



## Container Volumes Up on Strong Holiday Sales

Container import volumes at the main U.S. ports continued to grow into the fall leading to a later than expected peak this year and prompting forecasts for continuing year-over-year growth in 2024. With the U.S. economy appearing to be on a sustainable growth path, the National Retail Federation is projecting record total sales volumes for the 2023 holiday season and strong growth in import volumes in the first quarter of 2024 compared to weak volumes early in 2023.

Import volumes surprised the retail trade group which had last month lowered its forecast for container volume in its monthly Global Port Tracker report. The group reported that it believed most imported holiday season merchandise had already arrived by September and that inbound cargo volume at the nation's major container ports was expected to slow during the remainder of 2023.

"We originally thought peak season would come in August but imports kept growing in September and again in October," said Jonathan Gold, Vice President for Supply Chain and Customs Policy at the NRF. "Whether it was merchandise

for retailers or cargo for other businesses, that's a good sign for the economy and for the holiday shopping season."

The report highlights that October's import volume was a higher than expected 2.05 million TEUs at the major U.S. ports topping September's 2.03 million TEU and marking the fifth consecutive month of month-over-month gains. October was also the first month to show year-over-year gains in volume since June 2022.

As a result, the National Retail Federation is raising its outlook for fourth-quarter import volumes by over five percent compared to a reduced forecast issued last month. While they still project that the year's import volumes will be down 12.4 percent versus 2022, they believe the strength of the economy will lead to continued gains going forward.

The retail group also raised its forecast for the first quarter of 2024 by 2.4 percent versus last month now calling for import volume of 5.45 million TEU between January and March 2024. That represents monthly gains versus 2023 of between nearly seven percent and more than 14 percent in February which was slowed in 2023 by the Lunar New Year and an extended holiday period in Asia.

The retailers highlight that in seven of the past 10 years, import volumes have peaked in October. They believe shippers accelerated shipments in 2021 and 2022 due to the fears of port

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### Deck the Mooring Tree: Merry Christmas From The SUP



## Merchant Ships Attacked In Red Sea, Gulf of Aden: Car Carrier Hijacked

Three unarmed merchant ships were attacked in the Mid-East this month. The Yemeni political-military movement called Houthi boarded the roll-on/roll-off Pure Car and Truck Carrier (PCTC) *Galaxy Leader* by helicopter in the southern Red Sea. They proceed to hijack the ship taking the ship into a Yemeni port and keeping the crew hostage. A chemical tanker called Central Park was boarded by either pirates, mercenaries or Houthi rebels but disembarked and were chased and arrested by the U.S. Navy. Finally, a container ship recently chartered by an Israeli owner and renamed Mayet was struck by an Iranian drone in the northern Indian Ocean. There were no casualties.

All three ships have links to Israeli ownership, though none of the crew are Israeli's and none flies the flag of Israel.

The *Galaxy Leader* is registered under the Bahamian flag, a flag-of-convenience, is operated by Japan and owned by a British company with an Isle of Man address. Isle of Man is often seen as a second register for United Kingdom shipping. The company is at least partially owned by the Israeli businessman Rami Unger. The ship's crew of 25 is a global mix of Ukrainian, Filipino, Mexican among others. There were no Israelis listed among the crew manifest.

A spokesperson for Yemen's Houthi group said the rebels captured the ship and took the crew members as hostage due to the ship's ties to Israel. "The Yemeni armed forces reiterate their warning to all ships belonging to or dealing with the Israeli enemy that they will become a legitimate target for armed forces," Houthi military spokesman Yahya *continued on page 11*

## California Labor Endorses Pro-Union Candidates

The election season for Unions in the run up to the presidential election in 2024 officially started on December 5th when the California Labor Federation held its 2023-2024 Pre-Primary Convention in Oakland.

Elected delegates from all over the state gathered to represent more than 2.2 million Union members and 1200 locals. They endorsed a full slate of candidates for primary season and beyond. More than 100 endorsements were made, including 35 union members and leaders.

The California labor endorsement process requires a remarkable level of unity and focus, since it takes a two-thirds majority to make any endorsement. With so many candidates and races, and

with what Executive Secretary-Treasurer Lorena Gonzalez said was an "embarrassment of riches..." as far as good candidates go. Case in point is the open seat for U.S. Senate where the federation used a rare triple endorsement to acknowledge the three labor champions running, Rep. Barbara Lee, Rep Adam Schiff, and Rep. Katie Porter, as all qualified and worthy of support.

Downticket the federation endorsed labor leaders such as federation President Kathryn Lybarger and former leader of the LA County Labor Council Rusty Hicks for state Senate. Overall, about a third of the federation endorsed candidates were comprised of current and former union members. USW Nurse Iam DeJonae, for example, is running *continued on page 8*

## ITF Launches Australian Campaign Against Wage Theft at Sea

The International Transport Workers' Federation (ITF) has re-launched its 'Nowhere to Hide' campaign this week in Melbourne, and throughout Australia.

It will target shipowners and agents that systematically steal the wages of seafarers aboard the flag of convenience cargo ships that deliver more than 95 percent of the goods which Australia's community depends on. Wage theft from seafarers aboard cargo ships in Australian waters is on the rise. In many cases, the legislative and regulatory framework in Australia makes this possible.

"International shipowners are on notice that the ITF Inspectorate will be conducting spot checks of their vessels throughout Australian waters and ensuring they meet their legal, social and ethical obligations," said Paddy Crumlin, National Secre-

tary of the Maritime Union of Australia (MUA) and President of the ITF. "So far, we have recovered millions upon millions of dollars of stolen wages for some of the world's most vulnerable workers, and we will pursue this relentlessly in defiance of employers and shipowners who seek to profiteer in such an unprincipled and immoral manner."

In more than 600 inspections by the ITF's Australian Inspectorate, more than US\$14 million in stolen wages has been recovered on behalf of exploited foreign seafarers. "Some of the greatest acts of international piracy are committed by shipowners against their own crews," said Ian Bray, the ITF's Australian Inspectorate Coordinator. "In many cases they roll the dice and steal their workers' wages because of a historical failure by

*continued on page 2*





# SUP Honor Roll

Voluntary contributions from the membership to the following funds:

## Dues-Paying Pensioners

- Diane Ferrari.....BK#2251
- Hannu Kurppa ..... BK #3162
- Gunnar Lundberg.....BK#4090
- Vince O'Halloran .....BK#2463
- James Clay .....BK#4794
- Mike Worth ..... BK #3629
- Terrence Lane ..... BK#4107
- Duane Nash .....BK#2437
- Mike Dirksen.....BK#2739

## Organization/General Fund

- Noel Rezada..... \$50
- Isnin Idris ..... \$100
- Christian Fonseca ..... \$50
- Juan Gonzalez ..... \$50
- Dean Crisostomo..... \$30

## West Coast Sailors

- Eola Manoa..... \$25
- Dean Crisostomo..... \$30
- Raymond Tavai..... \$25

## Political Fund

- Victor Ramos..... \$50
- Noel Rezada..... \$50
- Romulo Racoma ..... \$50
- Camilo Moreno ..... \$50
- Eola Manoa..... \$25
- Christian Fonseca ..... \$50
- William Williamson ..... \$100
- Anna Lena Von Machui ..... \$50
- Anak Raja ..... \$20
- Jesse Williams ..... \$100
- Lee Bolden ..... \$50
- Stephen Campbell ..... \$200
- Dean Crisostomo..... \$30
- Preston Lau..... \$150
- Raymond Tavai..... \$25
- Damon Collins ..... \$50
- Vincent O'Halloran ..... \$200
- Edward Hervias..... \$50
- Louie Urbano..... \$50
- Dave Connolly ..... \$100

## Final Departures

No SUP deaths reported this month.

## Halls to close — Holiday Schedule

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

- Christmas Eve\* — Sunday, December 24
- Christmas Day — Monday, December 25
- New Year's Eve\* — Sunday, December 31
- New Year's Day — Monday, January 1, 2024

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 SUP holidays aboard APLMS and Matson vessels in Pacific Coast ports.

For members working under the SUP Maintenance Agreements, these holidays shall be observed in accordance with local custom and practice.

## ITF Launches Australian Campaign Against Wage Theft at Sea

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governments of yesteryear to properly police Australian employment law in Australian waters. That is why we continue to advocate for stronger regulation, legislation and expanded enforcement resources for the Fair Work Ombudsman and the Australian Maritime Safety Authority so that this can be stamped out for good" Bray explained.

The "Robbed at Sea" report, published by the Australia Institute's Centre for Future Work, set out the systematic exploitation of vulnerable international seafarers working in Australian waters. The report found that 70 percent of ships fail to meet minimum international stan-

dards for wage payment. It also tallied \$38 million in stolen wages recovered in a 10 year period by conducting ITF spot checks at Australian ports.

There's more than wages at stake. "ITF Inspectors do more than recover stolen wages," said Bray. "We are on the front line ensuring important safety standards are met, that medical care is provided to sick or injured seafarers, and that the human rights of visiting seafarers are respected in Australia ports by employers and terminal operators, including access to shore leave and repatriation." The ITF and MUA will repeatedly call for the Australian government to battle against modern slavery at sea.

## Membership and Ratings Committee

The Committee met on December 7, 2023 and found the following members eligible for advancement in seniority and rating stamps in the various departments.

Name and Membership	Number	Seatime	Rating	Seniority
Lourdes Macias	BK#6554	6 yrs.	A.B.	A
Jerwin Ablan	BK#3825	6 yrs.	A.B.	A
Patrick Nicholas	BK#2478	6 yrs.	A.B.	A
Javier Rosales	BK#3215	6 yrs.	A.B.	A
Bashir Nasser	B-19781	1 yr.	A.B.	B
Denmark Jajalla	B-19782	1 yr.	A.B.	B
Anak Dharma Raja	B-19783	1 yr.	A.B.	B
Peter Dorrance	B-19784	1 yr.	A.B.	B
Jhon Relojo	B-19785	1 yr.	O.S.	B
Kimmy Von Rizan	B-19786	1 yr.	O.S.	B
Lyle Colquitt	B-19787	1 yr.	O.S.	B
Jason Tenorio	C-3004	30 days	A.B.	C
Tyler Tullius	C-3005	30 days	O.S.	C
Royce Reyes	C-3006	30 days	O.S.	C
Allan Makiling	C-3007	30 days	A.B.	C
Marquez Wilson	C-3008	30 days	O.S.	C
Diamond Payne	C-3009	30 days	O.S.	C
Zaid Sailan	C-3010	30 days	O.S.	C

### Ratings: Bosun Stamp

Jerwin Ablan Bk#3825

Membership and Ratings Committee's Report: Mike Smith, BK#13502; Antonio Ortega, B19555 and Paul Fuentes, BK#2239..

