



*The Headquarters officials and office staff wish  
Season's Greetings and Happy Holidays  
To all MFOW members, families and friends*



### Halls to close — Holiday Schedule

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

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

**Christmas Day** — Thursday, December 25

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

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

**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.

## USS Hornet board wants to move ship to San Francisco

For 30 years, the aircraft carrier *USS Hornet* has been anchored at Alameda Point, the site of the former Alameda Naval Air Station. The Essex-class aircraft carrier was built for the United States Navy during the Second World War. After seeing action in the Pacific Theater, and again during the Korean and Vietnam wars, the Hornet was used for recovering Apollo astronauts returning from the Moon during the 1960s. The vessel was decommissioned in 1970 and opened as the *USS Hornet*

Museum in Alameda in 1998. The museum, however, receives no government funding and its revenue is based entirely on membership and attendance.

The board says it is actively working to bring the *Hornet* to San Francisco. However, the timeframe for any potential move would be at least five years with research, preparation, and towing all factoring in. The Port of San Francisco said that it has been approached about the proposal, but that no decision has been made.

## Rising piracy in Singapore Strait threatens global trade

In March 2025, a significant surge in piracy incidents in the Singapore Strait marked a troubling resurgence of maritime crime, threatening global trade and regional security. This vital waterway, responsible for handling approximately \$3 trillion in trade yearly, saw a chilling 385 percent increase in piracy compared to the previous year, with six vessels reported attacked in just 72 hours.

Historically, the Singapore Strait was relatively secure, especially following a decade of declining piracy incidents after the infamous hijacking of the *MT Orkim Harmony* in 2015. This incident led to enhanced regional cooperation among countries like Malaysia, Singapore, Indonesia, and Vietnam through the Regional Cooperation Agreement on Combating Piracy and Armed Robbery against Ships in Asia (ReCAAP). By 2020, coordinated patrols and real-time information sharing had successfully reduced attacks by 60 percent.

However, the calm period ended abruptly in late 2024, when incidents of piracy surged, and by early 2025, 27 attacks were recorded, surpassing the total of the previous two years combined. This upsurge was exacerbated by economic hardships stemming from the COVID-19 pandemic, which hit coastal communities hard. Moreover, geopolitical tensions, particularly around contested waters in the South China Sea, have diverted naval resources away from combating piracy, creating a vacuum that or-

ganized criminal networks exploited.

The implications of this resurgence are serious. The Singapore Strait is crucial for global supply chains; any disruption can lead to cascading delays, as evidenced by the March attacks, which halted the movement of 420,000 TEU of cargo. Insurers have reacted by raising premiums for vessels operating in the area, reflecting the heightened risk. Security experts note that improved technologies and a reliance on automated systems in shipping have inadvertently created vulnerabilities that pirates are keen to exploit.

As the number of incidents grows, the human toll on seafarers also rises. Reports of PTSD among crews have increased dramatically, highlighting the psychological impact these encounters have had. In interviews, seafarers describe harrowing experiences of being attacked, illustrating that the reality of modern piracy is far from the romanticized portrayals often seen in media.

Regional responses have aimed to adapt to this emerging threat. ReCAAP has introduced AI systems to predict piracy hotspots, and countries like Indonesia have begun deploying drone patrols. However, jurisdictional gaps and corruption remain significant obstacles to effective responses. There's an urgent need for harmonization of legal frameworks and addressing the underlying causes driving individuals toward piracy.

**Correction:** In the November issue of *The Marine Fireman*, we incorrectly printed that Friday, July 3, 2026, would be the observed holiday for Independence Day. The actual observed holiday under our master offshore contracts will be Monday, July 6. So therefore, the hiring halls will be closed on Monday, July 6, 2026. Please see the revised holiday schedule:

✂️ -----Clip and Save-----

### 2026 Holiday Schedule

January 1	Thursday	New Year's Day
January 2	Friday	Jack Hall Day (Hawaii Only)
January 19	Monday	Martin Luther King Jr.'s Birthday
February 12	Thursday	Lincoln's Birthday
February 16	Monday	Presidents' Day
March 30	Monday	Harry Bridges' Memorial Day (Hawaii only)
March 31+	Tuesday	Cesar Chavez Day (ILWU)
April 3	Friday	Close at Noon on Good Friday (All Day in Hawaii)
May 25	Monday	Memorial Day
June 11	Thursday	King Kamehameha Day
June 19	Friday	Juneteenth National Independence Day
July 6	Monday	Independence Day - Observed
July 28+	Tuesday	Harry Bridges' Birthday (ILWU)
September 7	Monday	Labor Day
October 12	Monday	Columbus Day
November 11	Wednesday	Veterans' Day
November 26	Thursday	Thanksgiving Day
November 27	Friday	Day after Thanksgiving (OPEIU office staff only)
December 24+	Thursday	Christmas Eve (ILWU)
December 25	Friday	Christmas Day
December 31+	Thursday	New Year's Eve (ILWU)

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



# The Marine Fireman

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## Key milestone for large ammonia-powered box ship design

Classification society DNV reports that it has awarded an Approval in Principle (AiP) to an emerging design for a 21,700 TEU ammonia-powered mega-box ship. This key step, which confirms the feasibility of the design and ensures no major technical hurdles to meeting class, comes as the shipping industry continues to flirt with ammonia as an emerging alternative power source.

The design for the vessel was developed by a joint consortium of MSC Mediterranean Shipping Company, shipbuilder Zhoushan Changhong International, and CIMC ORIC. MSC has a long-standing relationship with the

Chinese shipbuilder, which has built some of the company's largest container-ships currently in service.

