Marine Firemen, Oilers, Watertenders and Wipers Association



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## Trump's labor secretary pick is surprisingly pro-union, but...

Representative Lori Chavez-DeRemer, one of the most pro-union Republican members of Congress, is President-elect Donald Trump's choice to be Secretary of Labor. The choice has earned praise from organized labor due in part to Chaves-DeRemer's support for the Protect the Right to Organize (PRO) Act. The measure is designed to make workplace organizing easier. Although some labor leaders welcome the nomination of Chavez-DeRemer to lead the Labor Department, there is still trepidation

as to what lies ahead for the rules, regulations and enforcement strategy for American workers. "Lori Chavez-DeRemer has built a pro-labor record in Congress," said the AFL-CIO in a statement, "But Donald Trump is the President-elect of the United States — not Rep. Chavez-DeRemer — and it remains to be seen what she will be permitted to do as Secretary of Labor in an administration with a dramatically anti-worker agenda." Specifically, the AFL-CIO and others

in the labor movement are concerned that moves by the Biden Administration to help unions and working Americans will be rolled back. Those rules include limitations on what employers can say

at mandatory meetings with workers when there is an impending election to unionize, as well as a rule that will allow about four million salaried workers to

*Continued on page 2*

## San Pedro Bay ports set new cargo records

Cargo traffic at the ports of Los Angeles and Long Beach is at record highs. The two busiest ports in the U.S., which process about a third of all U.S. cargo containers arriving in the U.S., have seen increased activity after a labor dispute shut down major ports on the East and Gulf coasts for three days in October, recently released figures show. With the possibility of a second East Coast strike looming in the new year if dockworkers and maritime companies cannot agree on a contract, importers are diverting their goods to Southern California. President-elect Donald Trump's promise to increase tariffs also has triggered an increase in imports ahead of his inauguration.

The Port of Los Angeles handled 954,706 20-foot equivalent units (TEU) in September, a 27 percent increase from the previous year. Total loaded imports

increased 26 percent from last September and loaded exports decreased nearly five percent. A TEU is a unit of measurement based on the volume of a standard shipping container, and loaded imports and exports refers to cargo containers that are filled with goods. The port processed more than 2.8 million TEU in July, August and September, marking its busiest quarter ever. As of the end of September, the port was 18 percent ahead of its 2023 pace. A Port of Los Angeles spokesperson said the port's October results, which will be released soon, will be strong as well.

The Port of Long Beach moved 987,191 TEU in October, an increase of 30 percent from the prior year. Loaded imports grew 34 percent to 487,563 TEU and exports grew 25 percent to 112,845 TEU.

## Port of Oakland continues to be an agriculture export powerhouse

The Port of Oakland continues to be one of the most important gateways for U.S. agricultural products. The port exported 235,899 TEU (twenty-foot equivalent unit containers) of agricultural commodities as of October 2024, totaling nearly \$8.5 billion. Oakland ranks number one by TEU volume in international refrigerated export trade among United States ports.

Oakland has ranked first among all U.S. ports in international reefer export TEU for seven consecutive years. The total commercial value of reefer exports through Oakland reached \$7 billion in 2023. The port and its partners have made substantial investments in facilities for ag and refrigerated products in the last seven years. These investments, including Cool Port and PCC Logistics warehouses, have paved the way for greatly expanding the transportation of agricultural, refrigerated and frozen products through the port. Top Oakland Seaport export categories include:

Category	Volume (TEU)	Value
Edible Fruits and Nuts	90,461	\$3.40 billion
Frozen Proteins	49,552	\$2.95 billion
Dairy Products	19,316	\$680 million
Oil & Seeds	16,264	\$274 million
Wine, Spirits, Beverages	15,751	\$467 million
Cereals	13,900	\$212 million
Prep Vegetables, Fruit, Nuts, Other	11,822	\$229 million
Sugars and Sugar Confectionary	11,305	\$125 million
Edible Vegetables, Roots & Tubers	4,107	\$84 million
Prep Cereal, Flour, Starch	3,421	\$52 million

The Port of Oakland's proximity to the California Central Valley, its ocean carrier services that depart directly for Asia, and its on-site cold storage infrastructure support Oakland's position as an export powerhouse for the United States. Ninety percent of the region's agricultural products pass through the port's marine terminals heading to markets overseas.

### Halls to close — Holiday Schedule

The MFOW hiring halls will be closed in observance of the following contract holidays:

**Christmas Eve\* — Tuesday, December 24**

**Christmas Day — Wednesday, December 25**

**New Year's Eve\* — Tuesday, December 31**

**New Year's Day — Wednesday, January 1, 2025**

**January 2 is Jack Hall Day**, an ILWU Local 42 holiday in Hawaii and shall be observed in accordance with local custom and practice.

\*Christmas Eve and New Year's Eve are ILWU holidays on the West Coast and therefore recognized MFOW holidays aboard APLMS and Matson vessels in Pacific Coast ports. For members working under the MFOW Maintenance Agreements, these holidays shall be observed in accordance with local custom and practice.

Members are reminded that no shipping cards will be stamped at the regular business meetings immediately preceding and following the holidays.



To all members, families and friends of the Marine Firemen's Union.

Smooth sailing in 2025!

## New funding propels Pier Wind at Port of Long Beach

The Long Beach Board of Harbor Commissioners in November strengthened its commitment to help California reach its renewable energy goals by taking a pair of actions to advance Pier Wind, a proposed 400-acre terminal at the Port of Long Beach to assemble and deploy floating offshore wind turbines. Taken together, the approvals are aimed at attracting outside funding and authorization to build Pier Wind, which would be the largest facility of its kind in the United States.

Along with helping California reach its renewable energy goals, Pier Wind will be instrumental to the state's economic growth by locally supporting 4,200 jobs during construction and another 1,800 green sector jobs during operations while potentially unlocking thousands of other jobs within the supply chain regionally and statewide.

The Long Beach Harbor Commission agreed to commit up to \$14 million in matching funds for a state grant that the port will apply for in December, aimed at covering the cost of design, environmental review and community outreach for Pier Wind. Additionally, the Harbor Commission authorized \$6.5 million from the port's capital budget to continue with environmental documentation and project delivery activities while the port's grant application is under consideration.

Prior to voting, the Harbor Commission received a status update about Pier Wind, how it fits into the state's clean-energy strategy and the grant application to the California Energy Commission. A newly released preliminary economic impact analysis found that Pier Wind could generate \$8 billion in cumulative labor income, \$14.5 billion in economic

output and \$1.3 billion in state and local taxes from now through 2045.

The Harbor Commission's approvals came one week after California voters authorized Proposition 4, also known as the Climate Bond, which sets aside \$475 million for port infrastructure projects connected to offshore wind development. Staging and assembly seaport projects are critical to the success of floating offshore wind on the West Coast, according to a statewide strategic plan adopted in July.

The California Public Utilities Commission earlier this year adopted a goal to procure up to 7.6 gigawatts of offshore wind power by 2035. In September, Gov. Gavin Newsom signed a bill that would streamline the design and development of Pier Wind by allowing the Port of Long Beach to use alternative construction delivery methods. As the design process progresses, the proposed layout for Pier Wind was recently updated based on industry feedback.

Pier Wind would allow for the staging, storage and assembly of some of the world's largest offshore wind turbines, standing as tall as the Eiffel Tower. The fully assembled turbines would be towed by sea from the Port of Long Beach to wind lease areas 20 to 30 miles off the coast in Central and Northern California.

The proposed project is undergoing extensive environmental review by local, state and federal regulatory agencies as the Port of Long Beach gathers input from the community. If approved, construction of the \$4.7 billion project (in 2023 dollars) could start as soon as 2027, with the first 200 acres completed in 2031, and the final 200 acres coming online in 2035.