## ITF Meets in Chile on Maritime Issues

The International Transport Workers' Federation (ITF), the democratic, global union federation of over 700 transport unions in 150 countries, representing over 18 million transport workers across the globe, will this week hold its Dockers' and Seafarers' Conferences in Santiago, Chile. The December the conferences brought together the world's largest meeting of maritime workers' representatives with approximately 300 delegates, from 129 unions in 70 countries to share industrial campaigns, identify common issues, and agree priorities going forward.

Paddy Crumlin, ITF President and Chair of the ITF Dockers' Section, said: "Fifty years on from the 1973 military coup which saw the Pinochet regime suppress trade unions in Chile, we are proud to be able to play our part in strengthening trade unions globally and standing with our fellow trade unionists in Chile."

"Maritime workers have a long tradition of international cooperation and solidarity, that have been the bedrock in our transformative power to shift the balance of power from capital to workers and lead the industrial and political changes that transport workers and our society need. Maritime workers move the world, and this week in Chile we will strengthen our unity and resolve and ensure that our collective voice is heard."

The conference, hosted in the Chilean capital, comes as we look to our fight for Chilean seafarers' right to work in their own coastal waters and securing strong cabotage laws that guarantee good jobs and a sustainable national trade.

"Unions will be tackling key issues impacting maritime workers globally and discussing and debating strategies to deal with the challenges facing the industry," said David Heindel, Chair of the ITF Seafarers' Section. "Whether we're talking about local seafarers' jobs in Chile, fighting for fundamental labor rights or responding to the deepening climate crisis, we know that the voice of organized labor is key to transforming our world."

Wind farm giant Ørsted's refusal to recognize jurisdiction and negotiate

with the dockers union, the International Longshoremen's Association (ILA) will be on the agenda this week, as will DP World's attempts to decimate employment standards in Australia.

"Across the world, we are seeing capital join hands to attack workers' rights, and with it the prosperity and decent standards of living that democracies rely on. We have seen these attempts before, we have fought them and won – and this week in Chile maritime trade unionists will be coming together to join ranks across the world to win again," said Crumlin.

The ITF Seafarers', Dockers' and Fair Practices Committee will put forward key motions to address challenges and put forward an agenda for maritime workers globally, including:

- Protecting local seafarers' jobs and cabotage in Latin America
- Just transition for seafarers in Brazil and globally
- Safeguarding maritime workers' rights against artificial intelligence and automation
- Driving LGBTQ+ equality and inclusion in the maritime industry globally
- Strengthening collective rights for seafarers, including cadets, trainees and apprentices
- Protecting seafarers' rights and conditions for seafarers working on ferries and enforcing ITF's Athens Policy

## Container Volume Up On Strong Holiday Sales

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congestion and last year's threats of labor problems after the union contract expired on the West Coast.

"November has traditionally been a weaker month than October and while the decline is steep, it is consistent with other years' performance," commented Chris Jones, EVP Industry at Descartes.

They calculate that November's volumes came in at just under 2.1 million TEU. It however was 7.4 percent higher than November 2022 and more than 10 percent higher than pre-pandemic November 2019.

## West Coast Sailors

Published monthly by the Sailors Union of the Pacific (an affiliate of the Seafarers International Union of North America, AFL-CIO), Headquarters, 450 Harrison St., San Francisco, CA 94105. Phone: 415-777-3400. FAX: 415-777-5088. Dispatcher: 415-777-3616. Website: www.sailors.org. Periodicals' postage paid at San Francisco. (USPS 675-180). Printed by Dakota Press Co., a Union shop. POSTMASTER: Send address changes to West Coast Sailors, 450 Harrison St., San Francisco, CA 94105.

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# CMA CGM Begins Taking Delivery of New *Bahia* Class Ships

Delivery has begun on a new class of LNG-fueled containerships for CMA CGM. It is reported to be a more efficient generation of vessels. China's Hudong-Zhonghau Shipbuilding, a subsidiary of CSSC, delivered the *CMA CGM Bahia* on December 7 as a shipyard leader building LNG-fueled ships.

CSSC points out that they had previously built the larger 23,000 TEU class for the French company and now expanded the relationship to the first 13,000 TEU LNG-fueled containerships. They were part of a 2021 order that included this class of six ships. The shipyard says it has state of the art LNG technology.

The new class of ships will be deployed to the company's South America route, and is the largest CMA CGM has deployed on the route. The service originates in China with stops in Hong Kong and Singapore before proceeding to Rio de Janeiro and other ports in Brazil, Uruguay, and Argentina. The route calls at 17 ports with weekly sailings and a 91-day duration for the voyages.

The *CMA CGM Bahia* is 145,650 dwt with a maximum nominal capacity of 13,200 TEU. The vessel is 1,102 feet (336 meters) in length with a 167-foot (51-meter) beam. It is designed to operate at a service speed of 21 knots. The vessel is presently registered in Malta. The company is building many more containerships, some of which may be deployed as replacement tonnage for APL.

CMA CGM is adding a larger wind deflector or "bowshield" to improve fuel efficiency.

Other features to improve its efficiency include incorporating a large wind deflector on to the bow of the ship. CMA CGM began testing the new size and shape of the deflector earlier this year on existing vessels. CSSC reports for the new ship it will reduce fuel consumption by two to four percent. The vessel also has an energy-saving device that can improve propeller propulsion efficiency. It will further reduce energy consumption by about one and a half percent.

CMA CGM has been at the forefront of the adoption of LNG-fueled propulsion for container shipping. The



CMA CGM is adding a larger wind deflector or "bowshield" to improve fuel efficiency.

carrier recently reported that it has already invested more than \$17 billion in a fleet of nearly 120 LNG- and methanol-powered ships to be delivered by 2027. They highlight that the LNG vessels can also be operated on bio/e-methane, the new green equivalent of current LNG.

# Coast Guard Issues New Policy on Sexual Harassment

The James M. Inhofe National Defense Authorization Act (NDAA) for Fiscal Year 2023 introduced important updates to various laws within Title 46 of the United States Code to enhance crew safety and address sexual assault and sexual harassment (SASH).

Key changes include mandated surveillance systems, crew training, reporting procedures, and master key controls on select vessels. The U.S. Coast Guard has released four policy documents to provide guidance for compliance. These changes underscore the commitment to fostering a safer and more respectful maritime environment through the elimination of sexual assault and sexual harassment from the workplace.

For more information, refer to Maritime Safety Information Bulletin (MSIB) 13-23. Also, see MSIB 1-23 for further information on reporting sexual misconduct on U.S. vessels. You can view those documents on the SUP website in the Related Documents section of the Delegate's Resources page. Questions can

be directed to [cgcvc@uscg.mil](mailto:cgcvc@uscg.mil).

At the same time the Coast Guard released its much-anticipated new report on command climate, sexual harassment and sexual assault in the service, along with the full text of two prior reports that were long kept under wraps. The new study was ordered by Commandant Adm. Linda Fagan after a series of damaging news reports on sexual assault at the Coast Guard Academy (first reported by CNN). The study begins with an apology for past failures. "The Coast Guard failed to live up to its Core Values by lacking the programs to prevent military sexual trauma and improperly supporting victims in the aftermath," the review team wrote. "For so many victims, there are even deeper levels of broken trust: in leaders who failed them in preventing and responding to sexual violence; in a military justice system with antiquated legal definitions of rape; in non-existent support programs for those impacted prior to 2000."

The new report notes that reported sexual assault and sexual harassment

cases remain at a sustained level of about 200-250 incidents per year across the service, despite policy changes, and that "too many Coast Guard members are not experiencing the safe, empowering workplace they expect." Further, fewer and fewer female Coast Guard servicemembers say that they trust in the military system to protect them if they are harmed (about half, down from 70 percent a decade ago). The report includes 100 pages of research and recommendations for change going forward, but victims' advocates noted that the contents do not incorporate accountability actions for past abuses or

management oversights.

"A report is nothing more than paper until concrete steps are taken," added fellow Connecticut Senator Chris Murphy. "This new report still does not hold anyone accountable for past failures—particularly those at the Coast Guard Academy."

The policy changes associated with the report were set out in orders from Adm. Fagan to make changes to address sexual assault and harassment. However, she acknowledged that her policy directive "will not address historical cases from Operation Fouled Anchor," a multi-year review of past sexual harassment/abuse cases.

# Navy Changes Shipyard Conditions Under Pressure From Congress

After a string of suicides aboard the carrier *USS George Washington* and a poor review of amenities at Newport News Shipbuilding, the U.S. Navy will implement and communicate improvements it's making for carrier crews during yard periods.

The service fell short of its recruitment targets by 7,500 personnel this year — the equivalent of two carrier crews — and it is aware that the prospect of a shipyard assignment is not necessarily attractive for a new recruit.

Enlisted sailors earning less than \$2,000 a month have been assigned to a full four-year tour in the yard; some of the crew of *USS George Washington* had to live aboard the ship for nearly two years while it was under repair. Others had to commute up to three hours each way, leaving little downtime. The union workers alongside them earned twice as much and got to go home at the end of each shift.

"Our research has confirmed the obvious, something we all knew: nobody joins the Navy to conduct years of important industrial maintenance," quality of service lead Adm. Scotty Gray told Navy Times. "It's unsatisfying and undercuts their interest."