DNV reports the proposed 21,700 TEU container ship integrates the latest-generation of ammonia dual-fuel main engines alongside oversized C-type ammonia tanks. The hull design, with a new vertical bow, optimized stern, and hull lines, alongside low-resistance coatings, high-efficiency propellers, and energy-saving hydrodynamic features, targets improved fuel efficiency. Validation of the design was undertaken through CFD simulations and model tests. The design has also

been optimized for a high load-to-capacity ratio and efficient hold utilization. In addition, the twin-island deck layout and foredeck design allow additional 40-foot container bays to increase cargo capacity while maintaining port and operational compatibility.

The design reaches this key step in the process as the first ammonia combustion engines are poised to enter the commercial market. As the project develops, the consortium will proceed towards more detailed design and safety analyses, including ammonia mitigation and gas handling, and integration into the fuel system.

## Louisiana emerges as shipbuilding hub with sea drones and icebreakers

Saronic Technologies is expanding its Louisiana shipyard with a \$300 million investment to build autonomous drone ships. The expansion in St. Mary Parish is expected to create 1,500 new jobs in the state's Bayou Region. This project follows a recent multi-billion-dollar deal for Louisiana's Bollinger Shipyards to construct new icebreaker vessels. The expansion will add more than 300,000 square feet to the Franklin shipyard and is projected to be finished by the end of 2026. The company builds drone ships designed for both commer-

cial and national defense missions on the sea, among them the 150-foot Ma-rauder vessels being built in St. Mary.

The announcement came just two months after President Trump signed an agreement for Louisiana's Bollinger Shipyards down the Bayou in Houma to build four of six new icebreaker vessels that will advance the United States' capabilities for defense and research in the Arctic. That deal totals \$6 billion and will include other partners as well as the government of Finland.

Saronic, which is headquartered in

Austin, Texas, bought Gulf Craft shipyard in Franklin in April and has already tripled the workforce there to 100, but the \$300 million project will exponentially expand the company's Louisiana footprint. The expansion will add more than 300,000 square feet to the company's Franklin shipyard, including construction of three new slips, a larger warehouse and a new production line dedicated to large-vessel assembly.

Saronic already has broken ground on the expansion, which is expected to be complete by the end of 2026.

## Harvard rules at college sailing nationals

Harvard Sailing dominated the field over two days of action, going undefeated to win the 2025 ICSA Match Race National Championship, hosted by the St. Petersburg Yacht Club in St. Petersburg, Florida over November 15-16. 10 teams competed in J/70 class keelboats for the Cornelius Shields, Sr. Trophy and the title of ICSA National Champion. The Crimson went 7-0 enroute to its third match race national crown in program history and first since 2001.

Harvard bested the top 10 collegiate match racing teams in the country. In very light wind that made boat handling paramount, the Crimson led at every mark and sailed a flawless event from start to finish.

For the regatta, Harvard defeated College of Charleston, Tulane University, Boston College, Georgetown University, Brown University, Roger Williams, U.S. Naval Academy, University of Illinois, and Stanford to win its fourth national championship of any kind since the 2022-23 campaign.

Since the start of 2022-23, the Crimson has won the 2023 ICSA Open Team Race National Championship, 2024 ICSA Fleet Race National Championship, the 2025 ICSA Team Race National Championship and now the 2025 ICSA Match Race National Championship

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## Samsung sets agreements with NASSCO and Conrad to enter U.S. shipbuilding

South Korea's Samsung Heavy Industries (SHI) announced two key partnerships with leading U.S. shipbuilders, as it follows competitors HD Hyundai and Hanwha Ocean into the U.S. shipbuilding market. The South Koreans look to the emerging opportunities in the U.S. under the anticipated efforts to revitalize the segment and the Make American Shipbuilding Great Again program.

SHI is one of South Korea's largest shipbuilders, known for its work in developing the liquified natural gas carrier segment, ranging from LNG carriers to floating LNG production units. It has a long heritage in the oil and gas sector as well as containerships, and is actively pursuing the development of new technologies for shipping and shipbuilding. The company highlights a current orderbook which includes 120 commercial ships and three FLNG units.

A tri-party Memorandum of Agreement was announced on December 3 involving SHI with General Dynamics NASSCO and its long-term partner DSEC Co. The companies said they plan to "join forces to collaborate on their industry-leading ship design and manufacturing automation and technology" for the U.S. market.

The companies point to the opportunities for naval and government shipbuilding as well as commercial shipping. They cite the U.S. Navy's Next Generation Logistics Ships as one of the areas where they can share common experience.

General Dynamics NASSCO highlights its work as a designer and builder, having delivered over 150 vessels since

the 1950s. It is currently building the U.S. Navy's 20-ship class of John Lewis Fleet Oilers and is designing the U.S. Navy's future Submarine Tender class. Recent commercial programs include ConRo ships, containerships, and medium range tankers, all designed with DSEC and other South Korean partners.

DSEC Co. highlights that it provides a complete range of shipbuilding and marine engineering services, including ship design, material procurement, quality management, shipyard operations and development consulting, logistics support, and eco retrofit solutions. With over three decades of experience, DSEC notes it has worked extensively on U.S.-built ship designs and material packages throughout the U.S., supporting a wide variety of commercial, naval, and government ship programs.