# The Marine Fireman

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## U.S. Navy addressing workforce shortage for Military Sealift Command

The Military Sealift Command (MSC) employs more than 5,500 civil service mariners while it has another 1,500 contracted mariners. All are charged with keeping the U.S. Navy’s sailors and Marines at sea fed and able to do their jobs. MSC also supplies the fuel and ordnance to America’s warships, and in addition, provides the sealift and ocean transport for all of the U.S. military’s services as well as for other government agencies. Without MSC, the Navy could not do its job and the rest of the U.S. military would face serious challenges.

To accomplish its mission, MSC operates 140 logistics supply ships, which include fleet replenishment oilers and dry cargo/ammunition ships. These unsung vessels allow the U.S. Navy to deploy its aircraft carriers and other warships for months at a time. The types of ships for the workforce initiative include fleet replenishment oilers, dry cargo/ammunition ships, expeditionary fast transports, and expeditionary sea bases (ESB).

MSC is simply vital to the interests and security of the United States, and yet, it currently has the same Achilles Heel as nearly all of the branches of the U.S. military – namely that the command has struggled to fill its ranks in recent years. Recent estimates found that MSC faces as many as 800 to 1,000 billet shortages daily.

As a result, Secretary of the Navy Carlos Del Toro recently approved a plan to address the worker shortage by sidelining some of MSC’s logistic ships – where the vessels would go into extended maintenance periods – allowing the crews to be assigned to higher priority ships.

## Trump’s labor secretary pick is surprisingly pro-union, but...

Continued from page 1

qualify for overtime pay. Another rule in the works would protect the health and safety of workers exposed to high heat.

Trump received more support from rank-and-file union members in this election than he had in past elections. Despite labor leaders’ strong support for Vice-President Kamala Harris, 45 percent of voters from households with a union member voted for Trump, according to CNN exit polls. That’s up from the 40 percent who voted for Trump in 2020, when he ran against Joe Biden, who had stronger ties to the union movement than Harris. It’s also a jump from the 42 percent who voted for Trump in 2016. Mitt Romney, the Republican nominee in 2012, received 40 percent of the vote from union households.

And while many powerful unions, such as the United Auto Workers, actively campaigned for Harris, one powerful union, the Teamsters, stayed neutral. Teamsters President Sean O’Brien, who spoke at the Republican National Convention but stopped short of endorsing Trump, said one of the reasons for staying neutral was that nearly 60 percent of his membership supported the former president. O’Brien was one of those pushing for Chavez-DeRemer to be picked as labor secretary, and in a tweet, thanked Trump “for putting American workers first” by nominating the Oregon congresswoman.

Her nomination was also praised by Becky Pringle, the president of the National Education Association, a teacher’s union that is the nation’s largest union in terms of membership. But Pringle, who was a strong supporter of Harris, expressed concern about Trump’s past labor record and the policies he may enact.

“During his first term, Trump appointed anti-worker, anti-union National Labor Relations Board members,” Pringle said. “Now he is threatening to take the unprecedented action of removing current pro-worker NLRB members in the middle of their term, replacing them with his corporate friends. And he is promising to appoint judges and justices who are hostile to workers and unions.”

According to the Department of the Navy, which oversees MSC, rotating crews to higher priority vessels, will minimize overdue reliefs and provide a more predictable work environment for the civil service mariners.

The U.S. merchant marine workforce is facing the same trend as U.S. shipbuilders – young people simply aren’t interested and the current workforce is aging. That is impacting MSC, which also has had to assume broader logistics responsibilities and has experienced higher mission demand for U.S. Navy operations. MSC has seen a strain on its workforce, and that in turn has further contributed to its recruiting woes, but also in keeping its current personnel.

Civil service mariners often face delayed relief, extended deployment times, and pay caps. By reassigning the crews to higher priority vessels, the U.S. Navy hopes that it will provide more predictable schedules and minimize overdue reliefs.

Up to 17 MSC ships could be idled during the realignment, but it would enable MSC to reach 95 percent manning on its other vessels. The sidelined ships could include one fleet oiler, a dozen EPFs, two forward-deployed expeditionary sea bases, and two *Lewis and Clark*-class replenishment ships.

As reported by the *Marine Executive*, the decision by MSC follows similar efforts by the U.K.’s Royal Navy, where the Royal Fleet Auxiliary (RFA) is also reporting staffing shortages. Across the pond, the issue has been blamed in part on an ongoing wage dispute and chronic low wages for commercial mariners. As a result, the RFA was forced to sideline vessels, while it is now taking steps towards realigning operations to deal with chronic workforce shortages.

While Chavez-DeRemer was one of only a handful of Republicans in Congress to support legislation that would protect public-sector bargaining rights, she won’t necessarily have any say in the decision about civil service and collective bargaining rights. Many of the public-sector bargaining rights are not set at the national level, but at the state level, where most public-sector employees and union members work.

The Labor Department has more say over organizing and safety rules for private-sector workers. But many of those rules are set by the NLRB, which investigates worker complaints of unfair labor practices during organizing and labor negotiations and can issue action against employers. Trump can immediately replace Jennifer Abruzzo, the powerful NLRB general counsel who has taken a very pro-union, activist role during her tenure under Biden. Trump can also quickly give the NLRB a Republican majority.

Elon Musk’s SpaceX has argued in federal court that the president should have the power to directly fire any administrative law judge of the NLRB and SpaceX has sought to block the agency’s cases that accuse the company of illegal labor practices. And there are also concerns that with Musk in charge of cutting government waste, there will be efforts to greatly defund government agencies that protect workers, such as the Occupational Health and Safety Administration, which has also clashed with Musk-owned businesses. The Telsa CEO has taken a strong anti-union stance, with the United Auto Workers unable to even hold a vote on unionizing Tesla workers. Musk has been accused of illegally firing union supporters at Tesla, a charge he continues to fight, and insists he’s not concerned about unionizing efforts at the company.

Union organizing soared during Biden’s tenure, with high-profile wins at companies like Starbucks and Amazon, as well as low-profile wins at other workplaces, particularly in higher education. But there are concerns among organized labor supporters that it will be tougher for unions to continue those gains under the NLRB members who Trump would likely appoint.

Marine Firemen’s Union

Directory

www.mfoww.org

HEADQUARTERS

240 2nd Street

San Francisco, CA 94105

Tel: (415) 362-4592/4593/4594

Fax: (415) 348-8864

Dispatcher-Tel: (415) 362-7593

Dispatcher-Fax: (415) 348-8896

General Email: headquarters@mfoww.org

Anthony Poplawski

President/Secretary-Treasurer

Email: mfow\_president@yahoo.com

Robert Baca

Vice President

Email: robchili510@yahoo.com

Patrick Gillette

San Francisco Business Agent

Email: pg.mfoww@gmail.com

Manita Li, Controller

Email: mli@mfoww.org

Kasia Grzelak, Secretary/Training

Email: kasia@mfoww.org

MFOW TRUST FUNDS

240 2nd Street

San Francisco, CA 94105

Tel: (415) 986-1028 / 986-5720

Fax: (415) 546-7340

General Email: welfare@mfoww.org

Herlinda Vizcarra

Medical/Dental Coverage:

Active Members

Email: hvizcarra@mfoww.org

Amanda Salinas

Optical/Medical Claims:

Dependents and Pensioners

Email: asalinas@mfoww.org

Shirley Martos

Death Benefits/

Accounts Payable

Email: smartos@mfoww.org

Stacy Bobu

Money Purchase & Pension Benefits

Tel: (415) 362-1653

Fax: (415) 348-8864

General Email: pension@mfoww.org

Email: sbobu@mfoww.org

WILMINGTON BRANCH

533-B Marine Avenue

Wilmington, CA 90744

Tel: (310) 830-0470

Fax: (310) 835-9367

H. “Sonny” Gage, Port Agent

Email: hgage@mfoww.org

HONOLULU BRANCH

707 Alakea Street, Suite 102

Honolulu, HI 96813

Tel: (808) 538-6077

Mario Higa, Port Agent

Email: mhiga@mfoww.org

PORT SERVICED — SEATTLE

4005 - 20th Avenue West, Suite 115

Seattle, WA 98199

Tel: (206) 467-7944

Fax: (206) 467-8119

Brendan Bohannon, Representative

Email: seattle@sailors.org



# Biden-Harris Administration announces \$5 million in grants for U.S. Marine Highways

On December 3, the U.S. Department of Transportation's Maritime Administration (MARAD) awarded \$4.85 million in grants to five marine highway projects across the nation via the United States Marine Highway Program (USMHP). The funding will enhance the movement of goods along our navigable waterways while expanding existing waterborne freight services in Louisiana, Puerto Rico, Washington, and West Virginia.