As many as 10 *George Washington* crewmembers took their own lives over the course of the ship's protracted six-year yard period, including three deaths in a week in April 2022. It is a fleetwide pattern: The majority of carrier crewmember suicides occur while in the yard, where food, sleep, basic services and internet access are harder to come by. Under pressure from Congress, U.S. Fleet Forces Command carried out an investigation of living conditions among sailors at Newport News, and it has proposed dozens of changes that would improve sailors' pay and overall quality

of life - including a chance to switch to a seagoing command before their time in the Navy is up.

"Sailors joined the Navy 'to see the world,' accelerate their lives, or to be 'forged by the sea,' but not to see the shipyard or drive a bus," Naval Air Force Atlantic commander Rear Adm. John Meier said in a statement accompanying the investigation's final report.

The crew of the current carrier in overhaul at Newport News — *USS John C. Stennis* — now have better off-site housing options, fewer sailors per room in shared housing, onboard mental health care, access to recreational facilities, better access to healthy food, faster access to medical care, and better wifi (though this last benefit is still being evaluated). "There's a tremendous amount of work that remains to be done," Adm. Gray said.

## SUP Meetings 2024

### HQ

- January 8, Monday
- February 13, Tuesday
- March 11, Monday
- April 8, Monday
- May 13, Monday
- June 10, Monday
- July 8, Monday
- August 12, Monday
- September 9, Monday
- October 15, Tuesday
- November 12, Tuesday
- December 9, Monday

### Branches

- January 16, Tuesday
- February 20, Tuesday
- March 18, Monday
- April 15, Monday
- May 20, Monday
- June 17, Monday
- July 15, Monday
- August 19, Monday
- September 16, Monday
- October 21, Monday
- November 18, Monday
- December 16, Monday

Educators, classified professionals and the union movement lost a champion and stalwart advocate of collective bargaining rights with the passing of long-time CFT President Mary Bergan on November 30. Mary became a middle school English teacher in Pittsburg, California, joining then AFT Local 2001. She dedicated her professional life to improving the working conditions for educational employees and the working class in general. Prior to being elected CFT President, in which role she served 16 years, Mary was also the CFT's first lobbyist and close confidant to then-Governor Jerry Brown. She worked to change the law and bring collective bargaining for educators and classified employees to Governor Brown's desk and signature in 1975, with passage of the Rodda Act. It changed the course of education unionism in California. Mary's intellect, leadership, and determination had a lasting impact on the history of California labor.



SUP and MFOW on the line for Nurses in Hawaii



# Buy American Makes It Into Compromise NDAA

A defense policy bill was unveiled December 7 that includes a House-passed requirement that more U.S. military hardware be made in America, relaxing a stricter Senate-passed requirement.

Negotiators adopted language from Rep. Donald Norcross (D-N.J.) that would codify into law an executive order by President Joe Biden on domestic content requirements and state explicitly that those requirements cover major defense programs.

Rep. Norcross is a friend of labor and the language is a win for Biden, who days after his inauguration in 2021 signed an executive order that said 60 percent of each product bought with taxpayer dollars must contain components from the

U.S., ramping up to a final target of 75 percent in 2029.

It's also a win for U.S. allies. The provision includes an exemption for countries that have agreements with the U.S. to ease trade barriers between the countries for military equipment.

The Norcross provision has been endorsed by the AFL-CIO, America's largest federation of unions; the International Association of Machinists and Aerospace Workers; and the Union Veterans Council. The Defense MoU Attachés Group — an association of 25 foreign military attachés and officials whose countries have special reciprocal trade agreements with Washington — initially opposed the Norcross

language but took a neutral stance on it after the carveout for allies was added.

Negotiators rejected harsher language from Sen. Tammy Baldwin (D-Wis.), which would have required that by 2033, every Navy ship uses 100 percent domestically produced materials, such as propulsion systems, shipboard components, couplings, shafts and support bearings. Baldwin's home state includes Fincantieri Marinette Marine, a major shipbuilder. That language was backed by the American Shipbuilding Suppliers Association and Wisconsin companies Appleton Marine and Fairbanks Morse.

The U.S. defense industry mostly opposes domestic content requirements

because it fears allies may reciprocate by shutting out American firms and that costs of defense products made in America could rise. The Aerospace Industries Association, which represents 340 U.S. firms, didn't reference either provision but opposes the principle.

"Aggressive domestic sourcing requirements like Buy America hinder our relationships with partners and allies, impact our ability to improve supply chain resiliency with global partners, and contribute growing inflation, and we hope Congress considers this as they finalize year-end legislation," AIA's Vice President for International Affairs Dak Hardwick said in a recent statement.

## Costs Rise as Canal Capacity Falls, Surcharges Loom

The major container carrier CMA CGM announced a new surcharge on shipments transiting the Panama Canal, in response to the ongoing capacity reductions. It is the first liner operation to do so.

The world's third-largest shipping line said the series of reduced capacity measures put in place by Panama Canal waterway authority this year — forecast to continue into 2024 — were pushing up its costs. "The lack of precipitation over the summer has forced the Panama Canal Authority to reduce the number of vessels transiting a day. As a consequence, by 1 January, booking windows for transiting the canal's neopanamax locks will be reduced by 30%. These restrictions, combined with an increase in the canal tariff implemented earlier in the year, are taking a severe toll on CMA CGM's operations," it said.

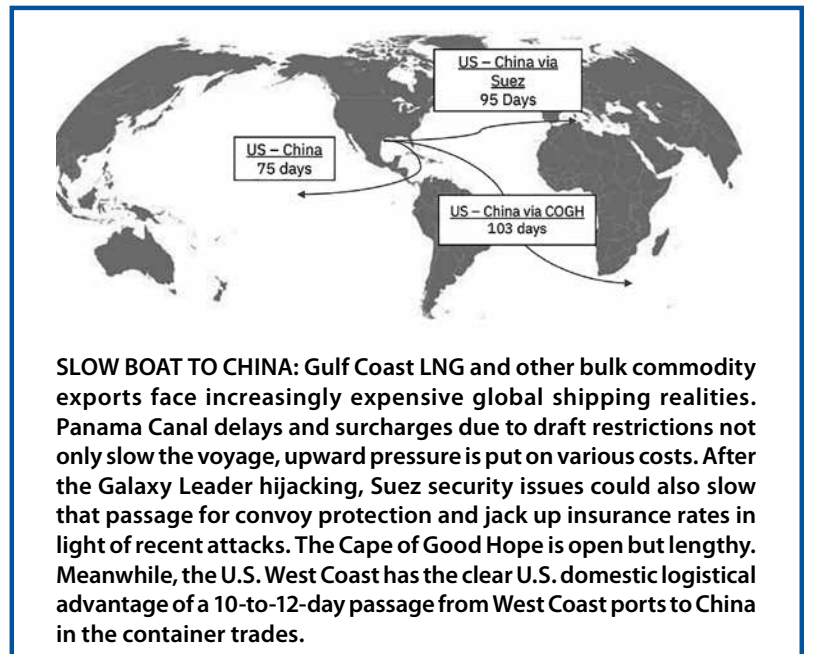
The Canal Authority expects to reduce scheduled ship passages — down to 18 transits per day from February. That would bring the daily capacity through the new larger locks to less than 50% of its design capacity.

Another major carrier, Maersk, had previously warned shippers to prepare for transit delays at the Canal. "We are closely collaborating with the PCA to secure the necessary transit slots. By scheduling transits between

30 and 14 days before arrival, depending on vessel size and direction, we aim to safeguard our transit schedule." Hitting the mark may be more difficult than taking aim, especially without rainfall.

It added that it also had some "limited" access to Panama Canal Railway services, running trains between Balboa and Cristobal, "enabling an alternative container transport option between the Atlantic and Pacific gateways." Train capacity and logistical support for trains has some observers doubting the message.

Another problem could be building in the public protests throughout Panama. Large crowds have demonstrated over a Canadian mining company plans to expand the Cobra Panama copper mine into virgin rainforest, adding uncertainty to services. The protests have drawn as many as 250,000 Panamanians and local environmentalists on to the streets, with



**SLOW BOAT TO CHINA:** Gulf Coast LNG and other bulk commodity exports face increasingly expensive global shipping realities. Panama Canal delays and surcharges due to draft restrictions not only slow the voyage, upward pressure is put on various costs. After the Galaxy Leader hijacking, Suez security issues could also slow that passage for convoy protection and jack up insurance rates in light of recent attacks. The Cape of Good Hope is open but lengthy. Meanwhile, the U.S. West Coast has the clear U.S. domestic logistical advantage of a 10-to-12-day passage from West Coast ports to China in the container trades.

Panama's major roads frequently blockaded, including access roads to the major container terminals at either end of the canal.

## NTSB Finds Foreign Flag Ships Ruptured SoCal

After a California oil spill related to pandemic congestion San Pedro anchorage off Long Beach, the National Transportation Safety Board (NTSB) has recommended changes. The recommendations include new notification alarms in the anchorage and procedures for potential incursions on pipelines as well as anchoring rules to mitigate risk caused by ship anchors damaging underwater pipelines.

NTSB investigators determined that the oil leak, which began on Oct. 1, 2021, in San Pedro Bay, resulted from an anchor strike on the pipeline that occurred eight months earlier, when anchors from the containerships Beijing and MSC Danit dragged and contacted the pipeline during high winds and seas caused by a cold front. The proximity of the anchorage positions the vessels were assigned to did not give the crews sufficient time or space to heave in their dragging anchors before contacting the pipeline. The NTSB determined MSC Danit anchor's contact with the pipeline was the initiating event that led to the crude oil release.

An estimated 588 barrels of oil leaked from the pipeline, resulting in approximately \$160 million in damage, including cleanup costs.



San Pedro Bay Ports Aerial

Photo courtesy of the Port of Long Beach

## U.S. Navy Joins Philippines In Joint Patrols In South China Sea

The militaries of the Philippines and the United States launched joint patrols on Tuesday in waters near Taiwan, a development that could increase tension with China.

Security operations together between the treaty allies have increased and the United States has doubled the number of Philippine bases in use.

