The Marine Fireman

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

Volume 81 SAN FRANCISCO, CALIFORNIA, NOVEMBER 13, 2025 No.11

Senators push bipartisan support for maritime

Senators Mark Kelly (D-Arizona) and Todd Young (R-Indiana), lead sponsors of the SHIPS for America Act, released the following statement after the Senate Commerce Committee's Subcommittee on Coast Guard, Maritime, and Fisheries held a hearing on the importance of revitalizing America shipbuilding:

"Today's hearing made clear that there is growing, bipartisan momentum to rebuild American shipbuilding, which will be good for our economy and national security. This hearing is an important step in getting the SHIPS for America Act passed to revitalize our maritime and shipbuilding industries.

"We'll keep working in Congress and with maritime leaders to pass our bill that will create good-paying jobs and counter China's dominance over the oceans."

The hearing — titled *Sea Change: Reviving Commercial Shipbuilding* — examined how to modernize and accelerate U.S. commercial shipbuilding while strengthening America's broader maritime industrial base. The hearing also focused on issues likely to be addressed in the Trump Administration's upcoming Maritime Action Plan, expected to be released in early November.

Senators Kelly and Young introduced the bipartisan, bicameral legislation to revitalize the United States shipbuilding and commercial maritime industries earlier this year. The SHIPS for America Act would:

- Coordinate U.S. maritime policy by establishing the position of Maritime Security Advisor within the White House, who would lead an interagency Maritime Security Board tasked with making whole-of-government strategic decisions for how to implement a National Maritime Strategy.
- Establish a Maritime Security Trust Fund that would reinvest duties and fees paid by the maritime industry into maritime security programs and infrastructure supporting maritime commerce to provide long-lasting and stable funding.
- Establish a national goal of expanding the U.S.-flagged international fleet by 250 ships in 10 years by creating the Strategic Commercial Fleet, which would facilitate the development of a fleet of commercially operated, U.S.-flagged, American-crewed, and domestically built merchant vessels that can operate competitively in international commerce.
- Enhance the competitiveness of U.S.-flagged vessels in international commerce by cutting through red tape, modifying duties to make cargo on U.S.-flagged vessels more competitive, requiring that government-funded cargo move aboard U.S.-flagged vessels, and requiring a portion of commercial goods imported from China to move aboard U.S.-flagged vessels starting in 2030.
- Expand the U.S. shipyard industrial base, for both military and commercial oceangoing vessels, by establishing a 25 percent investment tax credit for shipyard investments, transforming the Title XI Federal Ship Financing Program into a revolving fund, and establishing a Shipbuilding Financial Incentives program to support innovative approaches to domestic ship building and ship repair.

Continued on page 5

OCTOBER 14, 2025

REPORT OF CREDENTIALS COMMITTEE

The Credentials Committee convened at 1015 on October 14, 2025, to check nomination acceptances and eligibility of candidates for the Marine Firemen's Union 2026-2028 term of office.

The following candidates are qualified to appear on the ballot:

President/Secretary-Treasurer
Anthony Poplawski #3596

Vice President
Robert Baca #3776

San Francisco Business Agent
Pat Gillette #3880

Wilmington Port Agent
Pasquale Gazillo #3699

Honolulu Port Agent
Don Ngo #3826

Board of Trustees (three elected positions)
Pat Gillette #3880
Don Ngo #3826
Alex Reyer #4030

SIUNA Convention Delegate (one elected position)
Robert Baca #3776

The Credentials Committee has determined that all nominees for all offices are unopposed, and therefore no election is necessary, and that the above-named nominees begin the new term of office on Thursday, March 12, 2026.

Signed:

/s/ Erik Duarte JM-5478
/s/ Josh Weinstien JM-5546

All candidates unopposed in 2026-2028 union election

The Marine Firemen's Union Credentials Committee convened at Headquarters on October 14, to check acceptances and eligibility of nominees for the 2026-2028 term of office. It was determined that there was one qualified candidate for each position: President/Secretary-Treasurer, Vice President, San Francisco Business Agent, Wilmington Port Agent, Honolulu Port Agent, three elected Trustees, and one elected SIUNA Convention Delegate.

Federal law (29 CFR 452.28) states that an election of officers or delegates that would otherwise be required to be held by secret ballot need not be held by secret ballot when all candidates are unopposed and certain conditions are met. The Committee determined that all nominees for all offices are unopposed, and therefore no election is necessary, and that the above-named nominees begin the new term of office on Thursday, March 12, 2026.

2026 Holiday Schedule

Observed Holiday

January 1	Thursday New Year's Day (January 1)
January 2	Friday Jack Hall Day (January 2) ***HAWAII ONLY***
January 19	Monday Martin Luther King Jr.'s Birthday (3rd Monday in January)
February 12	Thursday Lincoln's Birthday (February 12)
February 16	Monday Presidents' Day (3rd Monday in February)
March 30	Monday Harry Bridges' Memorial Day (March 30) ***HAWAII ONLY***
March 31	Tuesday+ Cesar Chavez Day (ILWU) (March 31) *ALL SHIPS IN PORT*
April 3	Friday-Close at Noon Good Friday (ILWU) (All day Hawaii)
May 25	Monday Memorial Day (last Monday in May)
June 11	Thursday Kamehameha Day (Matson) (June 11)
June 19	Friday Juneteenth (Matson APL) (June 19)
July 3	Friday Independence Day (July 4)
July 28	Tuesday+ Harry Bridges' Birthday (ILWU) (July 28) ***ALL SHIPS IN PORT***
September 7	Monday Labor Day (1st Monday in September)
October 12	Monday Columbus Day (2nd Monday in October)
November 11	Wednesday Veterans' Day (November 11)
November 26	Thursday Thanksgiving Day (4th Thursday in November)
November 27	Friday# Day after Thanksgiving OPEIU office staff
December 24	Thursday+ Christmas Eve (ILWU) (Dec 24) ***ALL SHIPS IN PORT***
December 25	Friday Christmas Day (December 25)
December 31	Thursday+ New Year's Eve (ILWU) (Dec 31) ***ALL SHIPS IN PORT***

+Longshore holidays for members working aboard APL and Matson ships in West Coast ports under Master Offshore
Agreements (different in Hawaii). Under the MFOW Maintenance Agreements these holidays shall be observed in accordance with local custom and practice.

Halls to close — Holiday Schedule

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

Thanksgiving Day — Thursday, November 28

Christmas Eve* — Tuesday, December 24

Christmas Day — Wednesday, December 25

New Year's Eve* — Wednesday, December 31

New Year's Day — Thursday, January 1, 2026

Jack Hall Day — January 2**

*Christmas Eve and New Year's Eve are ILWU holidays on the West Coastand 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.

**Jack Hall Day is an ILWU Local 42 holiday in Hawaii and 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.

The Marine Fireman

Published Monthly By

The Pacific Coast Marine Firemen, Oilers, Watertenders and Wipers Association

ORGANIZED 1883

Affiliated with the Seafarers International Union of North America, AFL-CIO

Yearly subscription rate: $20 first class, $25 overseas air

Postmaster: Send address changes to The Marine Fireman, 240 2nd Street, San Francisco, CA 94105

STATEMENT FOR THE RECORD
SUBMITTED BY:
AMERICAN MARITIME OFFICERS
INTERNATIONAL ORGANIZATION OF MASTERS, MATES & PILOTS
MARINE ENGINEERS' BENEFICIAL ASSOCIATION
MARINE FIREMEN'S UNION
MARITIME TRADES DEPARTMENT, AFL-CIO
SAILORS' UNION OF THE PACIFIC
SEAFARERS INTERNATIONAL UNION
TRANSPORTATION TRADES DEPARTMENT, AFL-CIO
TO THE
SUBCOMMITTEE ON COAST GUARD, MARITIME, AND FISHERIES
COMMITTEE ON COMMERCE, SCIENCE AND TRANSPORTATION
ON
"THE SHIPS FOR AMERICA ACT"
"SEA CHANGE – REVIVING COMMERCIAL SHIPBUILDING"
OCTOBER 28, 2025

Chairman Sullivan, Ranking Member Blunt Rochester and Members of the Subcommittee:

This statement is submitted by the American Maritime Officers, the International Organization of Masters, Mates & Pilots, the Marine Engineers' Beneficial Association, the Marine Firemen's Union, the Maritime Trades Department, AFL-CIO, the Sailors' Union of the Pacific, the Seafarers International Union, and the Transportation Trades Department, AFL-CIO. Collectively, our unions represent the ships' masters, licensed deck officers, licensed engineers, and unlicensed merchant mariners working aboard all types of U.S.-flag commercial vessels, including all those enrolled in the Maritime Security Program and the Tanker Security Program.