The USMHP aims to expand the use of the nation's navigable waterways to relieve landside congestion, support new and more efficient transportation options, and enhance performance of the surface transportation system. The program works with public and private stakeholders to achieve these goals.

All Marine Highway Grants award recipients must comply with the requirements of the Biden-Harris infrastructure law's "Build America, Buy America" provisions. This means that these funds will be used to purchase American-made steel, building materials, and manufactured equipment — boosting American manufacturing while strengthening U.S. supply chains.

President Biden's Bipartisan Infrastructure Law invests \$17 billion to upgrade the nation's ports and waterways. Together, USDOT and the Army Corps

of Engineers have funded nearly 600 port and waterway projects to strengthen supply chain reliability, speed up the movement of goods, reduce costs, and lower carbon emissions. Selected projects receiving funding include:

- ♦ **Alexandria, Louisiana** — The Central Louisiana Regional Port was awarded \$2,524,977 for the procurement, delivery, and assembly of a 275-ton marine crane with an electric magnet and a 27.5-ton forklift, enhancing cargo handling capacities and supporting military logistics at the Alexandria based port. This modern and efficient cargo transloading equipment will enable the port to efficiently load and unload diverse cargoes including steel sheets, aluminum billets, military equipment, agricultural products, containerized goods and disaster response supplies. The project demonstrates a clear focus on reducing carbon pollution by shifting cargo currently transported by truck and rail to more energy-efficient barging between the port site on United States Marine Highway Route M-49 and connecting United States Marine Highway routes in the Gulf of Mexico.
- ♦ **Vieques, Puerto Rico** — The Puerto Rico Integrated Transportation Authority was awarded \$711,491 for the construction of a new vehicle ramp at the Mosquito Terminal in Vieques.

The ramp is essential to support the efficient and safe loading and unloading of cargo on a new barge currently under construction. The project will address a growing demand for Marine Highway transportation services central to the waterborne transportation of consumer goods, construction materials, and agricultural products, all essential for daily life in the region. Strengthening resiliency on the United Stated Marine Highway Route M-2 by increasing terminal capacity to handle higher cargo volumes is a central goal of the program.

- ♦ **Everett, Washington** — Osprey Logistics LLC was awarded \$881,330 to purchase cargo handling equipment critical to port operations, specifically a wheel loader and fork attachments. The project will expand the recipient's terminal capacity to include containers, heavy aggregates and lumber, and enhance their ability to load and unload logs at their privately owned facility in Everett. The project aims to increase loading speed and efficiency by up to 50% and add capacity to emerging United States Marine Highway Route M-5 activity in the Puget Sound, building on the recipient's past record of reducing 5,600 regional truck trips annually by providing a waterborne alternative to congested highways.
- ♦ **Vancouver, Washington** — Tide-

water Barge Line Inc. was awarded \$454,436 to support expanded barge service between the recipient's terminal in Vancouver and the Port of Morrow, Oregon. The award will be used to acquire a low-emission container handler, enabling the recipient to divert additional volumes of containerized municipal waste from clogged highways to the United States Marine Highway Route M-84. The procurement of this modern, safer, more reliable and environmentally friendly equipment will enhance the recipient's decades-long record of decreasing emissions locally and regionally through the use of viable on-water transportation.

- ♦ **Follansbee, West Virginia** — Empire Diversified Industries was awarded \$277,766 for the creation of a Master Plan for the recently established Port of West Virginia in Follansbee, to prioritize infrastructure projects and ensure the port can adapt to evolving supply chain dynamics, including the increased use of the United Stated Marine Highway Routes M-70 and M-79. Central to the plan is alignment with regional freight shipment needs and a significant modal shift from truck to barge to alleviate landside congestion. The recipient also plans to produce alternative fuels on site to facilitate the future use of zero-emission equipment once the terminal is in place.

## Port of Seattle Commission passes 2025 budget

Last month, the Port of Seattle Commissioners adopted the 2025 budget and 2025–2029 Capital Improvement Plan. The budget, proposed plan of finance, and port tax levy were presented to Commissioners in multiple Commission meetings this fall and through a public hearing at its November 12 meeting. With annual operating expenses of \$678 million and a five-year capital plan of \$5.6 billion, the budget and capital plan is focused on creating a port for the future. The plan is grounded in the port's values and its mission to promote economic opportunities and quality of life in the region by advancing trade, travel, commerce, and job creation in an equitable, accountable, and environmentally responsible manner.

As predicted, 2024 is on track to be the strongest year in the history of Seattle-Tacoma International Airport (SEA). SEA experienced multiple record-breaking months for passenger travel and international arrivals in 2024, all while celebrating the airport's 75th anniversary. The port's cruise terminals also saw close to record demand during the 25th season of sailing from Seattle to Alaska. Maritime industrial occupancies remain at all-time highs, and maritime businesses returned higher revenue than ever before. Despite this favorable outlook, however, economic factors — global and geopolitical uncertainty — pose risks to progress.

This high demand demonstrates the enduring need for the port's services and drives reinvestment. More than half of the port's funds come through operating revenues from its aviation, maritime, and real estate lines of business, and the port's share of earnings from the North-

west Seaport Alliance (NWSA). SEA Airport is self-funded and is supported by fees, federal grants, and operating revenues, rather than tax dollars.

**2025 Operating Budget Summary**

- Total operating revenues: \$1.1 billion; 9.4 percent above the 2024 budget.
- Total operating expenses: \$678.3 million; 9.9 percent above the 2024 budget.
- Net operating income before depreciation and non-operating expenses: \$441.3 million; 8.8 percent above the 2024 budget
- 2025–2029 Capital Improvement Plan Summary
- Capital spending continues to be the largest spending category for the port, and it is expected to continue to reach historic highs as the port makes strategic capital investments to position its gateways for the future.
- The total five-year Capital Improvement Program is \$5.6 billion; total capital budget for 2025 is \$1.2 billion.
- Aviation Division 2025–2029 capital plan is \$4.9 billion, an average of close to \$1 billion a year to improve existing facilities.
- Maritime Division 2025–2029 capital plan is \$605.6 million, an average of over \$120 million per year on maritime and economic development projects.

**Property Tax Levy**

Each year the Commission reviews and approves the amount of and expected uses of the tax levy. In 2024, the median King County homeowner paid approximately \$79 to the port in property tax levy. Just 1.1 percent of the King

County homeowner assessment goes to the Port of Seattle.