This week's three-day joint air and maritime exercise was a "significant initiative" to boost interoperability between the two, Philippine President Ferdinand Marcos Jr. said. "I am confident this ... will contribute to a more secure and stable environment for our people," he said on social media platform X. The drill would start in Mavulis island, the Philippines' northernmost point, located about 100 km (62 miles) off Taiwan, said Eugene Cabusao, spokesperson for the Northern Luzon command.

It will end in the West Philippine Sea, the name Manila uses for waters in the South China Sea that fall within its exclusive economic zone (EEZ). The Philippine military said three navy vessels, two FA-50 light combat aircraft and an A-29B Super Tucano light attack plane would participate, while the United States would send a littoral combat ship and a P8-A Poseidon maritime patrol and reconnaissance aircraft.

In a conference in Hawaii, Marcos said the situation in the South China Sea had become more serious than ever, with the Chinese military inching closer

to the Philippine coastline. The patrols, which are likely to irk China, are a sign the Philippines is stepping up its defense posture amid what it described as China's "aggressive activities" in the highly strategic waters, long seen as a potential flashpoint between the United States and China. "China believes that defense and security cooperation between countries needs to be conducive to regional peace and stability. They should not escalate tensions or undermine trust between countries, still less target any third party," China's Washington embassy spokesperson Liu Pengyu said.

China's embassy in Manila did not immediately respond to a request for comment.

China claims most of the South China Sea on the basis of a "nine-dash line" that stretches as far as 1,500 km (900 miles) south of its mainland, cutting into the EEZs of rival claimants Brunei, Indonesia, Malaysia, the Philippines and Vietnam.

Marcos has forged closer ties with Washington since assuming office last year after a testy relationship with former President Rodrigo Duterte, who had pivoted closer to Beijing in exchange for infrastructure projects and investments.

Ties with China have soured under Marcos, and repeated standoffs between Chinese and Filipino vessels in waters claimed by both countries have prompted heated exchanges of rhetoric and concerns of an escalation.



# Inspections are Latest IMO Tool to Rein in Shadow Fleet

The International Maritime Organization took aim at the growing “shadow fleet” of tankers calling the ships operating outside international regulation often without insurance a “grave concern” to environmental safety as well as the welfare of crews and coastal states. The actions came as individual nations continue to target the illegally operating ships while the U.S. is increasingly using sanctions in its effort to halt the illegal and dangerous trade.

Expanding on the efforts launched by the Legal Subcommittee, the IMO’s bi-annual general assembly adopted the measures despite the objections and efforts to weaken the measure presented by Russia and Iran. Iran has long been involved in the use of shadow tankers to evade U.S. sanctions including many well-documented cases of ship-to-ship transfer, vessels using false identities, and turning off or faking its AIS position signals.

The number of ship-to-ship transfers however had grown exponentially in 2023 as more tankers are becoming involved in the trade by transporting Russian oil. S&P Global Maritime Intelligence highlighted in a recent that there were over 432 ship-to-ship transfers of Russian oil in the third quarter. Malaysia which is always on the lookout for illegal anchoring has highlighted cases of illegal STS activity seizing tankers especially after a shadow tanker named Pablo exploded in Malaysia waters in May. Singapore has also reported a dramatic increase in detentions after the authorities resumed their inspection programs after the pandemic.

In its role setting international regulations, the IMO lacks the authority to take specific actions but in a strongly worded resolution they are “urging member

states” and specific port and flag states to take actions to prevent illegal operations in the ships commonly referred to as the shadow or dark fleet.

The IMO took the decisive step of defining the actions that characterize these ships citing a lack of adherence to international standards and best practices and in doing so endanger their crews and the environment. They called for the flag and port regulators to seek out and inspect ships they suspect of taking actions such as switching off AIS and tracking systems, hiding their identity, or not having adequate insurance. They point out that these ships function by attempting to avoid port and flag inspections.

The resolution identifies “best practices” that should be enacted while it also calls for broader efforts to raise awareness of these vessels and their tactics. They recommend that insurers and owners raise awareness by educating themselves on these tactics and the “red flags” for these efforts. The United States issued a similar advisory a few years ago as it increased its targeting of the shadow fleet serving Iran. They recommended inspecting financial and registration documents, verifying documentation, and looking for actions such as frequent changes in identity, ownership, or flags.

The IMO is also calling for shipowners to review their protocols for ship-to-ship transfers. They recognize that may be a legal step, but they want greater environmental safeguards and are also calling for reporting of planned transfers to flag states. Unreported STS activity would be another “red flag” for the shadow fleet.



A shadow tanker named *Pablo* caught fire and exploded off Malaysia in May 2023 (MMEA)

Increasing port state and flag inspections they believe is the strongest step the IMO can recommend to reduce the shadow fleet activity. This comes as the U.S. appears to be making some headway with its sanctions. The U.S. successfully used the courts to seize cargo from Iran and now the sanctions or threat of action seeking to enforce the G7’s price cap on Russian oil appears to be having an impact.

Reuters recently reported that several Greek shipping companies had vowed to stop transporting Russian oil after getting warnings from the U.S. and several of their peers were caught up in U.S. enforcement actions. One of the tankers the U.S. sanctioned in one of its most recent efforts is reportedly still being held offshore while India debates what to do about the cargo. Similarly, Bloomberg tracked the seven tankers in the recent U.S. sanctions finding at least two appeared to have changed course and two others seemed to be idle not having loaded further cargoes after the U.S. announced its moves.

# Parting of The Wire: Near Miss Prompts Safety Alert

Because of an dangerous incident involving a shipboard crane, the U.S. Coast Guard has issued a marine safety alert highlighting the hazards associated with shipboard crane wire ropes. The incident occurred during the offloading of a 69-ton wind turbine when a wire rope parted, causing the load to fall and resulting in significant vessel damage and a total loss of cargo.



Figure 1: Cargo ship offloading cargo utilizing shipboard cranes. Photograph courtesy of Macgregor.com.

Fortunately, no personnel casualties were reported, but the risk was extreme as the load landed only three feet away from workers. An investigation revealed that corrosion, wear, and monotonic ductile overload were the main factors contributing to the wire rope failure. Although the wire was still within its permitted service life, the corrosion and

wear should have prompted its replacement prior to the incident.

Cargo transfers using shipboard cranes are common and essential for servicing ports with limited shoreside infrastructure. While crane wire rope failures are rare, the consequences can be severe, including vessel damage, cargo loss, injuries, and even fatalities. Current regulations do not explicitly address servicing

and discard criteria for wire ropes, class rules and manufacturer specifications outline the recommended guidelines. Generally, wire ropes have a life of ten years, but their suitability for service can be compromised by corrosion and fatigue. Given the harsh operating environments that these ropes endure, vessel operators are urged to implement robust inspection and testing protocols to ensure the equipment’s suitability throughout its lifespan.

A challenge in maintaining wire ropes is that it is tough to inspect the inner core due to multi-layered construction. Some manufacturers recommend use pressure lubricating devices that inject lubricant into the inner core, providing corrosion protection and reducing friction. However, heavy lubricating grease applied to the outer strands may conceal surface defects. While inspections and maintenance are crucial, periodic load tests remain the only reliable method for

verifying safe loading capacity.

Owners and operators of ships on international voyages, subject to the Safety of Life at Sea (SOLAS) Convention, should be aware of recent amendments to SOLAS regulations. These amendments include mandatory requirements for the design, installation, testing, periodic inspection, and documentation of lifting appliances and associated loose gear used with the appliances. All lifting gear, whether newly installed or previously installed, must have their safe working load (SWL) established and permanently marked.

The Coast Guard advises vessels with shipboard cranes to increase load testing frequency, use pressure lubricating devices, align maintenance tracking systems, consider early renewal of wire ropes, provide proper training to operators, implement increased visual inspection frequency, and degrease before inspections to enhance safety and mitigate risks.

# Navy Changes Shipyard Conditions Under Pressure From Congress

After a string of suicides aboard the carrier *USS George Washington* and a poor review of amenities at Newport News Shipbuilding, the U.S. Navy will implement and communicate improvements it’s making for carrier crews during yard periods.

The service fell short of its recruitment targets by 7,500 personnel this year — the equivalent of two carrier crews — and it is aware that the prospect of a shipyard assignment is not necessarily attractive for a new recruit.

Enlisted sailors earning less than \$2,000 a month have been assigned to a full four-year tour in the yard; some of the crew of *USS George Washington* had to live aboard the ship for nearly two years while it was under repair. Others had to commute up to three hours each way, leaving little downtime. The union workers alongside them earned twice as much and got to go home at the end of each shift.

“Our research has confirmed the obvious, something we all knew: nobody joins the Navy to conduct years of important industrial maintenance,” quality of service

lead Adm. Scotty Gray told Navy Times. “It’s unsatisfying and undercuts their interest.”

As many as 10 *George Washington* crewmembers took their own lives over the course of the ship’s protracted six-year yard period, including three deaths in a week in April 2022. It is a fleetwide pattern: The majority of carrier crewmember suicides occur while in the yard, where food, sleep, basic services and internet access are harder to come by. Under pressure from Congress, U.S. Fleet Forces Command carried out an investigation of living conditions among sailors at Newport News, and it has proposed dozens of changes that would improve sailors’ pay and overall quality of life - including a chance to switch to a seagoing command before their time in the Navy is up.

“Sailors joined the Navy ‘to see the world,’ accelerate their lives, or to be ‘forged by the sea,’ but not to see the shipyard or drive a bus,” Naval Air Force Atlantic commander Rear Adm. John Meier said in a statement accompanying

the investigation’s final report.

The crew of the current carrier in overhaul at Newport News — *USS John C. Stennis* — now have better off-site housing options, fewer sailors per room in shared housing, onboard mental health care, ac-

cess to recreational facilities, better access to healthy food, faster access to medical care, and better wifi (though this last benefit is still being evaluated). “There’s a tremendous amount of work that remains to be done,” Adm. Gray said.



The crew of the tankship *Allied Pacific* in Yokohama Japan gathered at coffee time for a Union meeting and sent this shot to SUP HQ. From left is AB and delegate Sherwin Bongayan, OS Dale Smith, OS Zaid Sailan, AB Ali Saeed, Bosun Muthana Koraish, and AB Brent Wells.