The development, implementation and funding of programs and policies that promote, support and grow the U.S.-flag fleet, enhance its economic viability, and increase its ability to compete for and secure a larger share of America's commercial commerce are extremely important to the jobs of the men and women our organizations represent. The jobs that American merchant mariners perform, and the ships that they crew, are a vital component of America's economic and military security. They provide the commercial sealift readiness capability needed by the Department of Defense and, as history has demonstrated, are always ready, willing and able to put themselves in harms' way to support American troops deployed throughout the world. Consequently, we are grateful that this hearing is being held and we appreciate the opportunity to submit our statement.

At the outset, we wish to reiterate our strong support for the bipartisan and bicameral SHIPS for America Act. We thank the sponsors of this legislation for their leadership in introducing this legislation and we thank all those who have cosponsored this legislation for their commitment to revitalize America's commercial maritime capability. We assure you that America's seafaring labor organizations look forward to working with you and your colleagues to enact the provisions in the SHIPS for America Act relating to maritime manpower as well as the other far reaching and innovative proposals to achieve a stronger maritime industry.

We also wish to acknowledge the support for our industry expressed by President Trump, Vice President Vance, Secretary of Transportation Duffy, and others in the Administration. Their statements demonstrate a clear recognition at the highest level of our government that the United States needs and must have a stronger and larger U.S.-flag maritime industry. Our organizations agree wholeheartedly.

In addition, as reflected in the SHIPS for America legislation and the actions taken by the Administration, the international shipping arena is not a level playing field where all vessels operate under the same set of rules and comply with the same operational, manning and tax requirements. Rather, U.S.-flag vessels are forced to compete against foreign state owned and controlled vessels and other flag of convenience vessel operations, as well as those vessels receiving significant tax related and other economic incentives that help them secure larger amounts of the world's foreign trade.

The same holds true for the American shipbuilding industry and our labor colleagues who work in America's shipyards or in related service and supply industries. We support the steps being taken by the Administration to respond to unfair shipbuilding practices by China and urge the Administration to ensure that such steps reflect the importance of both domestic shipbuilding and U.S.-flag vessel operations to the economic and military security of our nation.

It is for these reasons why we strongly urge Congress to consider as expeditiously as possible the SHIPS for America legislation. Without the critically important initiatives contained in this legislation, vessels may be forced to leave the U.S.-flag. This will not only reduce the commercial sealift capability available to the Department of Defense but result in an outsourcing of critically important American maritime jobs causing a dangerous reduction in the number of American mariners available to crew the surge and sustainment vessels needed to support American troops overseas.

In fact, when we lose U.S.-flag vessels and the shipboard billets they provide, trained and experienced American mariners lose their jobs, their income, their health and other benefits, and their ability to provide for their families. When this happens, they have no choice but to leave our industry and find employment someplace else. For our government, and particularly the Department of Defense, this means that a sufficient number of American mariners will no longer be there - will no longer be working in our industry — the next time the need to support American troops and America's interests abroad arises.

It is also extremely important to emphasize that it takes many years for an individual to gain the sea-time necessary to obtain Coast Guard-issued licenses and endorsements. Simply put, it will take a long time for our country and our industry to recover from the further downsizing of our fleet and the outsourcing of American maritime jobs. Rather, Congress, the Administration and our industry need to work together to achieve the goals and objectives contained in the Declaration of Policy in the Merchant Marine Act, 1936: namely, that "It is necessary for the national defense and development of its foreign and domestic commerce that the United States shall have a merchant marine (a) sufficient to carry a substantial portion of the water-borne export and import foreign commerce of the United States. . ."

Today, U.S.-flag commercial vessels today carry less than 2 percent of America's commercial foreign commerce, clearly not a "substantial portion". However, the simple fact is that the key element in the revitalization of the U.S.-flag shipping industry and its ability to protect the international shipping supply chain is to increase the share of commercial cargo carried by U.S.-flag vessels in international commerce. Without cargo, ships don't sail and if ships don't have the cargo they need to operate, then the American merchant mariners who crew these vessels will not have work and may in fact be forced to leave the industry, reducing the critically important maritime manpower pool.

To this end, we support the increase in U.S.-flag cargo preference shipping requirements to 100 percent as contained in the SHIPS for America legislation. We believe very strongly that U.S.-flag vessels and their U.S. citizen crews should be responsible for the carriage of all U.S. taxpayer financed government cargoes.

At the same time, it is important for Congress and the Administration to understand that simply increasing the share of government cargo to be carried by U.S.-flag vessels will not result in the increase in the number of U.S.-flag commercial vessels envisioned by the SHIPS for America legislation. It is essential that provisions be included that result in the carriage of a greater portion of America's foreign trade on American ships.

Congress should, for example, consider the establishment of a tax credit provided to the shippers or owners of the cargo as an incentive to utilize American ships in response to the economic advantages enjoyed by foreign flag and foreign crewed ships. In addition, we would encourage Congress to consider which tax-related incentives currently available to foreign flag vessels should be made applicable to U.S.-flag vessels and their American crews. Many nations, for example, exclude the income earned by their mariners from their income tax, a provision that reduces operating costs to the vessel owner. In fact, this foreign source income exclusion is currently available to other American workers employed outside the United States pursuant to section 911 of the Internal Revenue Code but not to American mariners working aboard U.S.-flag vessels operating in the foreign trades.

We also believe that section 421 in the SHIPS for America Act that allows duties on imported cargo to be adjusted if carried on U.S.-flag vessels should be utilized and that such incentives should be a part of bilateral and multilateral trade negotiations.

In short, if we do nothing and our industry is expected to respond on its own without the support of the United States government to constantly changing conditions in the international shipping arena, the stability necessary for the U.S.-flag shipping companies to attract the investments they need and the opportunity for maritime labor to recruit and retain the mariners our country needs will not be there. Most importantly, the failure to act means that the Department of Defense will no longer have the certainty that the privately-owned U.S.-flag commercial industry will be there to provide the commercial sealift capability it needs; will no longer be able to undertake the long-term planning necessary for an effective sealift strategy; and will be forced to dedicate a significant portion of its limited resources to the commercial sealift functions presently provided by the U.S.-flag merchant marine at a fraction of what it would cost the government to do it all itself.

In conclusion, we stand ready to do whatever we can to help put in place the programs and policies that result in the operation of a greater number of commercial vessels under the United States-flag, that create new job opportunities for American mariners, and that increase the share of America's foreign trade carried by U.S.-flag vessels.