South Korea committed to making a \$150 billion investment in U.S. shipbuilding during the U.S. trade negotiations and gave the program the catchphrase of *Make American Shipbuilding Great Again*. Hanwha Ocean was first into the market, announcing the acquisition and planned investment to revitalize the Philly Shipyard. HD Hyundai Heavy Industries has said it is also looking at possibly U.S. acquisitions, while the company in October signed an agreement with Huntington Ingalls Industries, which they said is designed to further expand cooperation in shipbuilding and repair, as they target the U.S. Navy and commercial shipping. Hyundai also announced a new partnership with Edison Chouest Offshore that calls for jointly building containerships.

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# Baltimore bridge collapse traced to one loose wire

The U.S. National Transportation Safety Board said that a single loose wire on the 300-meter-long container-ship *Dali* caused an electrical blackout that led to the vessel veering and contacting the nearby Francis Scott Key Bridge in Baltimore, which then collapsed, killing six highway workers. At a public meeting at NTSB headquarters, investigators said the loose wire in the ship's electrical system caused a breaker to unexpectedly open — beginning a sequence of events that led to two vessel blackouts and a loss of both propulsion and steering near the Key Bridge on March 26, 2024. Investigators found that wire-label banding prevented the wire from being fully inserted into a terminal block spring-clamp gate, causing an inadequate connection.

After the initial blackout, the *Dali* began swinging to starboard toward Pier 17 of the Key Bridge. Investigators found that the pilots and the bridge team attempted to change the vessel's trajectory, but the loss of propulsion so close to the bridge rendered their actions ineffective. A substantial portion of the bridge subsequently collapsed into the river, and portions of the pier, deck and truss spans collapsed onto the vessel's bow and forwardmost container bays.

A seven-person road maintenance crew and one inspector were on the bridge when the vessel struck. Six of the highway workers died. The NTSB found that the quick actions of the *Dali* pilots,

shoreside dispatchers and the Maryland Transportation Authority to stop bridge traffic prevented greater loss of life.

Contributing to the collapse of the Key Bridge and the loss of life was the lack of countermeasures to reduce the bridge's vulnerability to collapse due to impact by ocean-going vessels, which have only grown larger since the Key Bridge's opening in 1977. When the Japan-flagged containership *Blue Nagoya* contacted the Key Bridge after losing propulsion in 1980, the 118-meter-long vessel caused only minor damage. The *Dali*, however, is 10 times the size of the *Blue Nagoya*.

As part of the investigation, the NTSB in March released an initial report on the vulnerability of bridges nationwide to large vessel strikes. The report found that the Maryland Transportation Authority — and many other owners of bridges spanning navigable waterways used by ocean-going vessels — were likely unaware of the potential risk that a vessel collision could pose to their structures. This was despite long-standing guidance from the American Association of State Highway and Transportation Officials recommending that bridge owners perform these assessments.

The NTSB sent letters to 30 bridge owners identified in the report, urging them to evaluate their bridges and, if needed, develop plans to reduce risks.

# Three scenarios for return of Red Sea shipping

Houthi rebel groups in Yemen signaled last month they would halt attacks on commercial ships passing through the Red Sea if the Gaza ceasefire held, allowing a possible end to two years of costly detours for cargo shipping between Asia and Europe. Dutch financial services group ING called the potential reopening of Red Sea shipping lanes a "key thing to watch for in container shipping" next year. And it would have particular significance for China: the world's biggest merchandise exporter. However, it may not be possible for companies to simply snap back to the status quo in 2023, before the attacks started. Here are three potential scenarios:

- **The Red Sea is safe and ships dive back in** — Red Sea traffic could return to normal from next year, saving fuel, time and greenhouse gas emissions on Asia-Europe routes compared with detouring around Africa's Cape of Good Hope. Red Sea passages cut down voyages between Asia and Europe by more than 3,000 nautical miles and 10 days compared with the Cape of Good Hope route. They are also significantly cheaper. Sending ships all the way around Africa costs companies an extra \$30 to \$50 per TEU. An estimated \$120 billion of Chinese imports and \$160 billion of Chinese exports pass through the Bab al-Mandab Strait every year.
- **A slow recovery, hobbled by caution and hidden costs** — A return to normality will only happen after insurance companies give their shipping clients an all-clear to use the Red Sea again. Insurers are by nature very conservative and will take some time before reducing their premiums for the Red Sea transit. After a wave of Somali pirate attacks in the Gulf of Aden and Indian Ocean de-

clined in 2017, insurers took a fairly long time to reduce their premiums. The most recent suspected Houthi missile attack hit the Dutch-flagged cargo ship *Minervagracht* in the Gulf of Aden, east of the Red Sea, on September 29.

Bulk carriers and tankers are likely to return to the Red Sea earlier than container ships because the value of their cargoes is lower. Once one major shipping line decides to restart Red Sea transit, others would be motivated to follow. European firms AP Moller-Maersk and Hapag-Lloyd no longer rule out returning to the Red Sea, while CMA CGM expects to resume transits shortly.

- **Firms continue using Red Sea alternatives** — Shippers may still choose to stay away from the Red Sea for the time being. It remains possible that the Houthi groups could resume their attacks, as their apparent pledge to stop is tied to the Gaza ceasefire that has already shown signs of breaking down, according to some analysts. Many international shipping firms are taking a wait-and-see approach by continuing to use the Cape of Good Hope route. Maersk has announced that an east-west shipping network it shares with Hapag-Lloyd has no specific timing to return to the Red Sea, citing the safety of crew, vessels and cargo.

Chinese exporters feel less pressure than before to switch back to Red Sea shipping routes, as freight rates on Cape of Good Hope services declined in 2024 due to new vessel deliveries to shipping companies among other factors. Exporters also have more options these days as alternative routes gain popularity. Asia-Europe rail freight services were seeing a boost to demand due to the Red Sea crisis.