# SIU PACIFIC DISTRICT PENSION PLAN

730 Harrison Street, Suite 400, San Francisco, CA 94107

Tel. #415 764-4990 — Fax #415 495-6110

November 2023  
ANNUAL FUNDING NOTICE  
For  
SIU Pacific District Pension Plan

## Introduction

This notice, which federal law requires all pension plans to furnish on an annual basis, includes important information about the funding status of your multiemployer pension plan (the “Plan”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning August 1, 2022 and ending July 31, 2023 (the “2022 Plan Year”).

## How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the “funded percentage.” The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan’s funded percentage for the 2022 Plan Year and each of the two preceding Plan Years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

	Funded Percentage		
	2022 Plan Year	2021 Plan Year	2020 Plan Year
Valuation Date	August 1, 2022	August 1, 2021	August 1, 2020
Funded Percentage	Over 100%	Over 100%	Over 100%
Value of Assets	\$113,467,106	\$111,300,133	\$106,834,294
Value of Liabilities	\$110,185,471	\$105,199,118	\$102,467,876

## Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of each plan year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years. The value of the Plan assets shown as of July 31, 2023 is an estimate based on the most accurate unaudited financial information available at the time this notice was prepared. The final audited information on the Plan’s assets will be reported on the Plan’s 2022 annual report filed with the Department of Labor in May 2024.

	July 31, 2023	July 31, 2022	July 31, 2021
Fair Market Value of Assets	\$108,932,383	\$110,008,435	\$119,994,941

## Endangered, Critical, or Critical and Declining Status

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

**The Plan was not in endangered, critical, or critical and declining status in the 2022 Plan Year.**

## Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 2,009. Of this number, 748 were current employees, 837 were retired and receiving benefits, and 424 were retired or no longer working for the employer and have a right to future benefits.

## Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. Plan benefits are funded by employer contributions and investment returns on those contributions. Commencing 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.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to maintain a portfolio of investments 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.

Under the Plan’s investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the 2022 Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing) .....	1.9%
2. U.S. Government securities .....	0.0%
3. Corporate debt instruments .....	0.0%
4. Corporate stocks (other than employer securities): .....	28.4%
5. Real estate (other than employer real property): .....	6.8%
6. Value of interest in registered investment companies (e.g., mutual funds) ...	62.6%
7. Other .....	0.3%

## Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N- 1513, Washington, DC 20210, or by calling 202-693-8673. Or you may obtain a copy of the Plan’s annual report by making a written request to the plan administrator, Ms. Michelle Chang, at 730 Harrison Street, Suite 400, San Francisco, CA 94107. Annual reports for the 2021 Plan Year and earlier plan years are available now. The annual report for the 2022 Plan Year will be available when it is filed with the Employee Benefits Security Administration in May 2024. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact the plan administrator at 415-764-4993 or the address above if you want information about your accrued benefits.

## Summary of Rules Governing Insolvent Plans

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

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

This Plan is **not** insolvent and is over 100% funded.

### Benefit Payments Guaranteed by the PBGC

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

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

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

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

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

## Where to Get More Information

For more information about this notice, you may contact Ms. Michelle Chang, Administrator, SIU Pacific District Pension Plan, at 730 Harrison Street, Suite 400, San Francisco, CA 94107, 415-764-4993. For identification purposes, the official plan number is 001, the plan sponsor is the Board of Trustees of the SIU Pacific District Pension Plan, and the employer identification number or “EIN” is 94-6061923.



# Tesla Crashes into Union Wall in Northern Europe

A series of strikes in Sweden that are hindering Tesla's European operations have been described as "insane" by Elon Musk, the carmaker's CEO. The strikes, which are being led by Swedish trade union IF Metall, have halted work at Tesla's nine repair shops in the country and led to a series of sympathy strikes from various unions including those covering dockworkers, construction workers and postal workers.

The postal worker strike has halted Tesla's ability to put license plates on its cars. In a post on social media platform X, which was formerly called Twitter, Musk replied to a post outlining the situation with the words: "This is insane!" The postal workers are having an effect because the Tesla plants are unable to receive license plate deliveries, due to rules mandating that any deliveries of license plates must be made through the state-run firm.

IF Metall first launched its strike on

Oct. 27 after Tesla refused to reach a collective bargaining agreement with the manufacturers' union, which has around 300,000 members. Under the Swedish model, collective agreements between companies and trade unions act to regulate the country's labor markets, with limited involvement from the government in an arrangement that sees Sweden operate without any state-mandated minimum wage.

"Tesla is a major player in the industry. They should of course compete on the same terms as all other companies in Sweden and respect the basic principles of the Swedish labor market," an IF Metall spokesperson told MarketWatch.

Tesla has, however, consistently refused to cooperate with trade unions across its global operations, in line with Musk's forceful anti-union stance. The electric vehicle maker's position has led to conflict



in heavily unionized countries, including Germany, where the company has clashed with the country's IG Metall union over conditions in its Brandenburg facility.

Musk's anti-union position has reportedly seen negotiations between IF Metall and Tesla hit a stalemate, with the carmaker's Swedish subsidiary under orders from Musk not to sign a collective agreement.

The Swedish strikes threaten to spill out of the Scandinavian country, where Tesla employs just 130 mechanics, and into other major markets where the carmaker actually manufactures its vehicles. "The risk is contagion to other markets and other employee and union deals which would cut into Tesla's margins which have been sinking on price cuts," said auto market analyst Matthias Schmidt.

Sympathy strikes have already blocked Tesla from shipping its cars into Swedish ports, amid concerns the carmaker's anti-union stance poses a threat to the stability of the Swedish model. In Norway, the country's biggest private sector union, Fellesforbundet, this month pledged its "full support" for Swedish unions taking industrial action against Tesla. "This is a reality wake-up call for Musk and a brutal introduction of how the day-to-day business of the auto industry works once you move from start-up to a legacy brand" that Tesla has become, Schmidt said.

The unions representing dockworkers in Danish and Norwegian ports as well as the workers who transport cars plan to refuse to handle Tesla automobiles bound for Sweden in sympathy strikes supporting the ongoing action in Sweden. The two unions severed strike notices yesterday and today in response to reports that Tesla might be seeking to divert cars bound for Sweden into neighboring countries and drive them across the border after Sweden unions closed all the country's ports to the manufacturer's

auto imports.

What began as a small strike in Sweden seeking an enterprise agreement for about 120 to 130 mechanics who work in Tesla's maintenance operations is quickly becoming a regional issue with both sides deeply entrenched. Sweden's powerful union IF Metall, which says it has over 300,000 members in the manufacturing, chemical, mining, and automotive industries, launched the strike on October 27 after prolonged attempts at negotiations with Tesla.

IF Metall contends that more than 90 percent of Sweden's workers are covered by enterprise agreements, noting "Collective agreements are the basis of the Swedish labor market. They argue they are fighting for "decent and safe working conditions," with the agreements covering wages, form of employment, occupational pension, working hours, vacations, and periods of notice. They note with these agreements in place, there is an obligation to maintain labor peace noting there are very few labor market conflicts in Sweden.

Tesla's flamboyant CEO Elon Musk is an outspoken critic of unions. Speaking with The New York Times he recently said "I disagree with the idea of unions. I think unions naturally try to create negativity in a company."

After launching the strike, IF Metall appealed to its peers for support. The union representing Sweden's dockworkers initially said it would not handle the cars at four ports but later widened the ban to all Tesla cars at all ports or entering the country. Other unions across Sweden also joined in support of the strike including the country's postal workers who are refusing to handle packages including the license plates needed to deliver Tesla cars to buyers. Tesla sued the post office and Swedish Transport Authority, but today a court stayed a temporary injunction leaving it to the appeals court to decide the issue. So for now, Tesla has no way to get license plates in Sweden.



## BOOK REVIEW

### The Port of Missing Men; Billy Gohl, Labor and Brutal Times in the Pacific Northwest

By Aaron Goings

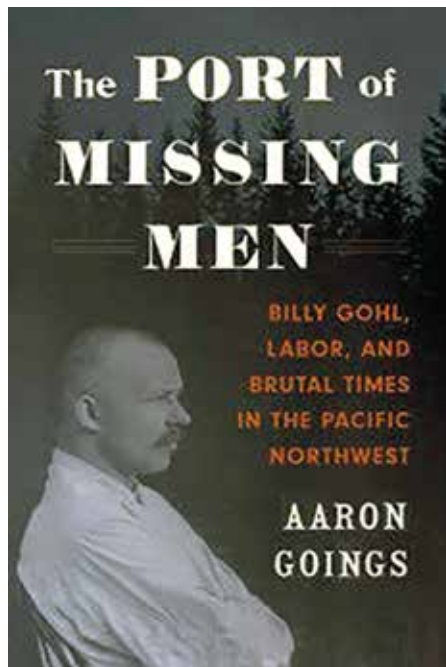
University of Washington Press  
Seattle, 2020, 277 pages.

A waterfront tale about an infamous serial killer, the so-called "Ghoul of Grays Harbor," is the topic of this very readable true-crime historical investigation by Professor Aaron Goings.

Legendary SUP Agent and labor activist Billy Gohl, in charge of the SUP Branch at Aberdeen, was thought to be a psychopathic mass murderer. In charge of the SUP Branch at Aberdeen, Washington, then the largest lumber port in the world, Gohl was brought up on murder charges. Over a century of rumor and story-telling heaped on Gohl a reputation as a monster, raising his nefarious deeds to mythic status like Billy the Kid, or Jesse James.

The reality is more complicated. The author carefully investigates the actual record, and puts the violence of times in the balancing perspective of class warfare. He outlines the outrageous treatment of sailors and lumber workers, routinely dehumanized and enslaved, and he rightly puts Gohl as a union representative and leader, elected to defend members in the center of the sometimes violent clashes between pro- and anti-union forces. He also shows what was left out of previous inquiries, the human misery and everyday physical and economic violence levied on the working class in the timber and timber shipping industry at the beginning of the 20th Century. Through the lens of a trial, the subtitle's apt reference to "Brutal Times in the Pacific Northwest" covers far more than just the charges against Gohl.