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: mfowvp@mfoww.org

Patrick Gillette
San Francisco Business Agent
Email: sfba@mfoww.org

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

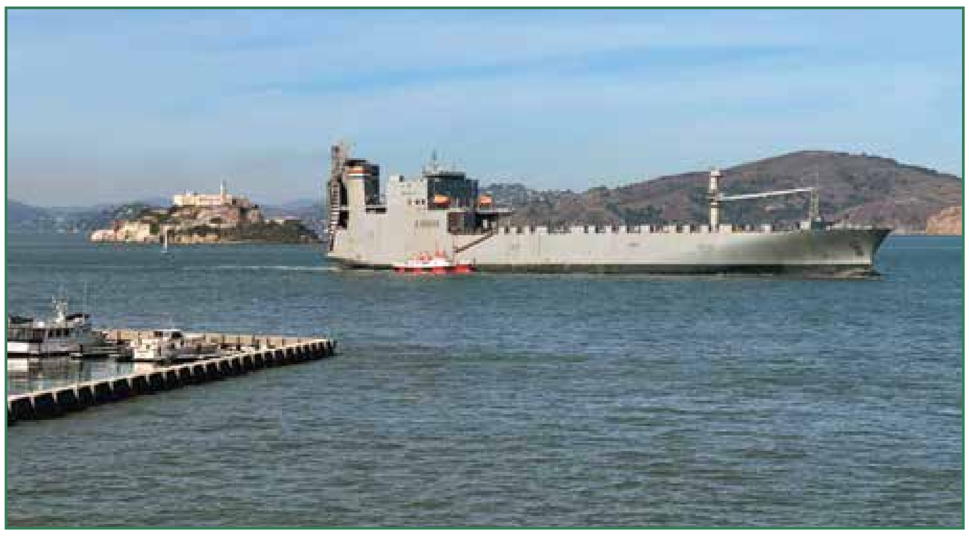
HONOLULU BRANCH
707 Alakea Street, Suite 102
Honolulu, HI 96813
Tel: (808) 538-6077
Mario Higa, *Port Agent*
Email: mhiga@mfoww.org

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

Matson has paid $6.4 million in China port fees since October

U.S. ocean shipping company Matson has paid $6.4 million in port fees to China since they were implemented on October 14. President Donald Trump and Chinese leader Xi Jinping agreed to put those levies on pause for 12 months, starting on November 10. Media outlets in China had reported that Hawaii-based Matson, one of a handful of global shipping firms with U.S.-built and -flagged vessels, was the first to pay the fees in China. Matson expects the U.S. Trade Representative and the China Ministry of Transport to publish specific instructions, including any refund programs, regarding port entry fees shortly.

Early this year, the Trump administration announced plans to levy fees on China-linked ships to loosen the country's grip on the global maritime industry and bolster U.S. shipbuilding - a move vessel operators warned would disrupt trade flows and ultimately drive costs up for consumers. China retaliated with fees on ships with links to the United States, and started charging them on October 14 — the same day U.S. fees went into effect.



The U.S. Maritime Administration's Ready Reserve Force vessel *MV Cape Hudson* returned to its homeport of San Francisco on November 9.

Matson partners up to deploy whale detection tech

On November 3, Matson, Inc. announced a product agreement with WhaleSpotter Corp. to purchase and deploy a groundbreaking whale detection system developed by the Woods Hole Oceanographic Institution (WHOI), making Matson the first container shipping company to deploy this advanced marine protection technology. Developed at WHOI with support from Matson and other contributors, the WhaleSpotter system combines thermal and AI-driven detection, and 24/7 real-time verified monitoring to reliably detect whales up to three nautical miles away, day or night. The system's real-time alerts give vessel crews the opportunity to adjust course and reduce the risk of whale strikes.

In 2023, Matson provided WHOI with a $1 million research grant, as well as access to vessels and crews, to help advance the system's development. Since then, Matson has successfully trialed three WhaleSpotter units on its containerships and has ordered four additional units for vessels serving Hawaii and Alaska. Field deployments on Matson ships have demonstrated that WhaleSpotter can detect surfacing whales miles away and deliver verified alerts within seconds.

WhaleSpotter was co-founded in 2024 by WHOI scientist Dr. Daniel Zitterbart and Sebastian Richter, co-developer of the AI detection algorithm. Shawn Henry, a veteran technology executive and former President, COO and CEO of microlocation company Humatics, serves as Chief Executive Officer of WhaleSpotter, leading the company's transition from research to commercial production. WhaleSpotter manufactures the commercial camera units in the USA under an exclusive technology license from WHOI. WhaleSpotter's first 50 commercial production units are now deployed and providing eyes on the ocean, with plans to expand deployments across container, cruise, and research vessels worldwide.

Founded in 1882, Matson, Inc. is a leading U.S. carrier in the Pacific, providing a vital lifeline to the economies of Hawaii, Alaska, Guam, Micronesia, and select South Pacific islands, and operating a premium, expedited service from China to Southern California.

WhaleSpotter Corp. is dedicated to protecting marine megafauna through advanced, automated whale detection. Built on years of peer-reviewed research at the Woods Hole Oceanographic Institution, WhaleSpotter's system uses thermal imaging and proprietary AI algorithms to detect whales in real time, allowing vessels to take early action to minimize the risk of whale strikes.

Port of San Diego launches first U.S. shore power system for roll-on/roll-off vessels

The Port of San Diego has taken a significant step toward environmental sustainability by successfully commissioning a shore power system for a roll-on/roll-off vessel, a first in the United States. The *MV Jean Anne*, operated by Pasha Hawaii and homeported in San Diego, connected to this newly installed system at the National City Marine Terminal on October 29, marking its transition to local electrical grid power while in port.

This transition not only sets a new precedent but also aligns with the port's dedication to slashing emissions from ocean-going vessels. It advances the commitment of the port to meet California Air Resources Board's at-berth regulation, a point underscored by the Port of San Diego and Pasha Automotive Services, whose collaboration has made this achievement possible; together they have emphasized the significance of shore power which reduces air pollutants and greenhouse gas emissions by enabling these massive carriers to rely on the electrical grid rather than diesel engines while docked.

Shore power's impact is measured by its capacity to lower nitrogen oxides, sulfur oxides, and diesel particulate matter, contributing not only to a cleaner port but also to healthier surrounding communities.

The initiative is a direct result of concerted efforts and a significant investment, including a $6.6 million shore power plug installation supported by $2.5 million in grant funds from the Volkswagen Environmental Mitigation Trust for California, all-electric car haulers at the terminal, and a series of port-led advances such as the North America's first all-electric mobile harbor cranes, the country's first all-electric tugboat by Crowley Marine, one of the first renewable powered microgrid systems, and battery-electric utility tractor rigs introduced by Dole; all these efforts collectively represent the port's pioneering spirit and commitment to a sustainable future.

Port of Guam signs sister agreement with Port of Long Beach for green policies

The Port Authority of Guam (PAG) signed its first ever sister agreement with the Port of Long Beach for green policies, during the port's Maritime Resilience and Innovation Summit last month. Guam Port Vice Chair Conchita Taitano and Long Beach Port Commissioner Sharon Weissman said the outcome of this agreement is an information exchange and potentially enhanced trade activity.

Primarily, PAG hopes to learn from Long Beach's Green Port Policy, which has reduced greenhouse gas, water and sediment pollutants, and particulate emissions, implemented hydrogen fuel cell and electric battery powered vehicles, and experienced a 60 percent increase in biodiversity in its waters.

The Port of Long Beach provides 18 percent of what arrives at Guam's port, some of which is also distributed to surrounding islands. The agreement makes sense because of the longtime and substantial relationship between Guam and Long Beach.

Additionally, PAG received a $2.4 million clean ports grant, which is the first grant awarded to the port directly from the U.S. Environmental Protection Agency. PAG previously received financial support through grants allocated from grants awarded to the Guam EPA. These funds will be used for projects and initiatives for green energy alternatives.

Some initiatives could be started immediately at little or no cost, such as Long Beach's green flag program and green shipping policy. Long Beach had to electrify six terminals, costing millions of dollars; however, Guam doesn't have six terminals to electrify, so their electrification would be cheaper.

Further support will come from the Office of Local Defense Community Cooperation, formerly the Office of Economic Development, OLDCC, which previously provided both financial support and consultancy. The OLDCC has funded more than $1 million in port projects and initiatives, $700,000 of which went toward PAG's sustainability resilience plan. The feasibility of PAG's proposed recycling zone is under assessment by OLDCC, as well as how to address rising sea levels. Their present consulting services align with the port's green program, including vulnerability assessments, scope of emissions, workforce development, and so on.

The U.S. is not the only country with cabotage laws

A newly released study by Seafarers' Rights International (SRI) finds that cabotage laws now exist on 85 percent of the world's coastlines, are growing in number at an unprecedented pace, and are increasingly essential to national security, economic stability and maritime resilience. The Cabotage Laws of the World (2025) report, commissioned by the International Transport Workers' Federation (ITF), compares nations in their enforcement of cabotage laws, which restrict the waterborne transportation of goods or passengers between two points within the same country to domestic carriers. This ensures that critical services remain reliable within a country in times of crisis.