**DKI Pig Roast:** The spectacular Thanksgiving menu aboard the *MV Daniel K. Inouye* included an Island-style MFOW-roasted piglet. From left to right are ERJ Colby Sims, #4018; Junior Engineer Sony Arandia, #4024, Wiper Harrison Quinanola, #4026; Junior Engineer Don Ngo, #3826; and REJ Europa Demont, #3865.





MFW  
PRESIDENT'S  
REPORT



As we wind down calendar year 2025, it is important to keep our focus on the jobs under contract that pay good wages and generate man day contributions to the pension, welfare, and training funds. We have managed to maintain high levels of dispatch and have improved wages and benefits. To recap the year:

Matson Navigation Company

Matson continues to operate five MFOW-crewed ships in the China-Long Beach Express service and four ships in the West Coast-Honolulu trade. The tramp ship *Kamokuiki* was in service over eight months before laying up in Malaysia. Some relief work in the Alaska trade was handled by MFOW-crewed ships during the past year, and the two inter-island barges kept the Honolulu Shore Mechanics busy.

On July 1, 2025, Matson wages and wage-related items were increased by three (3.0) percent, and training fund contributions were increased by 25 cents (\$0.25) per manday.

APL Marine Services

APL Marine Services is operating nine Maritime Security Program (MSP) ships in the Eagle Express, Guam-Saipan Express, and Jebel Ali-Middle East Express services. In January, APLMS placed the non-MSP vessel *President L.B. Johnson* into trans-Pacific service with MFOW members in the engine room. In June, the Union was notified that the MSP operating agreement for the *APL Oceania* would be transferred to the *President L.B. Johnson*.

In October, the MFOW crewed up the *CMA CGM Phoenix* at Charleston, South Carolina, to be deployed on the India-America Express service. As previously reported, crew manning and work jurisdiction on this ship is moving through the legal process.

The 22-man shore gang at Pier 300 on Terminal Island continues to monitor, maintain and repair reefer containers with occasional help from extra dispatched Shore Mechanics.

On October 1, 2025, APLMS wages and wage-related items were increased by five and one-half (5.5) percent, offshore training fund contributions were increased by 50 cents (\$0.50) per manday, JEC manday contributions were increased by one dollar (\$1.00) per manday, and welfare fund contributions were increased by 4.6 percent, based on CPI data.

Patriot Contract Services

**Watson-class Vessels** — On February 25, the Union was notified by the Military Sealift Command (MSC) that the agency would exercise Option Period 3 with Patriot Contract Services, under contract N3220521C3009 for the operation and maintenance of the eight *Watson*-class LMSR vessels: *USNS Charlton*, *USNS Dahl*, *USNS Pomeroy*, *USNS Red Cloud*, *USNS Sisler*, *USNS Watkins*, and *USNS Watson*. The period of performance is April 1, 2025, through March 31, 2026.

On April 1, 2025, there was a two (2.0) percent increase in total labor cost for ratings serving on the *Watson*-class vessels.

On August 27, 2025, the *USNS Watson* was transferred to the U.S. Maritime Administration's (MARAD) Ready Reserve Force (RRF) fleet at Marrero, Louisiana, and renamed *George Watson*.

On October 1, 2025, the *USNS Charlton* was transferred to the RRF fleet at Baltimore, Maryland, and renamed *Cornelius H. Charlton*.

**Ready Reserve Force** — In August, PCS was awarded a 10-year contract to cover maintenance, repair, logistics support, activation, operation, deactivation, crewing, and management of seven Ready Reserve Force (RRF) vessels: *Admiral Callaghan*, *Cape Orlando*, *Cape Henry*, *Cape Horn*, *Cape Hudson*, *Cape Victory*, and *Cape Vincent*. The previously managed *Cape Taylor*, *Cape Texas*, and *Cape Trinity* were awarded to another operator.

**Allied Pacific** — On September 5, 2025, there was a three (3.0) percent increase in total labor cost for those working on the *Allied Pacific*.

**USNS Seay and USNS Pililaau** — On September 29, 2025, there was a two (2.0) percent increase in total labor cost for those working on the *Seay* and *Pililaau*.

**Haina Patriot** — On October 1, 2025, there was a three (3.0) percent increase in total labor cost for those working on the *Haina Patriot*.

Notable Operations

In 2025, MFOW members served above and beyond the call of duty in support of several U.S. military exercises across the globe:

**Freedom Banner 25** — In February, the crew of the *USNS Dahl* joined with the U.S. Marine Corps, 3rd Marine Logistics Group and the Republic of Korea (ROK) Marine Corps, and conducted a Maritime Prepositioning Force offload at Chinhae

Naval Base, South Korea, to provide equipment and support to III Marine Expeditionary Force units as part of Freedom Banner 25.

**Cobra Gold 2025** — In February, the Military Sealift Command (MSC) chartered the *MV Cape Henry* to offload U.S. Army equipment at Sattahip, Thailand in support of Joint Exercise Cobra Gold 2025.

**Exercise Balikatan 2025** — In April, the maritime pre-positioning ship *USNS Sisler* was in the Philippines and conducted Combined Joint Logistics Over-the-Shore operations in support of Exercise Balikatan 2025.