As far as the charges go, Professor Goings uncovers inconsistencies, unreliable witnesses, and hyperbole. He explores the myth of Gohl, and shows by rigorous textual analysis how unsupported rumor became accepted fact. Delves into the sources, he finds the motivations of the reporters and their accounts corrupted by powerful businessmen, and deeply compromised by their own self-interests. The wider influence of a particularly vehement brand of class warfare is also brought to bear in the source material.



Goings doesn't attempt to get Gohl off the hook. In an interview he said: "Like most myths, I suppose, within this one lies a kernel of truth. Much of the notoriety around Gohl – and "the Ghoul of Grays Harbor" comes from the fact that Grays Harbor was a very dangerous place during the early 20th century. The problem with the mythical version of Grays Harbor violence is that it punches downward — blaming an individual worker (Gohl), who also happens to be the most notable local labor leader—rather than seeing structural forces of violence. It's somewhat silly to believe that Gohl killed dozens (or hundreds) of people," but in the context of the early timber industry it is incontrovertible that "hundreds were killed by the engines and the saws of capitalism."

Billy Gohl was convicted of one murder, under suspect court procedure, with questionable evidence from compromised sources. He suffered a tortuous life sentence in prison, was eventually diagnosed with dementia paralytica from syphilis and died in a hospital for the insane in 1927. *The Port of Missing Men* is an important contribution to the history not only of the SUP, but of West Coast trade union activism, and the forces that aligned against it. Goings makes a good argument for a more rigorous historical analysis that takes into account the myth in the context of the times.

## Receive the West Coast Sailors via First Class Mail

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To receive the West Coast Sailors via first-class mail it's \$25 per year U.S. mail; \$50 per year international.

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West Coast Sailors  
450 Harrison Street, San Francisco CA 94105



### California Labor Endorses Pro-Union Candidates

continued from page 1

for Assembly in San Bernadino (District 50).

An endorsement from the federation is coveted by politicians and their advisors because it comes with contribution support and a ready-made political engine of advocacy and turnout. The federation will meet again in July 2024 to make the final endorsements in races where the top two primary finishers are contending in the

general election.

In addition to candidates for office, delegates also took action to support California's Ballot Measure 1, the Behavioral Health Services Bond Measure to support mental health. The full endorsement list for California Labor endorsements for State Assembly, State Senate, U.S. Congressional House of Representatives, and the U.S. Senate can be accessed at the [www.sailors.org](http://www.sailors.org) and on page 8.



California Labor Federation's Executive Secretary-Treasurer Lorena Gonzalez and endorsed candidate USW member and nurse Iam DeJonae at the federation's Pre-Primary Convention in Oakland on December 5, 2023.

# Stopgap Funding Has Strings Attached

The Senate overwhelmingly approved a stopgap spending bill just before the November 17 deadline, in a 87-11 vote. It follows weeks of wrangling in the House.

The stopgap bill passed the House on a bipartisan basis with a vote of 336 to 95. More Democrats supported the measure than Republicans – a warning sign for newly elected House Speaker Mike Johnson. Two hundred and nine Democrats voted for the bill, while only 127 Republicans voted for it. Ninety-three Republicans and two Democrats opposed the bill.

The President signed the measure and averted a shutdown. The unconventional legislation, two separate continuing resolutions, allocates funds for four federal agencies until January 19, 2024, and the remaining agencies until February 2, 2024. The primary objective is to provide Congress with additional time for negotiating comprehensive, long-term spending bills.

If negotiations aren't successful, there is a looming threat of a 1 percent across-the-board spending cut for all agencies in April built into the CR's. Reportedly, House Speaker Mike Johnson (R-LA) opted for

this strategy to appease a faction of House conservatives aiming to leverage the rolling deadlines to secure spending concessions. It harkens back to previous government funding problems such as the sequestration issue last encountered in 2017. Sequestration involves setting a hard cap on the amount of government spending within broadly defined categories; if Congress enacts annual appropriations legislation that exceeds these caps, an across-the-board spending cut is automatically imposed on these categories, affecting all departments and programs by an equal percentage. Here the concessions are hypothetical but spending cuts appear pre-established into the Continuing Resolutions that fund the government.

The provision triggering the 1 percent cuts was written by Rep. Thomas Massie, R-Ky., and was intended to goad Congress into enacting spending bills at least before Jan. 1, if not by the Oct. 1 start of the fiscal year.

The provision has not worked so far. Now Congress must deal with the consequences.

The enforcement mechanism for the 1 percent cut, a sequester of funds, would not start until April 30.



California LABOR Federation

## 2024 COPE Endorsement Recommendations For Primary Election

### California State Assembly

District	Candidate	District	Candidate
1	No Endorsement	42	Jacqui Irwin (D)
2*	Rusty Hicks (D)	43	Refer to Executive Council
3	No Endorsement	44	Nick Schultz (D)
4	Cecilia Aguiar-Curry (D)	45	James Ramos (D)
5	Neva Parker (D)	46	Jesse Gabriel (D)
6	Paula Villescaz (D)	47	Christy Holstege (D)
7	Porsche Middleton (D)	48	No Recommendation
8	No Endorsement	49	Mike Fong (D)
9	Heath Flora (R)	50	DeJonae Shaw (D)
10	Stephanie Nguyen (D)	51	Rick Chavez Zbur (D)
11	Lori Wilson (D)	52	No Recommendation
12	Damon Connolly (D)	53	DUAL: Javier Hernandez (D) / Robert Torres (D)
13	Carlos Villapudua (D)	54	Mark Gonzalez (D)
14	Buffy Wicks (D) 47	55	Isaac Bryan (D)
15	Monica Wilson (D)	56	Lisa Calderon (D)
16	Rebecca Bauer-Kahan (D)	57	Sade Elhawary (D)
17	Matt Haney (D)	58	DUAL: Clarissa Cervantes (D) / RONALDA FIERRO (D)
18	Mia Banta (D)	59	Phil Chen (R)
19	Catherine Stefani (D)	60	Corey Jackson (D)
20	Liz Ortega (D)	61	Tina McKinnor (D)
21	Diane Papan (D)	62	Jose Luis Solache (D)
22	Jessica Self (D)	63	No Endorsement
23	Marc Berman (D)	64*	Blanca Pacheco (D)
24	Alex Lee (D)	65	Mike Gipson (D)
25	Ash Kalra (D)	66	Al Muratsuchi (D)
26	Refer to Executive Council	67	Sharon Quirk-Silva (D)
27	Esmeralda Soria (D)	68	Avelino Valencia (D)
28	Gail Pellerin (D)	69	Josh Lowenthal (D)
29	Robert Rivas (D)	70	No Endorsement
30	Dawn Addis (D)	71	No Endorsement
31	Joaquin Arambula (D)	72	No Endorsement
32	No Endorsement 65	73	Cottie Petrie-Norris (D)
33	Refer to Executive Council	74	Chris Duncan (D)
34*	Tom Lackey (R)	75	Kevin Juza (D)
35	Jasmeet Bains (D)	76	Joseph Rocha (D)
36*	Eduardo Garcia (D)	77	Tasha Boemer Horvath (D)
37	Gregg Hart (D)	78	Chris Ward (D)
38	Steve Bennett (D)	79	DUAL: Colin Parent (D) / LaShae Sharp-Collins (D)
39	Juan Carrillo (D)	80*	David Alvarez (D)
40	Pilar Schiavo (D)		
41	No Recommendation		

### California State Senate

District	Candidate	District	Candidate
1	No Endorsement	19	Lisa Middleton (D)
3*	DUAL: Jackie Elward (D) / Rozzana Verder-Aliga (D)	21	Monique Limon (D)
5	Rhodesia Ransom (D)	23	Kipp Mueller (D)
7	Kathryn Lybarger (D)	25	Sasha Renee Perez (D)
9	Tim Grayson (D)	27	Henry Stem (D)
11	Conditional Endorsement: Scott Wiener	29	Eloise Reyes (D)
13	Josh Becker (D)	31	DUAL: Sabrina Cervantes (D) / Dr. Angelo Farooq (D)
15	Dave Cortese (D)	33	Lena Gonzalez (D)
17	John Laird (D)	35	Michelle Chambers (D)
		37	Josh Newman (D)
		39	Akilah Weber (D)

### United States Representatives in Congress

District	Candidatee	District	Candidatee
1	No Recommendation	27	George Whitesides (D)
2	Jared Huffman (D)	28	Judy Chu (D)
3	Jessica Morse (D)	29	Refer to Executive Council
4	Mike Thompson (D)	30	Anthony Portantino (D)
5	Mike Barkley (D)	31	No Recommendation
6	Ami Bera (D)	32	Brad Sherman (D)
7	Doris Matsui (D)	33*	Pete Aguilar (D)
8	John Garamendi (D)	34	Jimmy Gomez (D)
9	Josh Harder (D)	35*	Norma Torres (D)
10	Mark DeSaulnier (D)	36	Ted Lieu (D)
11	Nancy Pelosi (D)	37	Sydney Kamlager (D)
12	Lateefah Simon (D)	38	Linda Sanchez (D)
13	Adam Gray (D)	39*	Mark Takano (D)
14	Eric Swalwell (D)	40	Joe Kerr (D)
15	Kevin Mullin (D)	41	Will Rollins (D)
16	Refer to Executive Council	42	Robert Garcia (D)
17	Ro Khanna (D)	43	Maxine Waters (D)
18	Zoe Lofgren (D)	44	Nanette Barragan (D)
19	Jimmy Panetta (D)	45	Kim Nguyen-Penaloza (D)
20*	John Burrows (D)	46	Lou Correa (D)
21	Jim Costa (D)	47	Dave Min (D)
22	Rudy Salas (D)	48	No Endorsement
23	Derek Marshall (D)	49	Mike Levin (D)
24	Salud Carbajal (D)	50	Scott Peters (D)
25*	Raul Ruiz (D)	51	Sara Jacobs (D)
26	Julia Brownley (D)	52	Juan Vargas (D)

### Ballot Measure

Proposition 1: Behavioral Health Services Bond Measure

Recommend: **Vote YES**

### United States Senate

TRIPLE: Barbara Lee (D)/ Katie Porter (D)/ Adam Schiff (D)





# SUP PRESIDENT'S REPORT

## SAN FRANCISCO BAR PILOTS

Five bargaining sessions with the San Francisco Bar Pilots have so far yielded minor progress, mainly on SUP proposals to improve wages and working conditions. But there has been an exchange on many levels, and discussion centered not only on the proposals but a wide range of relevant topics, especially all the terms and conditions of the Agreement. The SUP Negotiating Committee gave its views on inflation, finances, credentialing, workforce development, economic outlook among other things the employer to a more limited extent did the same. No agreement has been reached and negotiations continue. Will keep the membership apprised of the situation.