The number of countries with cabotage laws has increased from 91 in 2018, when the report was last conducted, to 105 in 2025. While changes between 2018 and 2025 were expected, according to the report, "cabotage laws were found to have spread around the world faster than ever before in the centuries-long history of cabotage."

For the United States, maritime cabotage is governed by the Jones Act, a cornerstone law passed in 1920 that ensures America's domestic shipping is strengthened by requiring vessels transporting cargo between U.S. ports to be U.S.-built, U.S.-owned, U.S.-flagged and U.S.-crewed. Similar laws exist for airplanes, trains and trucks transporting cargo in the country.

"This report provides a compelling and independent affirmation of what the maritime community has long recognized — the Jones Act serves the best interests of the United States, its mariners, and our economic and national security," said David Heindel, President of the Seafarers International Union and Chair of the ITF Seafarers' Section. "The United States remains the global benchmark for strong cabotage and maritime policy, and it is no surprise that nations confronting today's geopolitical challenges are reinforcing their own cabotage frameworks to preserve sovereignty and safeguard critical maritime infrastructure."

The Jones Act supports an estimated 650,000 jobs and contributes $150 billion to the U.S. economy annually. This law also contributes to the strategic sealift capacity needed for America's armed forces.

As the international community increasingly turns toward cabotage to safeguard its maritime sectors and "contest the emergence of the new global geopolitical order," according to study authors, the United States stands not only as a leader but as a model, with approximately 40,000 vessels in the Jones Act fleet.

Additional nations with strong cabotage laws similar to the United States' Jones Act include South Korea, Japan, Israel, Brazil, Turkey and even China, among many other nations.

MFOW President's Report

Watson-class Vessel Update

On October 2, the Union was given the following *Watson*-class vessel update from Patriot Contract Services (PCS):

• ***USNS Watson*** — Officially transferred on August 27, 2025, to the U.S. Maritime Administration (MARAD) Ready Reserve Force (RRF) fleet at Marrero, Louisiana. Renamed *George Watson.*

• ***USNS Charlton*** — Officially transferred on October 1, 2025, to the RRF at Baltimore, Maryland. Renamed *Cornelius H. Charlton.*

Tentative turnover dates for remaining vessels are:

Ship	Turnover Date	Lay Berth Location	New Name
USNS Soderman	January 1, 2026	Marrero, Louisiana	*William A. Soderman*
USNS Pomeroy	April 1, 2026	Baltimore, Maryland	*Ralph E. Pomeroy*
USNS Watkins	July 1, 2026	Vancouver, Washington	*Travis E. Watkins*
USNS Red Cloud	September 30, 2026	Vancouver, Washington	*Mitchell Red Cloud*

APL Marine Services

On October 14, the Union was informed by APL Marine Services that the *CMA CGM Phoenix* will be operated by APL Marine Services for approximately 90 days while the MFOW, SUP and MM&P arbitration cases proceed. During this time the SIU Pacific District will crew unlicensed billets for the ship.

Senior officers from the MM&P and MEBA were dispatched to the ship in Newark, New Jersey, with rotary officers joining in Charleston, South Carolina. The MFOW and SUP crew was also dispatched to Charleston to start on October 28.

At 9,300 TEU capacity, the *CMA CGM Phoenix*—a Neo-Panamax vessel—is the largest ever U.S. commercial containership. It measures approximately 1,079 feet long and 151 feet wide, with a gross tonnage of 110,000 and a deadweight capacity of about 130,000 tons. The ship is scheduled to serve in the company's India America Express (INDAMEX) service with port calls on the U.S. East Coast, India, and Sri Lanka.

China Port Fees

The first U.S.-flag ship charged under the new China port fee regime was Matson's Manukai. The 2,378 TEU Manukai (built in 2003) docked at China's Ningbo Port on October 13, unloaded cargo on October 14, and was charged $627,943 in port fees. It left Ningbo and headed for Shanghai. The Chinese government implemented the retaliatory fee system to penalize U.S. vessels after U.S. Customs & Broder Protection began collecting lowered port fees on Chinese-owned and operated vessels.

On October 30, the U.S. and China agreed to pause fees on each other's ships for 12 months. The fees were a major problem in the trade war between the world's two largest economies and pushed up ocean freight costs.

IECEx CoPC Certification

The Maritime Institute has announced they have partnered up with SourceIEx and QPS Evaluation Services, an IECEx Certification of Personnel Competency provider, as well as an IECEx Certification Body and IECEx Testing Laboratory to provide candidates a one-stop process in getting trained, assessed, and certified in one location at one time. Training is based upon the IECEx 05 CoPC Scheme and is broken down into various customized modules. The following modules are covered:

- Ex 001 — Apply basic principles of protection in explosive atmospheres
- Ex 002 — Perform classification of hazardous areas
- Ex 003 — Install explosion—protected equipment and wiring systems
- Ex 007 — Perform visual & close inspection of electrical installations in or associated with explosive atmosphere
- Ex 008 — Perform detailed inspection of electrical installations in or associated with explosive atmosphere
- Ex 009 — Design electrical installations in or associated with explosive atmospheres

IECEx stands for the *International Electrotechnical Commission System for Certification to Standards Relating to Equipment for Use in Explosive Atmospheres.* It is an international system for certifying electrical and non-electrical equipment that is safe to use in potentially explosive environments, aiming to facilitate global trade and ensure safety.

The training is now required for the Electrician/Reefer/Junior (ERJ) ratings who wish to work on Matson's current LNG-propelled ships (*Daniel K. Inouye*, *Kaimana Hila* and *Manukai*) and the future Philadelphia newbuilds (*Makena*, *Makua* and *Malama*). The first Maritime Institute class will commence on January 5, 2026, at San Diego.

To date, the following members have received Matson-sponsored IECEx training and have properly completed the certification paperwork process:

Moses Bell, #3771	Albert Pastor, #3926
Agripino Camba, #3888	Theo Price-Moku, #3975
Russell Felicilda, #3798	Christopher Scally, JM-5410
Luke Gomes, #3801	Wendelyn Sugui, #3863
Alan Hudson, #3927	Kelsy Sullivan, #3969
Guy Kepaa, #3739	Tad Van, JM-5437
Oleg Kovaltshuk, #3981	Felicisimo Villa, #3963
Tucker Latimer, #3638	Anthony Zarriello, #4010
Vincent Marshall, #3914	

Government Shutdown

On October 24, the Union was notified by PCS that the ongoing U.S. government shutdown — now the longest in history — has directly affected several active PCS contracts. As a small business, PCS is facing significant cash flow constraints due to the suspension of federal reimbursements. They are taking necessary interim measures to ensure operational continuity:

- Effective October 22, all overtime, including reimbursable overtime, is suspended for *Sisler* and *Dahl.*
- Effective November 1, the same overtime suspension was extended to *Seay* and *Pililaau.*
- Effective November 1, PCS executive pay was stopped, reflecting a shared commitment to safeguard vessel operations and preserve crew employment.

PCS is making every effort to continue timely payments. However, if the government shutdown persists, they may be required to temporarily defer payments for wages, benefits, and other compensation until the government reopens. They are also assessing the possibility of operating at minimum safe manning levels if the shutdown continues. The specific crew composition and required positions for such an adjustment are currently under review.

T-AGOS Vessel Bid

On October 27, the Union was notified that Amendment 15 to the T-AGOS bid was published with a new final proposal revision date of October 29, 2025.

Somali piracy, South China Sea tensions and shoreside cyber risk

Somali piracy surge — After a period of relative quiet, Somali piracy has re-emerged with a series of coordinated attacks deep into the Indian Ocean. Pirate action groups are once again using hijacked dhows as mother ships to project skiffs several hundred nautical miles offshore. One recent case involved an attempted hijack of a product tanker in the Somali Basin, with pirates firing small arms and RPGs before boarding. The crew's decision to secure themselves in the citadel, combined with a rapid naval response, prevented a successful hijack and all seafarers were recovered safely. The same group is linked to multiple approaches against commercial and fishing vessels across a broad area.