In 2024, the Port Commission passed an Order creating a new Environmental Legacy Fund, a dedicated account into which the port will deposit property tax dollars for use in addressing historic industrial pollution on its properties. The Environmental Legacy Fund ensures that the port can achieve its mission, vision, and Century Agenda goals for a sustainable, equitable region, while predictably and responsibly allocating its resources. In 2025, the port will continue to add to this fund through tax levy dollars. The Environmental Legacy Fund will invest in research, investigation, design, and cleanup actions that could cost more than \$100 million over the next decade. Ultimately, some of the costs may be covered by polluters and responsible parties, state grants, and in-

surance. For 2025 the preliminary levy is \$88.4 million, a 2.0 percent increase from the \$86.7 million levy in 2024. This proposed increase will help fund:

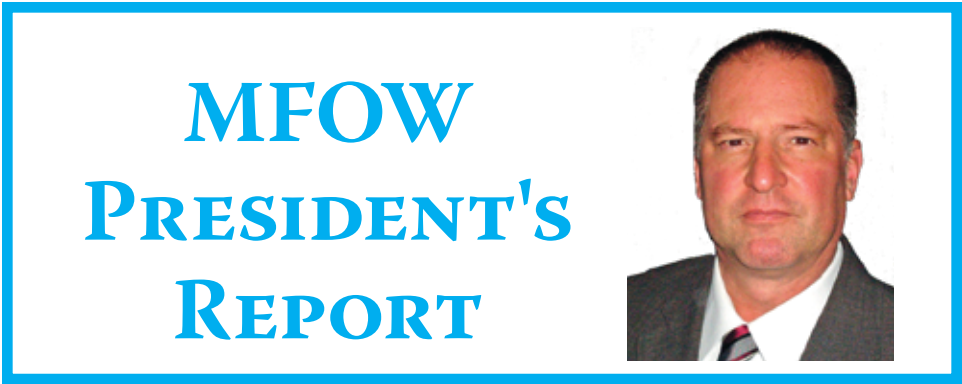
- Capital investments in Seattle's working waterfront and maritime industries.
- Sound insulation repair and replacement for near-airport communities.
- Workforce development initiatives and community business assistance.
- Economic development partnership grants and support for local and regional tourism.
- The South King County Community Impact Fund, Duwamish Valley Community Equity Program, support for Friends of the Waterfront, support for the Office of Equity, Diversity and Inclusion, and the port's high school internship program.

## Impressive growth in Vietnamese goods to trans-Pacific markets

The Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), which has helped generate impressive growth of Vietnam's exports in the last five years, still has great potential for exploitation, according to experts. Statistics from the General Department of Vietnam Customs showed that Vietnam's exports to the bloc member countries in North America rose 56 percent to \$13.6 billion in 2023 from \$8.7 billion in 2018. Particularly, impressive growth has been seen in trade between Vietnam and Mexico and Canada since the agreement took effect. Vietnam is Mexico's 10th largest partner, with Vietnam's exports to Mex-

ico seeing a ten-fold increase in the past five years. Similarly, Vietnam has won 35 percent of the market share in Canada, one of the 10 potential customers for Vietnamese products thanks to CPTPP.

In order to support businesses in taking advantage of incentives, the Ministry of Industry and Trade will continue to popularize the CPTPP as well as other free trade agreements, while coordinating with associations to promote Vietnamese brands, seeking solutions to reduce logistic costs, speeding up administrative reform and supporting businesses to connect with international partners.



2024 was another busy and challenging year for the Union, but we managed to overcome most of the obstacles that came our way due to the hard work and professionalism of officials and staff, with the support of the rank-and-file membership. Moving forward, we will work with all of maritime labor, maritime shipping companies, and government to promote the U.S.-flag maritime industry and protect our livelihoods. This ongoing enterprise always requires bi-partisan support on The Hill, so we will join forces with whomever shares our mutual interests.

Ready Reserve Force

On November 21, the Union was notified by the U.S. Maritime Administration (MARAD) that they will exercise the option to extend services for the following Ready Reserve Force (RRF) ship management services contracts:

Contract	Ships
#693JF724D000013	Cape Taylor, Cape Texas, Cape Trinity
#693JF724D000014	Cape Victory, Cape Vincent
#693JF724D000016	Admiral Callaghan, Cape Orlando

The ships are operated by Patriot Contract Services. The exercise option date is December 23, 2024. The option to extend services period of performance begins January 27, 2025, presumably through July 26, 2025.

I have also resubmitted wage and benefit rates to the company (ninth version, I believe) for the operation and maintenance of all RRF ship groups for a new five-year contract and five-year option period.

Renaming Ratings

As part of a final rule issued in November, the Coast Guard’s National Maritime Center is updating gendered titles for certain officer and rating endorsements. The purpose is to comply with the Coast Guard policy of using gender-neutral language wherever possible. Starting on January 17, 2025, a Fireman will be called a Boiler Technician and a Pumpman will be called a Pump Technician. Also going away are the ratings of Seaman,

Mexico’s Port of Manzanillo to double container capacity

The President of Mexico, Claudia Sheinbaum, launched the expansion of the port of Manzanillo, last month, during the celebration of the Mexican Armed Forces Day and her visit to the port in the central Pacific Coast state of Colima. The Mexican Naval Ministry (SEMAR) will oversee the \$3 billion expansion. The project is expected to be completed in 2030. When completed, it would put Manzanillo in the ranks of the world’s top-15 container ports.

The Port of Manzanillo, Mexico’s primary container gateway on the Pacific Coast, will double its capacity to 10 million TEU, up from the present 3.5 million TEU capacity, making it the largest container port in Latin America, ahead of Panama’s trans-shipment hub in Colon and Brazil’s Santos Port from the top spots.

Mexican authorities said that they aim to develop the port sustainably and have conducted an environmental impact study that identified mitigation measures to reduce the project’s impact on the area. The Nuevo Manzanillo project

will transform Mexico’s largest port into a major international logistics hub as installations will be extended by 303 percent to cover 1,700 hectares, up from the present 450 hectares. Mexico’s National Port System Administration, ASIPONA, said -in advance of President Sheinbaum’s visit that the new port complex will have four container terminals, as well as piers for petroleum product handling.

While China is a significant trading partner, Manzanillo also imports from Japan, South Korea, the United States, and Latin American nations, highlighting its diversified trade network. Mexico is a center of nearshoring with more than 18 automobile plants.

The project is funded through a mix of public and private investments, with interest from firms such as Ferromex, a Grupo Mexico Transportes railroad subsidiary. Road and rail capacity issues have limited throughput at Manzanillo, and Mexico’s thriving manufacturing sector has been pushing for more investment in infrastructure to modernize the facility.

Lifeboatman and Tankerman, as well as a few others. See story below.

Pay Increase for Officials

At the Annual Board of Trustees meeting held in August 2024, it was recommended that MFW officials and Headquarters custodian receive an increase effective January 1, 2025, based on the 2024 average pay increase per billet under the commercial fleet and shore maintenance master contracts. The average pay increase under the master contracts was approximately 4.5 percent. It should be noted that officials took a pay freeze last year to offset negative cash flow to the General Treasury.

MFW and SUP Welfare Holiday Benefit

For over 30 years, the MFW and SUP Welfare plans have co-sponsored annual holiday luncheons for participants and guests of the respective plans. This gives pensioners and members on the beach an opportunity to socialize during the holiday season.

In San Francisco, the holiday benefit will be held at MFW Headquarters starting at 1130 on Friday, December 13. I recommend that the 1400 job call at Headquarters be cancelled on that day.

Please contact the Wilmington, Honolulu and Seattle agents for information on their holiday benefit events.

Final rule for electronic submission of mariner course completion data and changes to endorsement titles

The Coast Guard has issued a final rule requiring Coast Guard-approved training providers to electronically submit student course completion data to the Coast Guard within five business days of completion. Training providers have until January 17, 2027, to develop administrative procedures to comply with this final rule. The National Maritime Center will use this information to validate course completion information submitted as part of an application for a Merchant Mariner Credential (MMC).