**MPF Maintenance Cycle 14** — In April, the *USNS Seay* offloaded U.S. Marine Corps Maritime Prepositioning Force assets at the Marine Corps Support Facility in Blount Island, Florida, in preparation for Maritime Prepositioning Force Maintenance Cycle 14. The impressive feat, which involved over 400 pieces of rolling stock — everything from seven-ton trucks and Humvees to earth movers and heavy ordinance assets — was a testament to meticulous planning, rigorous training and seamless teamwork.

**CONSOL Training** — In June, the MT Allied Pacific conducted a simulated consolidated cargo replenishment at sea (CONSOL), near Chinhae, South Korea with South Korea's fast combat support ship *ROKS Daecheong*. CONSOL capability is when a specially outfitted MSC-controlled tanker conducts underway refueling operations, transferring fuel and/or cargo to combat logistics-force ships at sea.

**Exercise Talisman Sabre 25** — In July, the crew of the *MV Cape Henry* worked with soldiers from the 8th Theater Sustainment Command and 599th Transportation Brigade to offload military vehicles and equipment in Australia as part of Exercise Talisman Sabre 25.

**Super Garuda Shield 2025** — In August, the *MV Cape Hudson* supported exercise Super Garuda Shield 2025, at Bandar Lampung, Indonesia. Super Garuda Shield 2025 is a joint multinational exercise sponsored by the U.S. Army Pacific, and features approximately 3,000 participants from the Indonesian and U.S. Marine Corps, Navy, Air Force, Army, and special operations forces. The U.S. Army's 835th Transportation Battalion, 599th Transportation Brigade, and Military Surface Deployment and Distribution Command, out of Okinawa, oversaw the offload of approximately 165 pieces of equipment and containers from Cape Hudson.

Looking Ahead in 2026

2026 will be a busy year as we continue to fight in the Byzantine arena of labor union administration amid the uncertainty of national maritime policy. A few of the moving parts are as follows:

**Watson-class ships to RRF** — The tentative turnover dates to RRF for four *Watson*-class vessels are:

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

Members interested in working aboard these vessels in reduced operating status (one Electrician, one Oiler, and one Wiper per ship) should plan accordingly.

**T-AGS Bid** — The PCS bid to operate and maintain eight T-AGS vessels (*USNS Bowditch*, *USNS Bruce C. Heezen*, *USNS Henson*, *USNS Marie Tharp*, *USNS Mary Sears*, *USNS Pathfinder*, *USNS Robert H. Ballard*, and *USNS Waters*) is pending.

**T-AGOS Bid** — The PCS bid to operate and maintain five T-AGOS vessels (*USNS Able*, *USNS Effective*, *USNS Impeccable*, *USNS Loyal*, and *USNS Victorious*), and one T-AGM vessel (*USNS Howard O. Lorenzen*) is pending.

**Matson Negotiations** — The collective bargaining agreement with Matson expires on June 30, 2026. We are making preparations to hold the 2026 MFOW Convention to discuss ways and means of improving the collective bargaining agreement and make recommendations for the negotiating committee to consider.

BUSINESS AGENT'S REPORT

Hello Brothers,

First, I would like to thank Bobby Baca for his mentorship during my first year in this position. I would also like to thank Mario Higa and Sonny Gage for their support in helping me learn the dispatcher's duties and responsibilities. I'm beginning to truly grasp how much work they put in to ensure members get the jobs they want.

Mario and Sonny are stepping down after more than ten years as Port Agents. Their calm professionalism supported members in both Honolulu and Los Angeles as they handled daily dispatch paperwork, certificate renewals, and negotiations with the company on overtime and work rules. The next time you see them in the hall, please take a moment to say thank you for their years of dedication.

The *Cape Hudson* returned to San Francisco this month after a run through Southeast Asia and Australia. The *Cape Henry* completed a similar run earlier this year, and rumors have it the next *Cape* will soon follow. As these vessels — and now the *Watson*-class ships — transition between FOS (Full Operating Status) and ROS (Reduced Operating Status), there has been some confu-

sion regarding contractual obligations.

To clarify:

- If you accept a position while the ship is in FOS, your contractual obligation is 120–180 days, and this obligation remains the same even if the ship later returns to ROS.
- If you accept a position while the ship is in ROS, your contractual obligation is 8–12 months, and this obligation remains in effect when the ship activates into FOS.

In short, your contractual time requirement is determined by the ship's status at the time you are dispatched.

The Coast Guard has reopened and is now working through the processing backlog. Please stay on top of any documents you need so you don't miss out on a ship you want. While Bobby and I are always willing to help, the responsibility for maintaining and upgrading your documents rests with each member. Renewals do not happen overnight—plan, set reminders, and make sure you're prepared.

Faternally,  
Patrick Gillette  
San Francisco Business Agent



# Hong Kong sets up platform for green maritime fuel bunkering

The Hong Kong government established a communication platform for the green maritime fuel bunkering supply chain in the city. The aim is to catalyze the development of a green maritime fuel bunkering supply chain in Hong Kong through communication and collaboration among industry stakeholders.

The newly launched platform, the Green Maritime Fuel Development Communication Platform, will bring together upstream and downstream companies within the green maritime fuel bunkering supply chain, including fuel suppliers, shipping companies, and port operators, among others. In addition to gathering views from members about green fuel bunkering and trading in Hong Kong, the government will organize networking activities and business meetings to enhance stakeholder communication and cooperation.

25 companies and industry organizations joined the platform, Secretary for Transport and Logistics Mable Chan said. Mable Chan said the government warmly welcomes Hong Kong companies as well as Mainland and foreign companies with a presence in the city to join the platform.