While naval forces have since intercepted the mother ship and are moving towards prosecution, several previously hijacked vessels remain unaccounted for, and the threat level in the region remains critical. For operators trading in the western Indian Ocean, this reinforces the need to:

- Maintain registration with regional reporting centers.
- Apply BMP5 measures rigorously.
- Understand how current threat patterns intersect with specific routes and vessel profiles.

South China Sea carrier presence near contested shoals — In the South China Sea, a U.S. carrier strike group centered on *USS Nimitz* has been operating within range of key contested features, including Scarborough Shoal. The deployment follows a series of confrontations between Chinese Coast Guard units and Philippine resupply missions, including the use of water cannons and blocking maneuvers. Although commercial traffic continues, the combination of military signaling, "gray-zone" tactics and new administrative measures — such as the designation of maritime "nature reserves" – adds complexity for operators transiting the region or calling at regional ports.

Ukraine–Russia conflict — Continued long-range strikes on energy and offshore infrastructure in the Black Sea region.

Middle East & Red Sea — Persistent disruption to normal trade patterns as state and non-state actors probe naval and commercial responses.

Africa & Gulf of Guinea — Stepped-up maritime cooperation between regional navies and European partners, alongside ongoing security and governance challenges ashore.

Polar routes — A rise in Arctic transits despite ice navigation and regulatory challenges, with implications for risk profiling and insurance.

These developments underscore that "maritime risk" is no longer confined to piracy and war risk areas; it is a constantly shifting mix of geopolitics, organized crime, regulation and climate.

Cyber — Shoreside systems remain a critical point of vulnerability:

- A major data breach at a global media group that exposed thousands of Slack messages and personal records.
- New research showing that misconfigurations and credential issues are behind the majority of cloud security incidents.
- Emerging exploit paths in widely used AI tools, opening the door to data exfiltration and model hijacking.
- "Deepfake-as-a-Service" offerings that commoditize voice cloning and synthetic media fraud, raising the stakes for payment authorization, voice-based security checks and brand trust.
- Mobile spyware campaigns targeting widely deployed devices used by corporate and government users.
- Rising urgency around third-party and vendor risk management.

For shipowners, operators and maritime service providers, these are not abstract IT problems; they are business continuity and compliance issues that can directly affect port calls, charterparty performance and reputational standing.

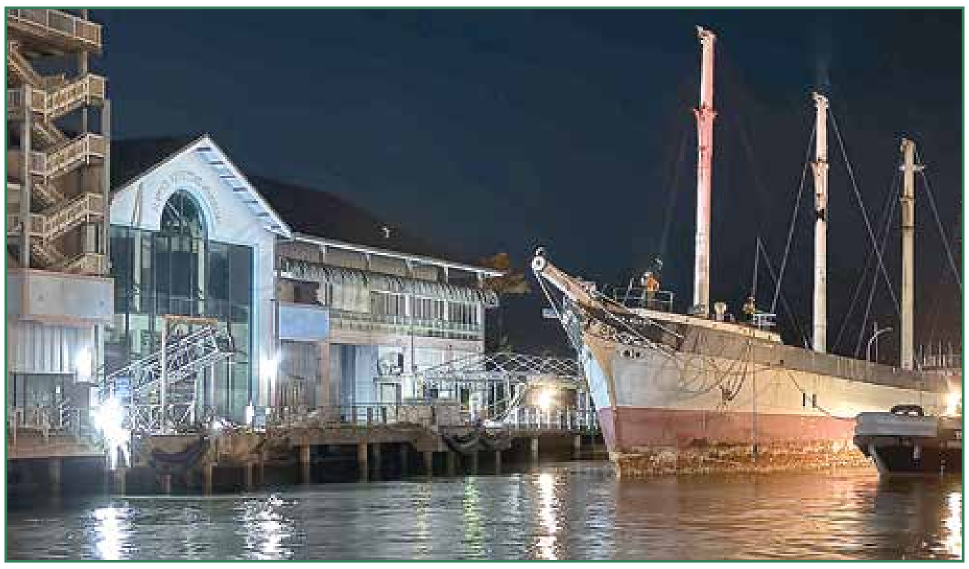
Vice President's Report

There were 37 registrants dispatched in the month of October: 21 in Class A, two in Class B, 10 in Class C and four Non-Seniority.

There are 41 members registered: 17 in Class A, eight in Class B, and 16 in Class C.

M/S/C — to accept the report.

Fraternally,
Robert Baca
Vice President



Historic ship *Falls of Clyde* sunk 25 miles south of Honolulu Harbor

In October, the historic *Falls of Clyde* was towed 25 miles south of Honolulu Harbor, where it was sunk. The Hawaii Department of Transportation (HDOT) and its contractor Shipwright LLC, a Florida-based maritime technical consulting firm, removed the ship from Pier 7 and towed it 25 miles south of Honolulu Harbor, where it was sunk. It took HDOT and Shipwright LLC about six hours to tow the *Falls of Clyde* to the location where it was sunk.

The night before, members of the nonprofit Friends of Falls of Clyde, which took over ownership of the vessel from the Bishop Museum in 2008 and has tried for years to save the ship, held a send-off ceremony at the port

HDOT said it is working with the Friends of Falls of Clyde to create a permanent display that will feature key artifacts including the vessel's name board, wheel, and bell. Built in Scotland in 1878, *Falls of Clyde* was the world's only surviving four-masted, full-rigged ship. But the deteriorating former museum ship had languished at the Honolulu Harbor after being impounded in 2016.

The $4.9 million removal project for *Falls of Clyde* officially started back in July, when Shipwright began removing debris from the ship. The contractor also had to strengthen the hull to allow the vessel to be towed out of the harbor in the event of a storm threat or other emergency. From August through November, Shipwright performed additional reinforcement of the ship. Shipwright also obtained approval from the U.S. Coast Guard and Environmental Protection Agency for the vessel to be sunk.

Port of Seattle marks milestones in cleanup project

On October 14, the Seattle Port Commission authorized a public solicitation for a firm to lead the remedial design for the cleanup of the East Waterway, a key next step in translating the Record of Decision from the U.S. Environmental Protection Agency (EPA) into an actionable cleanup plan. This follows a September 9 Commission authorization that directed the Port of Seattle's executive director to enter into an Administrative Settlement and Order on Consent (Order) with the EPA and a Memorandum of Agreement (MOA) with King County and the City of Seattle to complete the remedial design. Together, the Order, MOA, and bid solicitation reflect a shared commitment to restoring the river and protecting adjacent communities — helping to create a healthier environment and a more resilient working waterfront for future generations.

The East Waterway is an operable unit of the Harbor Island Superfund Site and is part of a long-running, federally directed cleanup effort with the port, the City of Seattle, and King County working together under EPA oversight. Over the past several decades, five of the six Harbor Island operable units have been completed, addressing contaminated soil, groundwater, and sediment from historical industrial activity.

The East Waterway is the last and most complex operable unit, and its cleanup will remove sediments that are contaminated with polychlorinated biphenyls (PCBs), arsenic, dioxins/furans, mercury, and carcinogenic polycyclic aromatic hydrocarbons (cPAHs) — pollutants that pose risks to people, fish, and the broader ecosystem.

The Duwamish River is ecologically significant estuarine habitat vital to juvenile salmon, shellfish, and other marine life, and it plays a key role in the health of Puget Sound. It also holds cultural and treaty-protected importance for local Tribes, who have stewarded and fished these waters since time immemorial and continue to rely on them for fishing and other traditional practices.

The EPA continues to oversee the East Waterway cleanup to ensure that it will meet federal and state standards for environmental protection and public health. While the port is highlighting its recent milestones, the cleanup remains a shared responsibility among the three partner agencies.