## CALIFORNIA LABOR FEDERATION

The California Labor Federation held its biennial Pre-Primary COPE Convention on December 5th in Oakland. At issue are the Federation's endorsements for the state and federal political offices and a single initiative. Delegates voted for pro-labor representatives in Sacramento and Washington that included everyone from Union member champions to the least offensive candidates in tough districts. But it also contained over 30 politicians with 100% pro-labor voting records and more than 35 candidates who are or were Union members or leaders. In attendance was SUP VP Matt Henning, Assistant Dispatcher/Recruiter Sam Worth and myself. It marked the outset of the political season, and the entire endorsement process will be revisited in July after the primaries establish the top two in each race. It's all part of the run-up to the hugely consequential presidential election of 2024. See the West Coast Sailors or the SUP website for more.

## GOVERNMENT MATTERS

**Funding Wars:** As was reported in last month's West Coast Sailors, another last minute stopgap funding bill avoided a government shutdown. More wrangling and funding brinkmanship from Republican hard-liners is ahead, but this time there is another threat: one-percent (1%) across the board cut, meant to incentivize a deal via a financial enforcement, would take effect if there's no budget. The last time this happened it was called sequestration and it brought on an era of extreme uncertainty in our industry. It would be nearly as drastic and negative as a shutdown and take effect across all departments and agencies. It will be on the agenda in the new year. See this month's West Coast Sailors for more.

**War Zones:** Unarmed merchant ships are again unfair targets in global conflict, especially related to the Gaza War. These attacks are in contravention of international maritime law and show contempt for the right to innocent passage built into the trade since ancient times. The SUP and many others demand that Coalition and U.S.-allied maritime nations jointly resolve to deter such aggression by any means necessary. Mariners deserve a basic respect for a safe workplace and protection in their work should be a pre-condition. They should never be the sacrificial pawns of global struggle or the collateral damage of religious wars.

In light of this, members have asked about war zones: how are they declared and how is any pay calculated and collected? Double wages within a carefully designated area is the traditional method of offsetting a high risk of a wartime attack during a shooting war. Of course, we support the U.S. military in defense operations around the world, and regularly sail in harm's way, but we don't sign up for unarmed combat and that is a contractual oversight that war zone pay attempts to mitigate. There is always a bureaucratic technical problem, however, since designating a war zone relies first on Congress to declare war, something it hasn't done in decades. In recent years, the President can ask for (or simply impose as commander-in-chief) a kind of war declaration or assume an ongoing Authorized Use of Military Force (AUMF) to cover the conditions of combat without a declaration of war. That leaves war's definition open to interpretation that is often just avoided. For ships flying the American flag, this means if it gets far enough along the Secretary of Defense is tasked with a specific geographic designation of a maritime war zone. That action has significant pay consequences for many soldiers, sailors, marines and airmen, as well as merchant mariners. Such declarations were common in history but rare today. An Imminent Danger Zone was put into effect during Operation Iraqi Freedom in 2003-04 for specific waters in and around the Persian Gulf which paid about \$225 per month. Recently, the International Bargaining Forum (IBF), a joint entity between FOC shipowners and the International Transport Workers' Federation covering some Asian seafarers, agreed to a new "war risk" zone 12 nautical miles off the Yemeni coast. But it is not a war zone, and it excludes the Maritime Security Transit Corridor through the area. Even the corridor within the Red Sea, where the *Galaxy Leader* was recently hijacked, is exempt. A U.S. declaration of a war zone or even an imminent danger area in the undeniably high-risk waters near Yemen and Iran is therefore unlikely. Nevertheless, the SUP will continue - as it always has - to advocate for fair and just compensation, in war and peace, and in particular to gain the appropriate recognition and remuneration related to maritime war risks. Will keep the membership posted.

## APL MARINE SERVICES

**1500 KO:** Disputed time in the President Eisenhower and other ships on the three o'clock knock off has caused arguments and deserves clarification. The three o'clock knock off is a mandatory subject of bargaining and has a long and successful history. Before it written down it was a standard West Coast work rule for many years, partly to stay consistent with the workday of longshoremen, and partly to recognize the importance of shore leave. Key was the general concept that all deck work on the ship ended at three o'clock. When it was finally incorporated into the Agreement,

it was a matter of negotiation and the language was already careful because for the Company it enshrined the practice but for sailors it was the established, understood workday. Old timers often noted that the three o'clock knock off was paid for twice, first when it was written down after bargaining and then as a matter of negotiation. That second negotiation came in 1984 when the 1500 KO was part of a wage package that tentatively removed it. That package was not ratified because members wanted the 1500 KO restored. Back at the bargaining table the parties eventually agreed to restore it but at a cost to the previous package, which was reduced, making the 1500 KO provision twice part of an economic settlement.

One of the original parameters was that the 1500 KO would not interfere with "necessary work." That term "necessary work" gets early context (going back many decades) from the longstanding practice that in port all normal work ended at 1500, and the term comes into the Agreement in 1984. Written or unwritten, necessary work always meant "immediately necessary for the safe operation of the ship," which is to say operationally critical, or withstanding the test that such work could not be reasonably deferred. That idea is implicit in practice, explicit in language, but the question always comes up — what is necessary work? Obviously, the work must be relevant to operations and must be made necessary by both the nature of the work and time constraint to achieve it, the time being both within the two-hour 1500 KO period and during the length of the port stay. Again, truly necessary by nature and relevant to the port stay in that it could not be reasonably deferred until normal work resumes at sea.

In 1985 there was a dispute involving the loading of clean linen during the period. That work was claimed necessary by the Company and the Union eventually agreed because impending departure meant the work could not be reasonably delayed. Related to that - loading stores, laundry, loading or offloading parts or garbage, rigging gangways and ramps, running lines, tying up bunker barges, and anything related to operations not possible to defer, (including inspections or emergency operations), is and always has been necessary work. But not everything is automatically operationally necessary. Routine maintenance, chipping, painting, and sanitary are important but not immediately operationally necessary, under normal circumstances, and certainly not to the point that the bargained and paid for two-hour 1500 KO period and the shore leave or work break that it protects could be justifiably eliminated. If everything or anything is necessary work, then it defies logic, history and common sense, and the language that specifically provides for the 1500 KO is rendered meaningless. Moreover, reaching that determination gives present day shipboard interpreters powers of selection, interpretation, and authority not conferred upon them by the Agreement.

Shipyards are different. Normal operations are suspended, and crew is not required, and so the strict applicability of certain provisions may be a matter of interpretation. In shipyards of the past the entire crew was often laid off; more recently retaining crew has helped shorten the yard period. In any case, when a ship is not in normal commercial operations, not sailing under its COI, the 1500 KO may be partly separated from the bargaining intent. Besides these abnormalities, there are also different operational pressures. In the case of a ship enrolled in the Maritime Security Program, as are our APL ships, a 30- or 45-day waiver of program participation is granted by the government customer on application from the carrier. If the work doesn't get done during that period, an extension may be applied for and may be granted. Worse is if the ship is forced to remain in the yard without a waiver, which could push the ship off-hire and its MSP stipend suspended or terminated. For an APL ship in the shipyard then, whatever work is required is necessary work because deferral or delay could reasonably result in an overall temporary or permanent loss of work. That is a fundamental and existential negative consequence to be avoided at all costs. So the overtime claim for doing unnecessary work during the 1500 KO in the shipyard in President Eisenhower is no good. In normal operations the Section 9 Hours of Labor in Port including the three o'clock knock off provision and the remedy for its violation stands unchanged.

## LNG TRAINING

LNG classes for the IGF Basic endorsement hosted and handled by the Andrew Furuseth School of Seamanship were approved and are underway, the first was on December 6th and the second on December 12th in San Diego. At the same time, the Union secured Matson sponsorship of LNG training on December 14th and 15th in Long Beach and on December 18th and 19th in Honolulu. Members are urged to apply and be available for training provided they possess all necessary qualifications and intend to ship at Matson. The next AFSS class is December 12 and classes will be ongoing in the new year depending on member enrollment.

## YEAR IN REVIEW

The year 2023 was a good year for the SUP. The Union continued to perform at a very high level in all its functions especially organizing and new member development, legal protection, contract administration, grievance handling, and the maximizing opportunity for members.

We shored up our Jones Act defenses against attacks from enemies new and old, and twice fought against noxious second register schemes. There was a change in leadership at our international, the Seafarers International Union of North America, as long time President Mike Sacco retired, and Dave Heindel took the helm. The COVID emergency officially ended and under pressure from the Union companies relaxed safety protocols. But a high level of demand for qualified sailors persisted and expanded and against a backdrop of scarce labor, and SUP dispatchers used every available method old and new to crew Patriot, Matson, APL and Chevron ships, in some cases with new requirements that required new training and qualifications. We reached a breakthrough new agreement covering new ships with Chevron Shipping and added a large swath of new high wage jobs by winning a competitive bid for the Strategic Sealift Ships, the USNS Seay and Pililau. We were tested in activations of



## SUP President's Report continued

Ready Reserve ships for both full-blown missions and no-notice sea-trials. Critical reliefs and rotations, difficult shipyard conditions and dispatching, and filling normal billets were all managed with the dispatch skill that comes with practice. At the same time we jacked up wages and maintained or improved wages and pensions. We settled hundreds of grievances, gained reinstatements, and honored members complaints with investigations that in themselves sent messages to management that we will fight for what we have coming to us, whether it's overtime, improved conditions, protection from harassment, or Work Rule enforcement. This all takes administrative know-how, contractual expertise, negotiating skill, dispatch depth, institutional resilience, and a hell of a lot of hard work.