Additionally, this final rule updates gendered titles for certain officer and rating endorsements in keeping with the Coast Guard policy of using gender-neutral language wherever possible. Changes to the following endorsement titles are described in the table below:

Current Endorsement Title	Updated Title
Apprentice Mate (Steersman)	Apprentice Mate of Towing Vessels
Crewman	Crewmember
Fireman	Boiler Technician
Hospital Corpsman	Medical Technician
Lifeboatman	Lifeboat Operator
	Lifeboat Operator-Limited
	Pump Technician
Pumpman	Seafarer
Seaman	Able Seafarer-Unlimited
	Able Seafarer-Limited
	Able Seafarer-Special
	Able Seafarer-Offshore Supply Vessel
	Able Seafarer-Sail
	Able Seafarer-Fishing Industry
	Tank Vessel-PIC
	Tank Barge-PIC
	Restricted Tank Vessel-PIC
	Restricted Tank Barge-PIC
	Tank Vessel-Assistant
	Tank Vessel-Engineer

Starting on January 17, 2025, the Coast Guard will no longer issue endorsements using the current endorsement titles. MMC endorsement titles will be updated for all credentials printed on and after this date.

For more information, the final rule is available on the Federal Register. Search on <https://www.regulations.gov/> under Docket Number USCG-2021-0097.

BC Eagles sail to program’s 23rd national championship

In November, the Boston College Sailing team competed in and won the ICSA Match Race National Championship at the Seawanhaka Corinthian Yacht Club in Oyster Bay, New York. After an impressive undefeated performance on the final day of competition, the Boston College Eagles took home the Cornelius Shields Sr. Trophy. The competition was fierce as 10 collegiate teams battled in dynamic conditions over the course of a three-day competition. This was Boston College’s 23rd national championship and the first time

they have won the ICSA Match Race National Championship since 2018. The results were as follows:

1. Boston College

2. Brown University

3. Coast Guard Academy

4. Stanford University

5. Yale University

6. Naval Academy

7. Tulane University

8. Harvard University

9. University of Charleston

10. University of Chicago

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VICE PRESIDENT'S REPORT

There were 31 registrants dispatched in the month of November: 18 in Class A, three in Class B, five in Class C and five Non-Seniority.  
There are 32 members registered:

BUSINESS AGENT'S REPORT

Here is the vessel rundown for November 2024:

Doha Mariner Lounge



Seafarers and offshore workers travelling with Qatar Airways have access to a dedicated Mariner Lounge at Hamad International Airport at Doha.  
**What is Mariner Lounge?**  
Mariner Lounge is a dedicated lounge at Hamad International Airport for seafarers and offshore workers to relax in transit at the Qatar Airways hub in Doha, whether they are going back to work at sea or a rig, or are on their way back home after being out at sea or on a rig.  
**Who is eligible to use Mariner Lounge?**  
All seafarers and offshore workers who have Qatar Airways ticket, holding an inbound and/or onward Qatar Airways' boarding pass, and provide a valid identification document evidencing their capacity of seafarer or offshore worker can receive complimentary access to enjoy the facilities of Mariner Lounge. Eligible seafarers or offshore workers should be connecting to or from a Qatar Airways scheduled flight, special flight or charter flight and be in possession of a Qatar Airways ticket and boarding pass.  
**What documents are accepted as valid identification as a seafarer or offshore worker?**  
Seafarers or offshore worker passengers in addition to presenting an in-

15 in Class A, eight in Class B, and nine in Class C.  
Happy Holidays and best wishes for a peaceful and prosperous New Year.  
Fraternally, **Bobby Baca**

bound and/or onward Qatar Airways' boarding pass will be required to present at least one of the below documents as valid identification.  
a. Seaman's Book or Continuous Discharge Certificate (CDC) is a seafarer's identity document issued by their country and certifies that the person holding is a seaman.  
b. On-sign/off-sign letters from the seafarer's or Letters of Guarantee from offshore worker's employer or agent.

**What are the facilities available at Mariner Lounge?**  
Qatar Airways seafarers and offshore worker passengers, can retreat to our exclusive Mariner Lounge to relax and enjoy refreshments while they wait for their onward flight. They can indulge in an international selection of offerings as well as fresh deli-style food, with a selection of delicious wraps, sandwiches and juices, at their discretion, choose from a selection of wine and beer. In addition to food and beverages, facilities include unlimited high-speed Wi-Fi, shower facilities, a television area, reading materials and Business Centre.  
**Is there a limit for usage of Mariner Lounge?**  
No, eligible seafarers and offshore workers can avail of the lounge facilities free of charge for the entire duration of their transit in Doha.  
**Where is the lounge located?**  
Mariner Lounge is centrally located on the second level Duty Free Plaza South of Hamad International Airport, within a short distance to the gates and other facilities.

**Matson Navigation Company**  
On the Pacific Southwest triangle run: *MV Manoa* — delegate REJ David Ebanks, #3824, no beefs. *MV Mokiha-na* — delegate REJ Scanlon Henneberry, #3717, shipped a Wiper for time up, no beefs.  
On the Pacific Northwest triangle run: *MV Mahimahi* — delegate DJU Fredrick Cagler, #3906 shipped an ERJ and Wiper for time up. *MV R.J. Pfeiffer* — delegate REJ Edward Tokarz, #3770, no beefs. *MV Manulani* — delegate REJ Theo Price-Moku, #3975, no beefs. New Matson shoreside mechanic Donald Robinson #4001 no beefs.

**APL Maritime Services**  
On the EX1 run: *MV President Kennedy* — delegate REJ Dewayne Ertl, JM—5277, no beefs. *MV President Cleveland* — delegate REJ Edgardo Guzman, #3905, no beefs. *MV President Bush* — no beefs. *MV President Reagan* — delegate ERJ Randy Flores, #3962, no beefs. *MV President J.Q. Adams* — delegate REJ Eeric White, #3925, no beefs.  
**Patriot Contract Services**  
*Cape Horn* activation, crew member's flown to Portland, Oregon and return to San Francisco, California. *Cape Orlando* — Electrician Ronny Ting, #3916, no beefs.  
Fraternally, **Patrick Gillette**

## New England labor unions call for faster offshore wind build out

A new report by a coalition of unions across Rhode Island, Connecticut, and Massachusetts calls for the states to raise their ambitions for offshore wind. The region has little space for solar farms or onshore wind turbines, but its productive winds and relatively shallow waters have made it an appealing target for offshore wind development.  
Rhode Island was the site of the nation's first commercial offshore wind farm, completed in 2016. The first offshore wind port in the country is currently under construction in New Bedford, Massachusetts. Two massive offshore wind projects — Revolution Wind and the embattled Vineyard Wind 1 installation — are underway off the coastlines of the New England states. Unions in the area see potential for the emerging industry to provide well-paying jobs that would attract and benefit their workers — and also help offshore wind succeed in the long term.  
Patrick Crowley, president of the Rhode Island chapter of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), which represents roughly 900,000 union members across the three states, and the AFL-CIO partnered with the Climate Jobs National Resource Center and unions in Massachusetts and Connecticut to put together the new report, which outlines how the industry can expand with organized labor at the forefront. To begin with, the union report suggests that the states aim higher for their offshore wind goals in order to boost the region's economy and take full advantage of their unique access to wind. The report calls on the states to triple the region's offshore wind goals from nine gigawatts to 30 gigawatts by 2040 and 60 gigawatts by 2050 — eventually exporting energy to surrounding areas.  
For the states to achieve their proposed goals, the report recommends they try to attract investment in ports — where offshore wind parts are assembled — as well as ramp up local manufacturing, help build out an interregional transmission system to accommodate more electricity in the coming years, and invest in the vessels needed to transport and install wind arrays.