Business Agent's Report

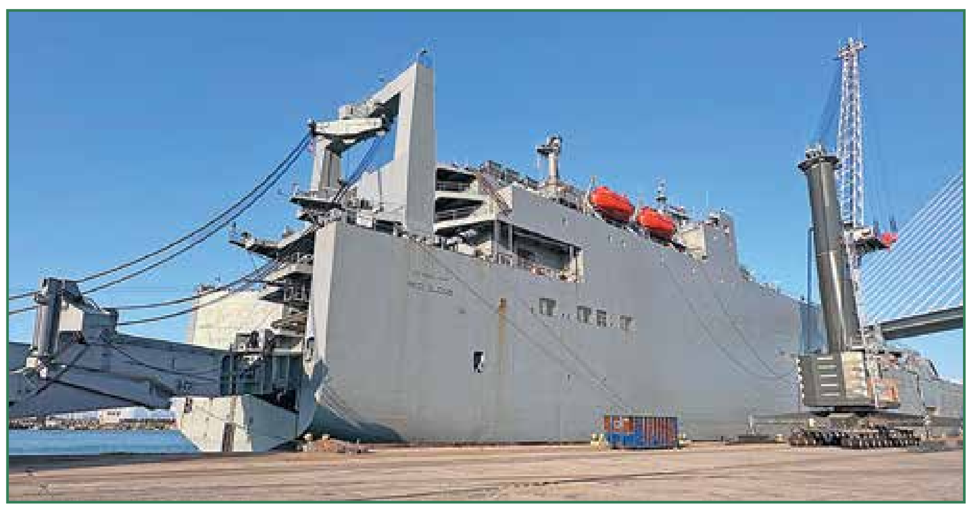
Hello Brothers,

In the month of October, the *President Carter, President Adams, President Grant*, and *President Monroe* called in Oakland. The *Mahimahi* and *Manoa* continue on the southern triangle, and the *Maunawili* and *Manulani* continue on the northern triangle runs. The *Cape Horn* activated for sea trails at end of the month. I visited the APL ships, and no contractual beefs were made requiring assistance off the ship.

I encourage all members to continue reading and re-reading the contract. This will make you familiar with where to locate the information you need to resolve contractual issues on the ship. You also should know the company manual for your duties and responsibilities and safety practices that you must follow, including PPE. You should not let word of mouth be the guiding principle since this can be a game of telephone and lead to misinformation.

As an example, the Reefer finds himself in a position where his duties require him to work under company policies for refrigerated cargo and follow our contractual obligations. Specifically on APL, the time spent plugging and unplugging prompts the mates to call you out and knock you off. The contract in Working Rules SEC 33 (b) "…The REJ shall maintain and repair the following equipment: container refrigeration equipment…" Maintaining the refrigerated cargo begins when the container crosses the rail and is complete when the container crosses back over the rail on discharge. The next step of plugging in the container also requires an observation time to ensure proper operation. Make sure you discuss this with the mate and mates-on-watch to ensure there is no miscommunication on what you are required to accept the box on board. In doing your duty on Cargo Ops, it is your responsibility to ensure that your STCW rest is met, and you provide enough time for proper relief in cargo ops with the electrician when needed. It's a team effort and working together the work is done properly and safely so you can come home and enjoy the fruits of your labor.

Fraternally,
Patrick Gillette
San Francisco Business Agent



The *USNS Red Cloud*, crewed by the MFOW in the unlicensed engine department, docked at the Port of Corpus Christi in October.

Senators push bipartisan support for maritime

Continued from page 1

- Accelerate U.S. leadership in next-generation ship design, manufacturing processes, and ship energy systems by establishing the U.S. Center for Maritime Innovation.
- Create regional hubs for maritime innovation across the country by establishing a Maritime Prosperity Zone program to unlock private capital and spur investment in industrial capacity and job creation.
- Make historic investments in the maritime workforce, allowing mariners to retain their credentials, investing in long-overdue infrastructure needs for the U.S. Merchant Marine Academy, and supporting State Maritime Academies and Centers for Excellence for Domestic Maritime Workforce Training and Education. The bill also makes long-overdue changes to streamline and modernize the U.S. Coast Guard's Merchant Mariner Credentialing system.

California commercial Dungeness crab season delayed across the state

The California Department of Fish and Wildlife (CDFW) has delayed the opening of commercial crabbing season statewide to protect whales and sea turtles. The CDFW issued a declaration on October 24 stating that researchers observed blue whales, humpback whales, and leatherback sea turtles in various fishing zones across the California coast. Based on the assessed risks, state law requires the CDFW to delay the commercial season, which was scheduled to open in November. The agency will review the possibility of opening commercial crabbing season at the next risk assessment scheduled before December 19.

California's recreational crabbing season, which began November 1, also faces restrictions. From the Sonoma-Mendocino County line to Point Reyes, health officials are advising the public not to eat crab viscera due to high levels of domoic acid — a naturally occurring neurotoxin produced by harmful algal blooms. Recreational crabbing season will remain closed from the Oregon border to the Sonoma-Mendocino county line until further notice due to unhealthy levels of domoic acid.

The CDFW is also temporarily restricting the use of recreational crab traps between the Sonoma-Mendocino county line and Lopez Point in Monterey County due to the presence of humpback whales. Hoop nets are allowed south of the Sonoma-Mendocino border, but cannot be left unattended and must be checked every two hours.

MARINE FIREMEN'S UNION TRAINING PROGRAM — 2025-2026

Interested members who meet the Training Program eligibility requirements and prerequisites outlined for each course may obtain an application online at 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.

December 15-18 January 19-22, 2026 February 9-12, 2026

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 8-9, 2026 January 29-30, 2026 February 26-27, 2026

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.

November 17-1 January 19-20, 2026 February 9-10, 2026

New in 2026

IECEx CoPC Certification

Training is based upon the IECEx 05 CoPC Scheme and is broken down into various customized modules. The following modules are covered:

- Ex 001 — Apply basic principles of protection in explosive atmospheres
- Ex 002 — Perform classification of hazardous areas
- Ex 003 — Install explosion — protected equipment and wiring systems
- Ex 007 — Perform visual & close inspection of electrical installations in or associated with explosive atmosphere
- Ex 008 — Perform detailed inspection of electrical installations in or associated with explosive atmosphere
- Ex 009 — Design electrical installations in or associated with explosive atmospheres

Prerequisites: QMED Electrician/Refrigerating Engineer, AS-E and Basic IGF Code.

January 5-9, 2026

QMED Oiler, Boiler Technician/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 5-30, 202 February 16-March 13, 2026 April 13-May 8, 2026

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.***

February 2-6, 2026 March 16-20, 2026 May 11-15, 2026

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 12-February 20, 2026 February 23-April 3, 2026

April 20-May 29, 2026

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.***

October 27-31

QMED Pump Technician/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 18-June 19, 2026 September 28-October 30, 2026

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.***

December 15-19 January 5-9, 2026 February 9-13, 2026

New in 2025

Maritime Institute: 1130 West Marine View Drive, Everett WA

QMED Oiler: January 5-23, March 30-April 3, July 6-24, October 5-23

STCW Rating Forming Part of an Engineering Watch: January 26-30, March 30-April 3, July 27-31, October 26-30

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: November 21, December 12, January 23, 2026, January 30, 2026

Maritime Institute, Honolulu, HI: December 5, January 30, 2026, February 27, 2026, April 10, 2026

Maritime Institute, Everett, WA: November 25, December 19, January 21, 2026, February 4, 2026

Cal Maritime Academy, Vallejo, CA: *Returning in 2026*

MITAGS-PMI, Seattle, WA: November 17-18, December 1-2

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: November 24-26, January 7-9, 2026, February 18-20, 202

Maritime Institute, Everett, WA: November 17-19, January 12-14, 2026, March 16-18, 202

Cal Maritime Academy, Vallejo, CA: December 1-3

MITAGS-PMI, Seattle, WA: Returning in 2026

Marine Firemen's Union Training Plan Tuition Reimbursement Policy

The Marine Firemen's Union Training Plan reimburses tuition costs (not lodging, subsistence or transportation) for certain types of training taken by a participant on his own.

However, preapproval of the training must be given by the Marine Firemen's Union Training Plan prior to taking the course.

Any request for reimbursement without preapproval from the Marine Firemen's Union Training Plan will be denied.