The Hong Kong Transport and Logistics Bureau promulgated the Action Plan on Green Maritime Fuel Bunkering last November, outlining five strategies and 10 actions to develop Hong Kong into a center for green maritime fuel bunkering. Among the measures in the Action Plan is the establishment of a collaborative platform for the industry to support the development of effective supply chains and trading channels.

## SUMMARY ANNUAL REPORT FOR MFOW WELFARE FUND

This is a summary of the annual report of the MFOW Welfare Fund, E.I.N. 94-1254186, Plan No. 501, for the year ended January 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

**Insurance Information**

The plan has contracts with Dental Health Services, Kaiser Foundation Health Plan of Washington, Anthem Blue Cross Life and Health Insurance Company, Wellpoint Stop Loss, Kaiser Foundation Health Plan, Inc., Health Net, United Healthcare Insurance Company, and Kaiser Foundation Health Plan of the Northwest to provide certain benefits incurred under the terms of the plan. The total premiums paid for the plan year ended January 31, 2025, was \$3,631,510.

Because they are so called “experience-rated” contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ended January 31, 2025, the premiums paid under such “experience-rated” contracts were \$298,391.

**Basic Financial Statement**

The value of plan assets, after subtracting liabilities of the plan, was \$12,467,528 as of January 31, 2025, compared to \$13,906,393 as of February 1, 2024. During the plan year, the plan experienced a decrease in its net assets of \$1,438,865. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan’s assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had a total income of \$6,803,246 including employer contributions of \$6,082,355, participant contributions of \$1,940, gains from investments of \$674,097, and other income of \$44,854.

Plan expenses were \$8,242,111. These expenses included \$791,339 in administrative expenses and \$7,450,772 in benefits paid to or for participants and beneficiaries.

**Your Rights to Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An independent auditor’s report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets; and
5. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of MFOW Welfare Fund, 240 2nd Street, San Francisco, CA 94105, (415) 362-4592. The charge to cover copying costs will be 25 cents per page.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (240 2nd Street, San Francisco, CA 94105) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## Preparation for QMED – Electrician/Refrigerating Engineer Course

Quite a few members have expressed interest in or have recently submitted training requests for the QMED - Electrician/Refrigerating Engineer course in San Diego. The MFU Training Plan will process these requests as training funds become available.

Any success in becoming a qualified Marine Electrician must start with learning the fundamentals of electricity and electronics. In order to get the most out of the above course, it is recommended that applicants prepare as follows:

1. Go to the MFOW website at [www.mfoww.org](http://www.mfoww.org) and look under the “Training” tab.
2. Scroll down to the section titled U.S. NAVY ELECTRICITY AND ELECTRONICS TRAINING (NEETS).
3. There are 24 modules in the series. It is recommended that applicants work through the following modules (self-study) to grasp the fundamentals of electricity and electronics:

- Module 1 — Matter, Energy and Direct Current
- Module 2 — AC and Transformers
- Module 3 — Circuit Protection and Control
- Module 4 — Conductors, Wiring and Schematics
- Module 5 — Generators and Motors
- Module 6 — Electronic Emission, Power Supplies
- Module 7 — Solid—State Devices, Power Supplies
- Module 16 — Test Equipment



December 1, 2025

Via E-Mail ([wayne.r.arguin@uscg.mil](mailto:wayne.r.arguin@uscg.mil))

RADM Wayne R. Arguin, Jr.  
Assistant Commandant for Prevention Policy  
United States Coast Guard  
2703 Martin Luther King Jr. Avenue, SE  
Washington, DC 20593

Dear Admiral Arguin:

It has come to our attention that you are in receipt of a letter ostensibly from the U.S. Registry Working Group of the National Defense Transportation Association’s Military Sealift Committee. That letter includes several recommendations regarding current Coast Guard regulations.

The undersigned unions are all members of the U.S. Registry Working Group. Unfortunately, this letter was not reviewed by our organizations prior to its transmittal. There are several provisions within the letter that maritime labor strongly opposes and, had we had an opportunity to review the letter before it was sent, would likely not have been included.

This letter is to correct the record and ensure you are aware of our concerns. We also stand ready, willing and able to meet and confer with you on these issues, as always. We wish to thank you for your continued cooperation, and we truly appreciate the close working relationship we have had with you during your tenure as Assistant Commandant for Prevention Policy.

In reference to the letter sent by Mr. Keenan, we would register our objections to bullet points 1, 5, 6, 8, 9, 14, 15, 16, 17 and 19. In particular, recommendations 15 and 17 are anti-labor provisions that we strongly oppose. We are happy to provide more in-depth analysis as to our concerns with these provisions if that would be of benefit to you.

Fundamentally, absent a clear and specific reason, we do not agree with any recommendation that could be viewed as weakening existing Coast Guard safety regulations or otherwise removing the Coast Guard’s traditional role in inspecting U.S.-Flag vessels. And when it comes to replacement of safety equipment, as outlined in point 14, we understand the positive benefits that accrue from the continued existence of USCG approved safety equipment vendors and manufacturers, and the desire of the Coast Guard to support those vendors.

Furthermore, we do not believe that weakening the Coast Guard’s industry oversight role is an effective means of making the U.S.-Flag registry more competitive. We are willing to support proposals that streamline and improve processes, but those processes should be administered by the Coast Guard, as the Coast Guard is the only government agency with the knowledge, training and familiarity with our industry to effectively regulate it.

Removing outdated and burdensome regulations on the maritime industry is a key concern of ours, and we know the Coast Guard shares those concerns. At the same time, we must be sure that when we do make changes to existing regulations, we do no harm.