Last year, Rhode Island, Connecticut, and Massachusetts announced plans to join together to procure six gigawatts of offshore wind, a move meant to help lower costs and make more projects viable as a result. But when the three states announced their first collaborative wind deal in September, they had acquired less than half their goal, and Connecticut declined to participate.  
For all installations, the report calls for project labor agreements, or collective bargaining contracts between a building trade union and a contractor, and labor peace agreements, which make it easier for unions to organize. It also emphasizes using apprenticeships to train the next generation of workers. Attractive pay and labor protections will help in recruiting committed workers who have previously found reliable jobs in other industries, such as oil and gas, said Jim Pimental, the vice president of the Bricklayers and Allied Craftsmen Local 3, and the president of the Southeastern Massachusetts Building Trades Council.  
With the incoming Trump administration, the future of offshore wind has become uncertain — even for regions like New England that are committed to the energy source. Since the federal government controls the waters off U.S. coastlines, it has the last word on whether offshore wind projects move forward. If wind projects are put on pause, it could have a ripple effect.  
In Somerset, Massachusetts, plans are in the works to transform a former coal plant into a \$350 million manufacturing facility to build undersea cables, which are needed to bring energy onshore from offshore wind turbines. The facility, partially funded by the federal Inflation Reduction Act, would create around 150 jobs once it's built. But the land purchase hasn't been finalized yet.  
State leadership will play a key role in offshore wind, the report emphasizes. At a press conference last week, Massachusetts Governor Maura Healey, a Democrat, marveled at the collection of private corporations, research institutions, unions, and environmental advocates all backing offshore wind development.

## Upper Mississippi River navigation season closes for the year

The U.S. Army Corps of Engineers, St. Paul District, saw the last barge of the year, the *MV Ashley Danielson*, depart Lock and Dam 2, on December 1, ending the 2024 navigation season on the Upper Mississippi River. Traditionally, the last tow departing the capital city of St. Paul, Minnesota, heading south of Lock and Dam 2, near Hastings, Minnesota, has marked the unofficial end of the navigation season. The last tow to leave St. Paul usually occurs around the last week of November or the first week of December.  
The 2024 navigation season started March 17 when the *MV Joseph Patrick Eckstein* with 12 barges passed through Lock and Dam 2. As the 2024 navigation season, St. Paul District staff

are busy this winter with maintenance projects scheduled at Locks and Dams 7 and 9 for miter gate anchorage bar replacement, Lock and Dam 2 for guide wall repairs and Locks and Dams 5 and 5A for gate maintenance.  
The St. Paul District navigation program provides a safe, reliable, cost-effective and environmentally sustainable waterborne transportation system on the Upper Mississippi River for the movement of commercial goods and for national security needs. To do this, the district maintains a nine-foot navigation channel and 13 locks and dams from Minneapolis to Guttenberg, Iowa. Keeping this system open is vital to the nation's economy.

Your Right to Union Representation

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions."  
**This is your right under the 1975 U.S. Supreme Court Weingarten Decision.**

Active MFOW members

Retain your Welfare Fund eligibility.  
**MAIL or TURN IN** all your Unfit for Duty slips to:  
**MFOW Welfare Fund, 240 2nd Street, San Francisco, CA 94105**



# MARINE FIREMEN’S UNION TRAINING PROGRAM — 2025

Interested members who meet the Training Program eligibility requirements and prerequisites outlined for each course may obtain an application online at [mfoww.org](http://mfoww.org) or at Headquarters and branch offices. All applications must be accompanied by a copy of the member’s Merchant Mariner Credential.

- (a) Eligible participants are MFOW members who:

(1) Have maintained A, B or C seniority classification.

(2) Are current with their dues.

(3) Are eligible for medical coverage through covered employment.

(4) Have a current Q-card (annual physical) issued by the Seafarers’ Medical Center and are fit for duty.
- (b) Non-seniority applicants:

(1) Applicants may be selected for required government vessels training as required to fulfill manning obligations under the various MFOW government vessel contracts.

(2) Selectees under this provision must meet all other requirements for seagoing employment and shall have demonstrated satisfactory work habits through casual employment.

## Maritime Institute

Courses are conducted at Maritime Institute in San Diego, California, contingent on enrollment levels. Tuition, lodging and transportation are pre-arranged by the MFU Training Plan.

### Military Sealift Command (MSC) Government Vessels Course

This four-day course is required for employment aboard various MSC contract-operated ships and includes the following segments: Shipboard Damage Control; Environmental Protection; Chemical, Biological and Radiological Defense; Helo Firefighting.

January 20-23

February 10-13

March 10-13

### Military Sealift Command (MSC) Readiness Refresher

This two-day course renews the following government vessel segments: Helo Firefighting; Environmental Protection; Damage Control; and Chemical, Biological and Radiological Defense. The full versions of these segments must have been completed within 5 years of taking the Readiness Refresher course.

January 9-10

January 30-31

February 27-28

### Basic IGF Code

Any applicant who has successfully completed your Basic IGF Code Operations (MARINS-805) course will satisfy: The training and standards of competence required by STCW Code Section A-V/3 and Table A-V/3-1, as amended 2010, for original or renewal of STCW endorsement for Basic IGF Code Operations. A course certificate may be used for one application which results in the issuance of an endorsement and may not be used for any application transactions thereafter.

January 20-21

February 10-11

March 24-25

### QMED Fireman/ Oiler/Watertender

A member who successfully completes the 160-hour Qualified Member of the Engine Department (QMED) Fireman/Watertender/Oiler course will satisfy the requirements needed for the national endorsements as QMED Fireman/Watertender and QMED Oiler, provided all other requirements, including sea service, are also met. *Prerequisites: 180 days or more of MFOW-contracted sea time as Wiper; PLUS, Coast Guard approval letter for endorsement upgrading, which certifies minimum of 180 days’ sea time as Wiper.*

January 6-31

February 17-March 14

April 14-May 9

### STCW Rating Forming Part of an Engineering Watch

A member who successfully completes the 40-hour Rating Forming Part of an Engineering Watch (RFPEW) course will satisfy the requirements needed for the STCW endorsement as RFPEW. *Prerequisites: See QMED Fireman/Watertender and Oiler course. It is recommended that eligible candidates schedule the QMED Fireman/Watertender and Oiler and RFPEW courses back-to-back for a five-week combined training session.*

2025: February 3-4

March 17-21

### QMED Electrician/Refrigerating Engineer

A member who successfully completes the 240-hour QMED Electrician/Refrigerating Engineer course will satisfy the requirements needed for the national endorsement as QMED Electrician/Refrigerating Engineer, provided all other requirements, including sea service, are also met. *Prerequisites: Endorsements as QMED Fireman/Watertender, QMED Oiler, and RFPEW; PLUS 180 days of MFOW-contracted sea time while qualified as RFPEW.*

January 13-February 21

February 24-April 4,

April 21-May 30

### STCW Able Seafarer-Engine

A member who successfully completes the 40-hour Able Seafarer-Engine (AS-E) course will satisfy the requirements needed for the STCW endorsement as AS-E. *Prerequisites: Endorsements as QMED Electrician/Refrigerating Engineer, QMED Fireman/Watertender, QMED Oiler and RFPEW; PLUS 180 days or more of MFOW-contracted sea time while qualified as RFPEW.*

February 17-21

April 7-11

June 2-6

### QMED Pumpman/Machinist

A member who successfully completes the five-week QMED Pumpman/Machinist course will satisfy the requirements needed for the national endorsement as QMED Pumpman/Machinist. *Prerequisites: 360 days or more of MFOW-contracted sea time while holding the endorsements as QMED Electrician/Refrigerating Engineer, QMED Fireman/Oiler/Watertender, RFPEW and AS-E.*