SIU Pacific District Pension Plan

730 Harrison Street, Suite 400 — San Francisco, CA 94107 Tel. #415 764-4990 — Fax #415 495-6110

November 2025

Annual Funding Notice for SIU Pacific District Pension Plan

Introduction

This notice provides key details about your multiemployer pension plan (the "Plan") for the plan year beginning August 1, 2024 and ending July 31, 2025 ("Plan Year").

This is an informational notice. You do not need to respond or take any action. This notice includes:

- Information about your Plan's funding status.
- Details on your benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency.

What if I have questions about this notice, my Plan, or my benefits?

Contact your plan administrator at:

- Ms. Michelle Chang, Administrator
- **Phone:** (415) 764-4993
- **Address:** 730 Harrison Street, Suite 400, San Francisco, CA 94107
- **Email:** mcsupsiupd@sbcglobal.net

To better assist you, provide your plan administrator with the following information when you contact them:

Plan Number: 001
Plan Sponsor Name: Board of Trustees of the SIU Pacific District Pension Plan
Employer Identification Number: 94-6061923

What if I have questions about PBGC and the pension insurance program guarantees?

Visit www.pbgc.gov/prac/multiemployer for more information. For specific information about your pension plan or pension benefits, you should contact your employer or plan administrator as PBGC does not have that information.

Federal law requires all traditional pension plans, also known as defined benefit pension plans, to provide this notice every year regardless of funding status. This notice does not mean your Plan is terminating.

How Well Funded Is Your Plan?

The law requires the Plan's administrator to explain how well the Plan is funded, using a measure called the "funded percentage." The funded percentage is calculated by dividing Plan assets by Plan liabilities. In general, the higher the percentage, the better funded the plan. The chart below shows the Plan's funded percentage for the Plan Year and the two preceding plan years. It also lists the value of the Plan's assets and liabilities for those years.

Funded Percentage

	2024	2023	2022
Valuation Date	August 1	August 1	August 1
Funded Percentage	99%	100%	103%
Value of Assets	$115,921,741	$113,787,949	$113,467,106
Value of Liabilities	$116,664,431	$113,343,371	$110,185,471

Year-End Fair Market Value of Assets

To provide further insight into the Plan's financial position, the chart below shows the fair market value of the Plan's assets on the last day of the Plan Year and each of the two preceding plan years as compared to the actuarial value of the Plan's assets on August 1.

- **Actuarial values (shown in the chart above)** account for market fluctuations over time. Unlike market values, actuarial values do not change daily with stock or market shifts.
- **Market values (shown in the chart below)** fluctuate based on investment performance, providing a more immediate snapshot of the plan's funding status.

	July 31, 2025	July 31, 2024	July 31, 2023
Fair Market Value of Assets	$118,609,120*	$114,987,897	$108,929,504

** This figure is preliminary and unaudited.*

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan's funding status determines the steps a plan must take to strengthen its finances and continue paying benefits:

- **Endangered:** The plan's funded percentage drops below 80 percent. The plan's trustees must adopt a funding improvement plan.
- **Critical:** The plan's funded percentage falls below 65 percent or meets other financial distress criteria. The plan's trustees must implement a rehabilitation plan.
- **Critical and Declining:** A plan in critical status is also designated as critical and declining if projected to become insolvent—meaning it will no longer have enough assets to pay out benefits — within 15 years (or within 20 years under a special rule). The plan's trustees must continue to implement the rehabilitation plan. The plan's sponsor may seek approval to amend the plan, including reducing current and future benefits.

The Plan was not in endangered, critical, or critical and declining status in the 2024 Plan Year.

Participant and Beneficiary Information

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the two preceding plan years. The numbers for the Plan Year reflect the plan administrator's reasonable, good faith estimate

Number of participants and beneficiaries on last day of relevant plan year	2024	2023	2022
1. Last day of plan year	7/31/2025	7/31/2024	7/31/2023
2. Participants currently employed	770	771	752
3. Participants and beneficiaries receiving benefits	766	775	788
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	480	481	448
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	2,016	2,027	1,988

Funding & Investment Policies

Funding Policy

The law requires that every pension plan have a procedure for establishing a funding policy to carry out the plan's objectives. A funding policy relates to the level of contributions needed to pay for benefits promised under the plan currently and over the years. The Plan's benefits are funded by employer contributions and investment returns on those contributions. Commencing January 1, 2016, the shipping companies have agreed to make contributions to the Plan and may agree through collective bargaining in the future to make additional contributions 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 in accordance with the minimum funding standards of ERISA and the Code.

Investment Policy

Once the money is contributed to the Plan, the money is invested by Plan officials called fiduciaries. Specific investments are made in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries that are responsible for the plan investments with guidelines or general instructions concerning the various types or categories of investment management decisions. The Investment Policy of the Plan requires the Trustees of the Plan to maintain a portfolio of investments which 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.

In accordance with the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the 2024 Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	5.0%
2. U.S. Government securities	0.0%
3. Corporate debt instruments	0.0%
4. Corporate stocks (other than employer securities):	23.9%
5. Real estate (other than employer real property):	5.0%
6. Value of interest in registered investment companies (e.g., mutual funds)	65.8%
7. Other	0.3%

The average return on assets for the Plan Year was 6.9%.

Events Having a Material Effect on Assets or Liabilities

By law, this notice must include an explanation of any new events that materially affect the Plan's liabilities or assets. These events could affect the Plan's financial health or its ability to meet its obligations. For the plan year beginning on August 1, 2025 and ending on July 31, 2026, the Plan expects no such event.

Right to Request a Copy of the Annual Report

Pension plans must file an annual report, called the **Form 5500**, with the U.S. Department of Labor. The Form 5500 includes financial and other information about these pension plans.

You can get a copy of your Plan's Form 5500:

- **Online:** Visit www.efast.dol.gov to search for your Plan's Form 5500
- **By Mail:** Submit a written request to your plan administrator.
- **By Phone:** Call (202) 693-8673 to speak with a representative of the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room.

The Form 5500 does not include personal information, such as your accrued benefits. For details about your accrued benefits, contact your plan administrator.

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 PBGC, below), the plan must apply to PBGC for financial assistance. 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.

Benefit Payments Guaranteed by PBGC

Only vested benefits—those that you've earned and cannot forfeit—are guaranteed.

What PBGC Guarantees

- PBGC guarantees "basic benefits" including:
- Pension benefits at normal retirement age.
- Most early retirement benefits.
- Annuity benefits for survivors of plan participants.
- Disability benefits for disabilities that occurred before the earlier of the date the plan terminated or the sponsor's bankruptcy date.

What PBGC Does Not Guarantee

PBGC does not guarantee certain types of benefits, including:

- A participant's pension benefit or benefit increase until it has been part of the plan for 60 full months. Any month in which the multiemployer plan was insolvent or terminated due to mass withdrawal does not count toward this 60-month requirement.
- Any benefits above the normal retirement benefit.
- Disability benefits in non-pay status.
- Non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

Determining Guarantee Amounts

The maximum benefit PBGC guarantees is set by law. Your plan is covered by PBGC's multiemployer program. The maximum PBGC guarantee is $35.75 per month, multiplied by a participant's years of credited service. PBGC guarantees a monthly benefit based on the plan's monthly benefit accrual rate and your years of credited service.

The guarantee is calculated as follows:

1. Take 100 percent of the first $11 of the Plan's monthly benefit accrual rate.
2. Take 75 percent of the next $33 of the accrual rate.
3. Add both amounts together.

Example 1: Participant with a Monthly $600 Benefit and 10 Years of Service.
1. Find the accrual rate: $600/10 = $60 accrual rate.
2. Apply PBGC formula:
a. Take 100 percent of the first $11= $11
b. Take 75 percent of the next $33 = $24.75
3. Add the two amounts together: $11 + $24.75 = $35.75
4. Multiply by years of credited service: $35.75 x 10 years = $357.50
In this example, the participant's guaranteed monthly benefit is $357.50.

Example 2: Participant with a $200 Monthly Benefit and 10 Years of Service.
1. Find the accrual rate: $200/10 = $20 accrual rate.
2. Apply PBGC formula:
a. Take 100 percent of the first $11= $11
b. Take 75 percent of the next $9 = $6.75
3. Add the two amounts together: $11 + $6.75 = $17.75
4. Multiply by years of credited service: $17.75 x 10 years = $177.50
In this example, the participant's guaranteed monthly benefit is $177.50.