As always, if we can be of further assistance to you, please do not hesitate to contact any of us. Thank you again for your commitment to the United States Merchant Marine, and we look forward to working with you in the future.

Sincerely,  
Willie Barrere, American Maritime Officers  
Don Josberger, International Organization of Masters, Mates and Pilots  
Anthony Poplawski, Marine Firemen’s Union  
Adam Vokac, Marine Engineers’ Beneficial Association  
Matt Henning, Sailors’ Union of the Pacific  
Dave Heindel, Seafarers International Union & Maritime Trades Department (AFL-CIO)

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# MARINE FIREMEN’S UNION TRAINING PROGRAM — 2026

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 19-22	February 9-12	March 9-12
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### 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 29-30	February 26-27	April 2-3
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### 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 19-20	February 9-10	March 23-24
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## New in 2026

### IECEEx CoPC Certification

Training is based upon the IECEEx 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.

March 2-6	May 4-8	July 6-10
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### 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.

February 16-March 13	April 13-May 8	July 6-31
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### 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
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### 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.

February 16-20	April 6-10	June 1-5
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### 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	September 28-October 30
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### 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 5-9	February 9-13	March 23-27
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## 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:** January 23, January 30, February 13, March 6, March 20, March 27.

**Maritime Institute, Honolulu, HI:** January 30, February 27, April 10, June 5, July 31, September 4, October 9

**Maritime Institute, Everett, WA:** January 21, February 4, March 30, April 27, May 22, June 5, July 20.

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

**MITAGS-PMI, Seattle, WA:** January 12-13, February 2-3, February 28-March 1, March 30-March 31, May 18-19

### 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 7-9, February 18-20, March 11-13, April 8-10, May 20-22, June 10-12

**Maritime Institute, Everett, WA:** January 12-14, March 16-18, May 13-15, August 5-7

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

**MITAGS-PMI, Seattle, WA:** February 28-March 2, December 7-9

## 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.



MFW SUPPLEMENTARY PENSION PLAN

240 2nd Street , San Francisco, CA 94105,Telephone: (415) 362-1653

November 2025

Annual Funding Notice For MFW Supplementary 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. Mary Laffey, Administrator
- **Phone:** (415) 536-8280
- **Address:** 1600 Harbor Bay Parkway, Suite 200, Alameda, CA 94502
- **Email:** mlaffey@zenith-american.com

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 MFW Supplemental Pension Trust
- **Employer Identification Number:** 94-6201677

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

Visit [www.pbgc.gov/prac/multiemployer](http://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	58%	51%	51%
Value of Assets	\$1,194,086	\$1,198,808	\$1,355,079
Value of Liabilities	\$2,059,377	\$2,353,621	\$2,664,707

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	\$1,170,068*	\$1,194,086	\$1,198,808

\* 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 in endangered status in the 2024 Plan Year because the Plan’s funded percentage for the 2024 Plan Year is less than 80%. You will receive a separate notice regarding the Plan’s endangered status certification.**

The Plan was first certified as endangered for the plan year beginning August 1, 2020. To improve the Plan’s funding situation, the trustees adopted a funding improvement plan on June 16, 2021. The funding improvement plan is designed to improve the Plan’s funded percentage to at least 80% by July 31, 2031. 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. 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 the funding improvement plan.

You may request a copy of the Plan’s funding improvement plan by contacting the plan administrator. You can also ask for any updates to the funding improvement plan and the actuarial and financial data showing actions taken to improve the Plan’s finances.

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	2	2	2
3. Participants and beneficiaries receiving benefits	3	3	3
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	69	75	87
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	74	80	92

Funding & Investment Policies

Funding Policy

The law requires that every pension plan have a procedure for establishing a funding policy to carry out the plans 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 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.

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)	16.3%
2. U.S. Government securities	83.7%

The average return on assets for the Plan Year was 3.1%

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](http://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 and is approximately 58% funded.

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.
4. Multiply the total by your years of credited service to determine your guaranteed monthly benefit.

*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.

## Alabama yard to build defense facility

Coden, Alabama-based Master Boat Builders has announced plans to build a new \$60 million, 150,000-square-foot defense- and government-focused ship-building facility, which will be located directly across from the company's existing commercial shipyard on Bayou Coden. The 20-acre site will be dedicated to government and defense programs, both complete vessels and modules, and is expected to support 200 new jobs.

The announcement follows numerous other recent shipyard expansions and acquisitions around the country, in large part in response to presidential executive orders focused on ship-building and work by Congress to develop the SHIPS for America Act. Other shipyard expansions, partnerships and acquisitions include Hanwha purchasing Philly Shipyard, Davie Defense acquiring Gulf Copper and Bollinger and Edison Chouest Offshore forming their own shipbuilding alliance.

The new yard is being designed with serial production and modular construction in mind, and will enable the company to build steel and aluminum vessels and fabricate complex modules for Navy and Coast Guard programs. That memorandum of understanding,

announced in September, emphasized the strategy of distributing work across complementary facilities in order to reduce bottlenecks, shorten production schedules and create surge capacity for future demand.

Master Boat Builders is partnering with Thompson Engineering and RJ Baggett on the design, engineering and construction of the new facility. According to Master Boat Builders, the new facility will feature dedicated workforce training space, with a focus on training and equipping the next generation of shipbuilders.