May 19-June 20

September 29-October 31

### High Voltage Safety

This five-day course is comprised of classroom lectures, simulator-based training, and assessments on our state-of-the-art TRANSAS TechSim 5000 High-Voltage (HV) Circuit Breaker Simulator. Students will be exposed to the principles behind shock hazards, and arc flash/arc blast phenomena. Practical exercises will help students understand how shock and arc flash boundaries are calculated, and most important, Incident Energy calculations to determine selection of required arc flash PPE. The assessment will incorporate all aspects of training including the proper use of PPE, live line tools, multimeters, other test equipment, and an implementation of a sample checklist for a Job Safety Analysis plan dealing with HV. *Prerequisites: QMED Electrician-Refrigerating Engineer/Junior Engineer/RFPEW and Able Seafarer-Engine endorsements.*

January 6-10

February 10-14

March 24-28

## New in 2025

Maritime Institute: 1130 West Marine View Drive, Everett WA

QMED Oiler: February 24-March 14, June 2-20, August 18-September 5

STCW Rating Forming Part of an Engineering Watch: March 17-21, April 7-11, June 23-27

### STCW BASIC TRAINING

*All Basic Training Certificates Hold A One-Year Validation When Used For Mariner Document Renewal.*

### STCW Basic Training Revalidation

The BT Revalidation course is designed for personnel who have previously completed a 40-hour Basic Training course and have at least one year of approved Sea Service within the last five years.

Maritime Institute, San Diego, CA: January 24 and 31, February 14, March 7

Maritime Institute, Honolulu, HI: January 31, April 11, June 6, August 1

Maritime Institute, Everett, WA: April 25, May 27, June 6

Cal Maritime Academy, Vallejo, CA: Returning in 2025

MITAGS-PMI, Seattle, WA: January 6-7, February 19-20, March 3-4

### STCW Basic Training Refresher (three days)

The BT Refresher course is designed for personnel who have previously completed a 40-hour Basic Training course and have NOT completed one year of approved Sea Service within the last five years.

Maritime Institute, San Diego, CA: January 8-10, 2025

Maritime Institute, Everett, WA: February 12-14, 2025

Cal Maritime Academy, Vallejo, CA: Returning in 2025

MITAGS-PMI, Seattle, WA: January 6-8, April 7-9, July 14-16

## Port of Tacoma gives final approval for Port Maritime Center

Port of Tacoma Commissioners voted unanimously on November 19 for final approval of the Port Maritime Center, paving the way for a 20-acre project that will bring new life and opportunity to the east side of the Foss Waterway in Tacoma. The port-owned property will include Tacoma Public Schools’ Maritime|253 skills center, which will provide career and technical education to junior and senior high-school level students from across Pierce County free of charge. Tacoma Public Schools Board members gave their final approval on November 14.

Maritime|253 will be built alongside a new port business center, which will include commission chambers for public meetings and workspace for employees of the Port of Tacoma and The Northwest Seaport Alliance. The Port Maritime Center site fronts both the Foss Waterway and the smaller Wheeler-Osgood Waterway and will provide walking trails with interpretive signs and public shoreline access. The project is expected to be a catalyst

for future development along the east side of the Foss Waterway.

The Port of Tacoma’s Capital Investment Plan budgets \$150 million for the port’s portion of the project. The port and school district are each paying for their own building with the school district contributing to the cost of site development work.

Environmental remediation on the site began this fall, with a groundbreaking for the construction phase expected early in 2025. Tacoma Public Schools anticipates completing construction of Maritime|253 by the fall of 2026, with the port business office opening in early 2027. Maritime|253 programs will launch in the fall of 2025, using interim sites until construction is complete in 2026. Course offerings will include tracks in manufacturing, skilled trades, maritime sustainability, transportation, technology, and logistics.

The port and school district announced a partnership in 2023 to pursue the Port Maritime Center project.

MFOW Supplementary Pension Plan

240 2nd Street, San Francisco, California 94105

November 2024

Annual Funding Notice

Introduction

This notice, which federal law requires all pension plans to furnish on an annual basis, includes important information about the funding status of your multiemployer pension plan (the “Plan”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning August 1, 2023 and ending July 31, 2024 (the “2023 Plan Year”).

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the “funded percentage.” The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan’s funded percentage for the 2023 Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

Funded Percentage

	2023 Plan Year	2022 Plan Year	2021 Plan Year
Valuation Date	August 1, 2023	August 1, 2022	August 1, 2021
Funded Percentage	50.9%	50.9%	53.1%
Value of Assets	\$1,198,808	\$1,355,079	\$1,566,366
Value of Liabilities	\$2,353,621	\$2,664,707	\$2,947,497

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of each plan year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years. The value of the Plan assets shown as of July 31, 2024 is an estimate based on the most accurate unaudited financial information available at the time this notice was prepared. The final audited information on the Plan’s assets will be reported on the Plan’s 2023 annual report filed with the Department of Labor in May 2025.

	July 31, 2024	July 31, 2023	July 31, 2022
Fair Market Value of Assets	\$1,200,211	\$1,198,808	\$1,355,079

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in “endangered” status if its funded percentage is less than 80 percent. A plan is in “critical” status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in “critical and declining” status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries. The Plan was in endangered status in the 2023 Plan Year. You will receive a separate notice regarding the Plan’s endangered status certification.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 92. Of this number, two were current employees, 87 were retired and receiving benefits, and three were retired or no longer working for the employer and have a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. Plan benefits are funded by employer contributions and investment returns on those contributions. Commencing July 1, 2019, the shipping companies agreed to reinstate contributions to the Plan and may increase contributions in the future through collective bargaining as necessary to satisfy the minimum funding standards of the Employee Retirement Income Security Act of 1974 (“ERISA”) and the Internal Revenue Code (“Code”). The Plan’s funding policy is to continue to fund Plan benefits in this manner and satisfy the minimum funding standards of ERISA and the Code.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to maintain a portfolio of investments that is conservative in nature. The Trustees, working with experienced investment consultants, monitor and make appropriate changes to the Plan’s investments, seeking to achieve positive investment results over the long term. Under the Plan’s investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the 2022 Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	33.5%
2. U.S. Government securities	64.9%
3. Other	1.6%

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N1513, Washington, DC 20210, or by calling 202-693-8673. Or you

may obtain a copy of the Plan’s annual report by making a written request to the plan administrator, Ms. Mary Laffey, Zenith Administrators, at 1600 Harbor Bay Parkway, Suite 200, Alameda, CA 94502. Annual reports for the 2021 Plan Year and earlier plan years are available now. The annual report for the 2023 Plan Year will be available when it is filed with the Employee Benefits Security Administration in May 2025. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact the plan administrator at 415-536-8280 or the address above if you want information about your accrued benefits.

Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option. This Plan is not insolvent and is approximately 51% funded.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the Pension Benefit Guaranty Corporation (“PBGC”) guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC’s multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan’s monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is \$35.75 per month times a participant’s years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service (\$600/10), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus \$24.75 (.75 x \$33), or \$35.75. Thus, the participant’s guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or \$200/10). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 (.75 x \$9), or \$17.75. Thus, the participant’s guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person’s monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan’s (1) termination or (2) insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC’s website at [www.pbgc.gov/prac/multiemployer](http://www.pbgc.gov/prac/multiemployer). Please contact your employer or fund administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See “Where to Get More Information,” below.