Wilmington Notes

During the month of October, we dispatched one Electrician, one ERJ, one REJ, three Oilers, five Wipers, four Shore Mechanics, 20 Standby Reefers and 18 Standby Wipers. Wilmington currently has 34 A-, eight B-, and 24 C-seniority members registered for work.

I'm sorry to hear that both Mario and Sonny did not accept their nominations for office. It was an honor to serve with you gentlemen during my relatively short time in office. I thought it was cool to have a bunch of Hawaii boys operating the hiring halls and being the majority of officers in our historical labor union. I wish you both the best in whatever you decide to do beyond March.

Sonny, I appreciate the nomination to be your successor but I will humbly decline. I had a more colorful response but this is a newspaper after all. But I will do what I can to facilitate a user-friendly turnover for the new guy.

This hall is busy as usual. High volume, lots of questions from both members and applicant hopefuls about everything under the sun. The holidays are right around the corner which means plenty of opportunities for junior members and applicants. For those who would trade a few days of overtime for potentially awkward family and social gatherings, this is your time to shine.

I forget how Sonny usually closes these out. Something, something, Lane Victory. Something, something, Labor Day Parade, Aloha.

Fraternally,
Deyne Umphress, Relief Port Agent

Honor Roll

Voluntary donation to General Treasury — October 2025:

Kevin Haymer, #3958 .... $30.00
Edgardo Guzman, #3905 .... $100.00
Eeric White, #3925 .... $100.00
Patrick Gillette, #3880 .... $5.00

HOWZ SHIPPING?

October 2025

San Francisco

Electrician	2
Reefer/Electrician/Jr. Engineer	4
Junior Engineer	3
Oiler	5
Wiper	2
Shore Mechanic	1
Standby Electrician/Reefer	14
Standby Wiper	6
TOTAL	**37**

Wilmington

Electrician	1
Electrician/Reefer/Jr. Engineer	1
Reefer/Electrician/Jr. Engineer	1
Oiler	3
Wiper	5
Shore Mechanic	4
Standby Electrician/Reefer	20
Standby Wiper	18
TOTAL	**53**

Seattle

Electrician	2
Reefer/Electrician/Jr. Engineer	3
Shore Mechanic	1
Standby Electrician/Reefer	10
Standby Wiper	2
TOTAL	**18**

Honolulu

Electrician/Reefer/Jr. Engineer	4
Reefer/Electrician/Jr. Engineer	1
Junior Engineer	3
Oiler	1
Wiper	1
Shore Mechanic	2
Standby Electrician/Reefer	25
Standby Junior Engineer	2
Standby Wiper	22
TOTAL	**61**

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

Regular membership meeting dates 2025

December	3	S. F. Headquarters
	9	Honolulu
	10	Wilmington

Regular membership meeting dates 2026

January	7	S. F. Headquarters
	13	Honolulu
	14	Wilmington
February	4	S. F. Headquarters
	10	Honolulu
	11	Wilmington
March	4	S. F. Headquarters
	10	Honolulu
	11	Wilmington
April	1	S. F. Headquarters
	7	Honolulu
	8	Wilmington
May	6	S. F. Headquarters
	12	Honolulu
	13	Wilmington
June	3	S. F. Headquarters
	9	Honolulu
	10	Wilmington
July	1	S. F. Headquarters
	7	Honolulu
	8	Wilmington
August	5	S. F. Headquarters
	11	Honolulu
	12	Wilmington
September	2	S. F. Headquarters
	8	Honolulu
	9	Wilmington
October	7	S. F. Headquarters
	13	Honolulu
	14	Wilmington
November	4	S. F. Headquarters
	10	Honolulu
	12	Wilmington
December	2	S. F. Headquarters
	8	Honolulu
	9	Wilmington

Honolulu Notes

The Honolulu Hall maintained steady dispatch operations throughout October. A total of 61 billets were filled during the month, including Electricians, Reefers, Oilers, and Wipers aboard Matson and APL vessels, with additional standby assignments issued as needed. Activity reflected stable vessel schedules and consistent rotation among Honolulu-based membership.

Standby dispatches totaled 47 jobs, consisting of Standby Wipers, Standby Juniors, and Standby Electrician/Reefer classifications. At month's end, the Honolulu registration list reflected the following membership distribution: 21 A-, five B-, and 13 C-seniority members, demonstrating a continued strong and engaged local pool.

Events and Meetings

October 8 — Honolulu Sailors' Home Society Meeting - Attended the regular board meeting. Key discussions covered facility oversight, historical trust responsibilities, and upcoming property maintenance planning.

October 15 — Honolulu Port Council Meeting - Participated alongside affiliated labor organizations to review port operations and promote ongoing coordination between AFL-CIO maritime unions.

October 18 — "No Dictators" Protest — Union affiliates stood in solidarity with thousands of community members at the Hawai'i State Capitol voicing concerns regarding national political direction and federal policies. The demonstration was peaceful and well attended, with broad participation across labor and community groups.

October 23 — AFL-CIO Vice President Re-Election — Attended proceedings reaffirming leadership within the federation, underscoring commitment to labor unity and continued support for maritime and allied trades.

Membership and Welfare

Dodge & Cox executed share splits across several funds at the end of October to align Net Asset Values (NAVs) with other company offerings due to significant long-term appreciation. Split details:

Balanced Fund (DODBX, DOXBX) — 8-for-1 forward split

International Stock Fund (DODFX, DOXFX) — 4-for-1 forward split

Stock Fund (DODGX, DOXGX) — 16-for-1 forward split

Key notes:

Share splits do not alter the total value of a shareholder's investment

No tax implications for shareholders

Share count increases while NAV per share decreases proportionally

Closing Summary

October was an active and productive month. Dispatch levels, particularly standby assignments, saw a slight decrease, though member engagement remained strong. Honolulu continues to represent the MFOW with professionalism and solidarity across industry meetings and community events.

A special thank-you to Brother Guy Kepaa for relieving me during the last week of the month. His support and performance were greatly appreciated.

Aloha, **Mario Higa**
Port Agent

Seattle Notes

During the month of October Seattle shipped three REJs, two Electricians, 10 Standby Reefers, two Standby Wipers, and one Shoreside Maintenance Mechanic. Seattle currently has nine A-, three B-, and two C-seniority members registered for shipping.

This year the MFOW and SUP Welfare Fund Holiday Party is moving to Salty's on Alki Beach in the Alki Room and will be held on Saturday, December 13. Unlike the past two years, this venue will offer us more space to socialize and will have adequate seating for all. The members and family may start arriving at noon and the buffet will be ready to serve between 1300 to 1400 with dessert set for 1400. Last call for bar service will be at 1515, and the event will end at 1600.

Salty's is located in West Seattle on Alki Beach at 1936 Harbor Ave. SW. Please reach out to pensioners that you keep in touch with and offer them a ride if they need it. I look forward to seeing old friends and shipmates.

Fraternally,
Brendon Bohannon, Representative

MFOW members pensioned

Name	Book Number	Pension Type	Sea Time	Effective
Mario Cruzat	3825	SIU PD Only, Basic L/T	30.705	11/1/2025
Brian Engcabo	3796	SIU PD Only, Deferred Vested		11/1/2025
Eliseo Ramiscal	3932	SIU PD Only, Deferred Vested	12.080	11/1/2025

MARINE FIREMAN SUBSCRIPTIONS, AND VOLUNTARY PAF DONATIONS

Please use the following form.

NAME (Print) ______________________ PENSION or BOOK NO. __________

STREET ______________________________________

CITY ____________________ STATE _____ ZIP __________

Check box: ❑ U.S. & POSSESSIONS ❑ OVERSEAS

Yearly Subscriptions: ❑ First Class $20.00 ❑ Air (AO) Mail $25.00

Voluntary Political Action Fund Donation ❑ $______________

Please make checks payable to:

MARINE FIREMEN'S UNION
240 2nd Street, San Francisco, CA 94105