## HONOR ROLL

**Voluntary donation to General Treasury — November 2025:**  
Alfred Del Rosario, JM-5446..\$200.00  
Vicente Cacacho, #3828.....\$40.00  
Edgardo Guzman, #3905.....\$50.00  
Marion Paul Cruzat, #3939.....\$100.00  
Andrew Murillo, JM-5581.....\$5.00  
Theo Price-Moku, #3975.....\$50.00  
Dewayne Ertl, JM-5277.....\$15.00  
Eeric White, #3925.....\$100.00  
Bonny Coloma, P-2763.....\$200.00

## HOWZ SHIPPING?

November 2025

### San Francisco

Reefer/Electrician/Jr. Engineer..... 3  
Junior Engineer ..... 2  
Oiler ..... 1  
Wiper..... 1  
Standby Electrician/Reefer ..... 12  
Standby Wiper..... 6  
**TOTAL .....25**

### Wilmington

Electrician..... 1  
Electrician/Reefer/Jr. Engineer..... 5  
Reefer/Electrician/Jr. Engineer..... 3  
Junior Engineer ..... 2  
Oiler ..... 7  
Wiper..... 3  
Shore Mechanic..... 13  
Standby Electrician/Reefer ..... 16  
Standby Wiper..... 17  
**TOTAL .....67**

### Seattle

Electrician..... 2  
Wiper..... 1  
Standby Electrician/Reefer ..... 8  
Standby Wiper..... 1  
**TOTAL .....12**

### Honolulu

Electrician/Reefer/Jr. Engineer..... 1  
Reefer/Electrician/Jr. Engineer..... 2  
Junior Engineer ..... 2  
Wiper..... 2  
Standby Electrician/Reefer ..... 22  
Standby Junior Engineer ..... 3  
Standby Wiper..... 21  
**TOTAL .....53**

## Moved recently?

Please send change of address information to:

**MFOW WELFARE FUND**  
**240 2nd Street**  
**San Francisco, CA 94105**  
**(415) 986-1028/**  
**(415) 986-5720**

## HONOLULU NOTES

The Honolulu Hall maintained steady activity throughout November as vessels continued regular rotations and crewing demands remained consistent. A total of 53 jobs were dispatched last month, including both offshore billets and a little lighter volume of standby assignments. Honolulu membership remains engaged and responsive to dispatch needs, with regular requests for standby manpower across the fleet.

**Meetings & Union Engagement** — On November 6, the MFOW participated in the AFL-CIO Executive Board meeting held at IBEW Local 1186. The agenda included financial updates, COPE reports, labor community services, and updates from affiliated labor councils. The meeting provided valuable statewide labor coordination as we prepare for 2026 legislative and industry challenges.

On November 12, the Honolulu Sailors' Home Society held its regular monthly meeting, continuing its work overseeing property matters, historical trust responsibilities, and long-term planning. The Board remains focused on maintaining services for seafarers and preserving the historic mission of the organization.

On November 19, the Hawaii Port Council convened for its monthly labor-maritime coordination meeting. Discussions centered on port operations, industry updates, and upcoming events involving Hawaii's maritime unions. Continued cooperation among affiliates strengthens our collective ability to support maritime workers statewide.

On November 24, the MFOW participated in the Marimed Foundation's final MCE Talk Story of 2025, held at Windward Community College. This relaxed and engaging gathering brought together alumni, current students, and

maritime industry partners. The focus of the evening was to share maritime career pathways, inspire the next generation of sailors and technicians, help fill open maritime positions and provide mentorship and first-hand industry knowledge. Pu-pus and light refreshments were served, encouraging open conversation between students and working mariners. MFOW's presence helped highlight union career opportunities, reinforced our commitment to community outreach, and strengthened the connection between maritime training programs and industry jobs.

**Closing Remarks** — November concluded with steady hall activity, though dispatching—particularly standby jobs — was somewhat slower than in previous months. Even with the lighter pace, Honolulu members continued to answer the call as needed, ensuring vessel operations remained fully supported throughout the month. As we look ahead, I would also like to extend a warm welcome and express our appreciation to the newly confirmed and returning MFOW officials for the 2026–2028 term of office. We congratulate these brothers on their leadership and service, and we thank them for stepping forward to continue guiding our union. Their commitment strengthens the MFOW across all ports and ensures stability, representation, and continuity for our membership. As we close out the year and prepare for 2026, MFOW Honolulu remains committed to supporting our members, enhancing cooperation with our labor partners, and building pathways for the next generation of maritime workers here in Hawaii.

Aloha, **Mario Higa**  
Port Agent

## SEATTLE NOTES

During the month of November Seattle shipped two Electricians, one Wiper, eight Standby Reefers and one Standby Wiper. Seattle currently has six A-, four B-, and two C-seniority members registered for shipping.

The federal government is up and running again but the ramifications are still being felt. Several Seattle members are ready to ship but waiting on the Coast Guard to issue documents. These closures are becoming a ridiculous

norm, so always renew early.

Matson called for an emergency next day activation of *MV R.J. Pfeiffer* to fill in for the *MV Tacoma*, only to cancel the following day after *Tacoma* was able to get underway. Thanks to all that turned to and sat at Concentra for six hours to get a sign-on physical with no job to show for it. The *R.J. Pfeiffer* will be back in service on January 2, 2026.

Faternally,  
**Brendon Bohannon**, Representative

## MFOW member pensioned

Name	Book Number	Pension Type	Sea Time	Effective
Edward Tokarz	3770	SIU PD Only, Basic L/T	29.845	12/1/2025

## MARINE FIREMAN SUBSCRIPTIONS, AND VOLUNTARY PAF DONATIONS

Please use the following form.

NAME (Print) \_\_\_\_\_ PENSION or BOOK NO. \_\_\_\_\_

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**240 2nd Street, San Francisco, CA 94105**