Where to Get More Information

For more information about this notice, you may contact Ms. Mary Laffey, Administrator, Zenith Administrators, at 1600 Harbor Bay Parkway, Suite 200, Alameda, CA 94502, 415-536-8280. For identification purposes, the official plan number is 001, the plan sponsor is the Board of Trustees of the MFOW Supplementary Pension Plan, and the employer identification number or “EIN” is 94-6201677.

NOTICE OF ENDANGERED STATUS

MFOW SUPPLEMENTARY PENSION PLAN

The Pension Protection Act of 2006 added a requirement to categorize multiemployer pension plans, such as the MFOW Supplementary Pension Plan (the “Plan”) by their funded percentage, and to require notification to plan participants of such category in certain cases. This is to inform you that on October 29, 2024 the Plan’s actuary certified to the U.S. Department of the Treasury, and also to the Plan’s Board of Trustees, that the Plan is in endangered status (also known as the “yellow zone”) for the plan year beginning August 1, 2024 (the “2024 Plan Year”). Federal law requires that you receive this notice.

ENDANGERED STATUS

The Plan is in endangered status because it has funding problems. More specifically, the Plan’s actuary determined that the Plan’s funded percentage for the 2024 Plan Year is less than 80%.

FUNDING IMPROVEMENT PLAN

Federal law requires pension plans in endangered status to adopt a funding improvement plan aimed at reducing the unfunded percentage of the Plan by at least one-third over a ten-year period. To enable the Plan to satisfy these funding obligations, all of the Plan’s contributing employers agreed to contribute \$4.50 per man-day to the Plan starting at various times between July 1, 2019 and January 27, 2020. The Trustees have determined that it is not necessary to develop a default schedule because the contribution rates already agreed upon between the bargaining parties are sufficient to achieve the required funding objectives. Based on the estimated annual man-days provided by the parties, the Plan actuary projects that no increases in this contribution rate will be necessary to meet the conditions of this Funding Improvement Plan. The Plan’s funding status must be reviewed and certified annually. Notices like this one will be sent each year until the Plan is no longer in endangered status. The Funding Improvement Plan will also be updated each year if changes are needed to meet its funding objectives.

WHERE TO GET MORE INFORMATION

For more information about this notice, you may contact Ms. Mary Laffey, Administrator, Zenith Administrators, at 1600 Harbor Bay Parkway, Suite 200, Alameda, CA 94502, 415-536-8280. You have a right to receive a copy of the Funding Improvement Plan from the Plan. This notice has also been provided to the Department of Labor and the Pension Benefit Guaranty Corporation as required by law.





## SEATTLE NOTES

During the month of November Seattle shipped one Electrician, one Oil-er, five Standby Reefers and five Stand-by Wipers. Seattle currently has seven A- and five B-seniority members, along with one C-seniority member regis-tered for shipping.

The SUP Seattle Branch secured tours of the Seattle working ports and industrial lands with Seattle City Councilmembers Robert Kettle and Alexis Mercedes Rinck. We coordina-ted with the ILWU and MMP to educate these decision makers on the irreplace-able contribution of Seattle's indus-trial lands and container terminals to our region's economy. Also met with Washington State legislators who have agreed to champion a \$60,000 budget proviso in the Washington State Legis-lature to fund implementation of a ba-sic safety training program at our affli-

ate Deep Sea Fishermen's Union school: Crawford Nautical Training. Please contact me on how to effectively advo-cate for this money with your local leg-islators. Also met with multiple mem-bers of our congressional delegations lead Defense staffers on the potential-ly disastrous effects that downgrading the prepositioning ships and scrapping the Jones Act would have on our exist-ing qualified mariner pool.

Finally, we are coordinating advoca-cy with the Hawaii Branch and MMP to expedite the Merchant Marine Cre-dential documentation process by re-questing that the NMC return review and issuance authority back to the Re-gional Exam Centers for non-medical review documentation. Considering the vast improvements in communi-cation and electronic storage that have developed since the advent of Home-land Security and the NMC consolida-tion, not to mention the simplicity of the new MMC format, it is our posi-tion that the REC professionals should be able to accomplish review and issua-nce within days rather than months. When the nation needs us, we are needed immediately, not five months from today.

Fraternally,  
**Brendon Bohannon,**  
Representative

### HOWZ SHIPPING? November 2024

#### San Francisco

Electrician/Reefer/Jr. Engineer.....	2
Reefer/Electrician/Jr. Engineer.....	1
Junior Engineer .....	2
Oiler .....	4
Wiper.....	3
Standby Electrician/Reefer .....	12
Standby Wiper.....	7
<b>TOTAL .....</b>	<b>31</b>

#### Wilmington

No Report Submitted

#### Seattle

Electrician.....	1
Oiler.....	1
Standby Electrician/Reefer .....	5
Standby Wiper.....	5
<b>TOTAL .....</b>	<b>12</b>

#### Honolulu

Electrician/Reefer/Jr. Engineer.....	1
Reefer/Electrician/Jr. Engineer.....	1
Junior Engineer .....	4
Oiler.....	4
Wiper.....	2
Shore Mechanic.....	1
Standby Electrician/Reefer .....	23
Standby Wiper.....	31
<b>TOTAL .....</b>	<b>67</b>



## HONOLULU NOTES

The Honolulu Hall dispatched a total of 67 jobs for the month of No-vember. It was an average month for shipping. There were 23 Standby Elec-trician/Reefer 31 Standby Wiper jobs called. Matson has started to require Standby Wipers dispatched to LNG ships to have the STCW Basic IGF Code endorsement on their MMC. The Honolulu registration list numbers 20 A-, one B-, and 11 C-seniority mem-bers. Honolulu is carrying 48 billets and just 32 on the registration list.

In November, I had my usual meet-ings with Honolulu Sailor's Home Board, the Honolulu Port Maritime Council, and the AFL-CIO Executive Board. I also attended the 3rd Annual Workers' Victory Celebration, hosted by the Ha-waii Workers Center. Awards were giv-en to the workers at Max's Restaurant. The Hawaii Workers Center represented a handful of restaurant workers in a case where a judgement of over \$300,000 for the workers in back pay was awarded. Another award was given to the Kapio-lani nurses for their efforts in changing how patient to nurses ratios will become a much safer ratio. Also, celebrating the solidarity of United Here Local 5 hotel workers, where 1,800 Hilton Hawaiian Village Hotel workers went on strike to change their worker-to-room ratios and to receive a living wage increase.

I also flew to the small Island of La-

nai where I was invited to Lanai High and Intermediate School's Career Day. There were way more kids than I thought this tiny island could have and they were the most well-mannered kids I ever met. It felt like they should never leave their tiny island and be exposed to the real world.

The last event that I was proudly in- vited to, along with MFOW member Colby Sims and family, was with our very own MFOW member Baldev Singh What happened was that his daughter and son were wed within the last cou- ple of months, and they all flew into Ho- nolulu along with their spouses for a small celebration (see photo). Of course, Baldev came by way of ship (always working) and I believe we were also celebrating Baldev's soon-to-be retire- ment. His only career being a Merchant Marine Electrician; I want to guess it's been about 50 years at sea. What a beau- tiful celebration it was. Let us all wish Baldev and his family peace and happi- ness. Thank you, my friend.

Aloha,  
**Mario Higa**  
Port Agent

## HONOR ROLL

**Voluntary donation to  
General Treasury — November 2024:**  
Edward Tokarz, #3770.....\$150.00  
Eric White, #3925 .....\$100.00  
Don Ngo, #3826.....20.00  
Larry Santos, #3752 .....\$100.00  
Edgardo Guzman, #3905 .....\$50.00  
Michael Carr, P-2718 ..... \$302.00

### POLITICAL ACTION FUND

**Voluntary donations for November 2024:**  
Don Ngo, #3826.....\$20.00  
William Watters, JM-4936.....\$100.00

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