We look to carry this momentum into next year, and election year, but more on that next month. For now, on behalf of SUP officials and staff, I extend our best wishes for a great holiday and year-end celebration.

### HOLIDAYS:

In San Francisco, the SUP/MFOW Holiday Party in San Francisco will be held at SUP Headquarters on 450 Harrison St. starting at 1130 on Friday December 15. The 1400 job call will be cancelled on that day.

In Seattle, the SUP/MFOW Holiday Party will be held at Chinook's on Fisherman's Terminal near the Hall on December 12th or 13th (Contact Branch Agent for details).

In Wilmington, the SUP/MFOW Holiday Party will be held at the Hall at 533 N. Marine Ave on Saturday, December 16.

In Honolulu, SUP/MFOW Holiday Party will be held at the Aloha Lounge (on the corner of Waialae and 9th Ave, in Kaimuki) on December 9, 2023, from 12:00 to 15:00.

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

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

**Christmas Day** — Monday, December 25

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

**New Year's Day** — Monday, January 1, 2024

**Martin Luther King, Jr. Day** — Monday, January 15, 2024 (Branch meetings will be held on Tuesday, January 16.

In addition, January 2, 2024 is **Jack Hall Day**, an ILWU Local 42 holiday in Hawaii and shall be observed in accordance with local custom and practice. For members working under the SUP Maintenance Agreements, these holidays 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 as per SUP and ILWU contract language aboard APLMS and Matson vessels in Pacific Coast ports.

*Dave Connolly*



The hardworking SUP crew of the Ready Reserve ship *Cape Vincent* gathered for a shot before departing the Mediterranean Sea for home port in Texas. From Left is AB Jesus Derramas, OS Kimmy Von Rizan, AB Steve Campbell, OS Joseph Dulay, Bosun Joshua Sheldrick (flashing the V sign), our MFOW brother, AB Rachid Ayache in green hard hat and AB Reginald Macon.



## HOW TO GET A JOB WITH THE SUP

It is a great time to become an SUP sailor. If you are looking for a career that offers challenging work, substantial pay, good benefits, control of your own work schedule, and an opportunity for adventure, a career as a deck department merchant mariner and member of the Sailors' Union of the Pacific might be right for you.

The SUP goes back a long way. The Union was formed in San Francisco in 1885 to organize and aid mariners in the windjammer sailing ships, coastwise lumber schooners, and steamships. Today, we dispatch merchant mariners to containerships, roll-on/roll-off ships, tankers, and shore facilities to the following primary ratings:

**Able Seafarer Deck/Able Seaman**

**Ordinary Seaman**

**Pumpman/Machinist/Wiper**

**Steward/Cook/General Vessel Assistant**

Getting started is a matter of registration. Registration in person in one of our hiring halls, where you present your documentation to an SUP agent is the best method. The minimum requirements necessary are valid credentials as follows:

- U.S. Merchant Mariner's Credential (endorsed as Ordinary Seaman) and Passport
  - STCW Basic Training endorsement
  - STCW Vessel Personnel with Designated Security Duties (VPDSD) and Security Awareness (SA) endorsements
  - STCW Two-Year Medical Certificate
  - Transportation Worker Identification Credential (TWIC)
  - Evidence of DOT-approved drug screen (within six months)
  - COVID Vaccination (Pfizer, Moderna, or Novavax)
- \*Required for most vessels

You must possess all of the above items to be eligible for work. Contact SUP agents or visit our hiring halls for guidance.

The Sailors Union of the Pacific is not an employer and not a hiring agency. As a labor union, the SUP operates equal opportunity hiring halls for qualified members and registrants, dispatching them to fill job orders to fill billets aboard vessels operated by contracted shipping companies. The SUP has a seniority-based rotary dispatch system. The Union neither tolerates nor condones discrimination. The selection and eventual membership status of registrants is also determined by the Union on an as needed basis.

The jobs calls are held at 0900 and 1100 at HQ, and 1000 and 1400 in the Branches, Monday through Friday, at the following hiring hall locations:

**SUP Headquarters**

450 Harrison St., Rm. 102  
San Francisco CA 94105

**SUP Wilmington/Los Angeles Branch**

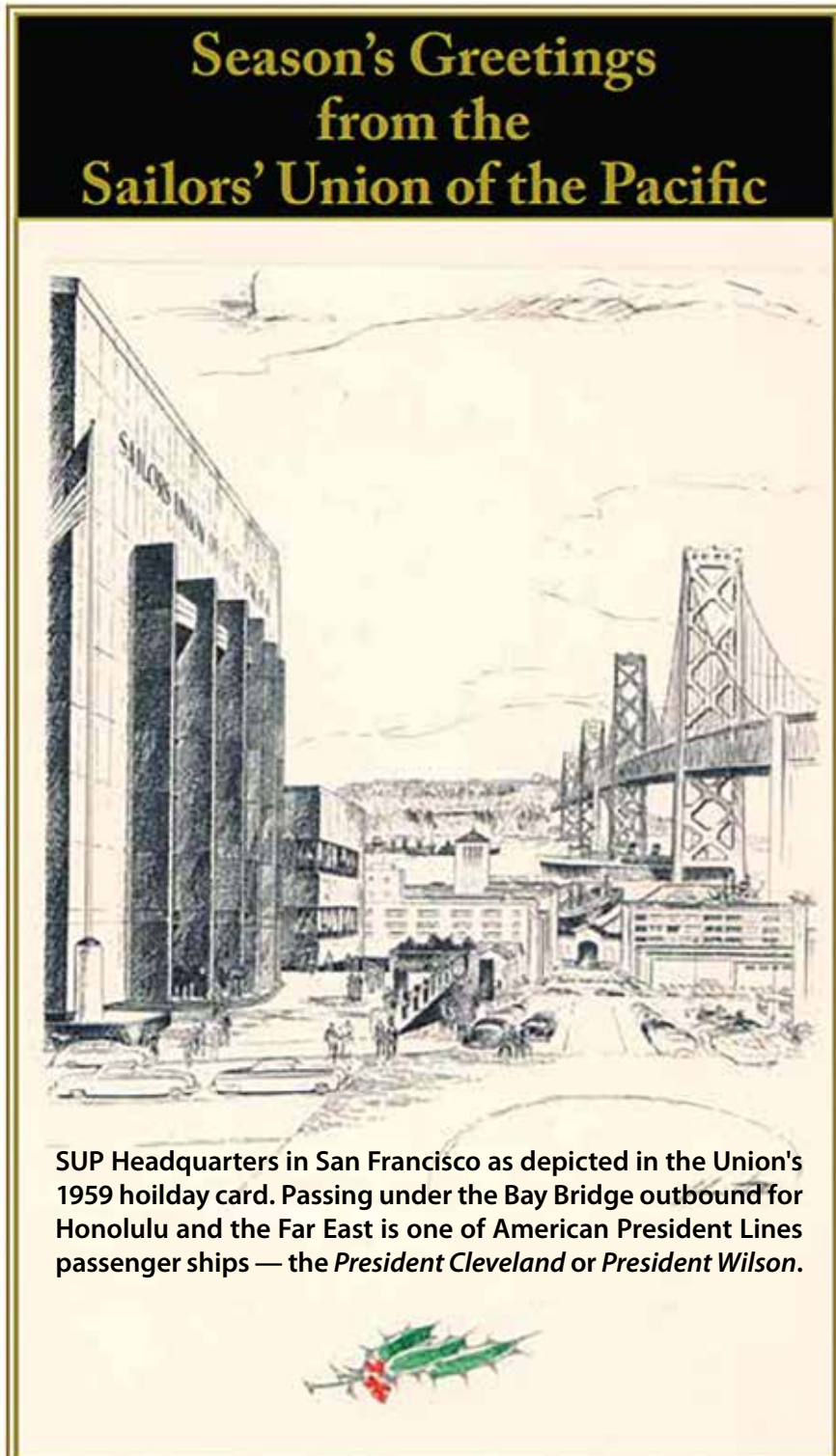
533 N. Marine Ave.  
Wilmington CA 90744

**SUP Seattle Branch**

4005 20th Ave., Ste 115  
Seattle WA 98199

**SUP Honolulu Branch**

707 Alakea St., Rm. 101  
Honolulu HI 96813





# Washington State's Maritime Sector Booms Says New Study

According to a recent analysis by the McKinley Research Group, Washington State's maritime industry was a significant generator of economic activity for the entire state in 2022. Over the year, the Maritime industry supported nearly 175,000 jobs, \$14.4 billion in labor income, and \$45.9 billion in business revenues. Furthermore, activity in the Maritime sector generated an estimated

\$382 million in state taxes to the benefit of all Washington residents. Some of the report's most significant findings were focused on Maritime jobs. Every job directly situated in the industry created another 2.8 jobs across the state economy. The average annual salary for Maritime jobs in the state reached \$112,000 (including benefits), particularly heartening given that many of those occu-

pations did not require a college degree. Although many of these jobs are located along Puget Sound, Maritime career opportunities could be found around the state through river ports, recreational activities, and logistics. Although Seattle-Tacoma is a vital container port for international shipping across the Pacific, much of the Maritime workforce in the state sails under the U.S.

flag. For one, Washington has the largest ferry system in the United States, with a fleet of 21 vessels transporting an annual 17 million passengers. The Puget Sound is also essential to domestic shipping operations, particularly vessels bound for Alaska and Hawaii. The state's shipyards service Jones Act-compliant vessels, whether they be fishing boats or cargo ships.

The report also praised Washington's role as an innovation hub in maritime, particularly regarding environmental stewardship. It cited efforts such as the recent electrification of the state-run ferry system, as well as its participation in Green Marine (an environmental certification program for the industry). It also called attention to marine design firms and the increasing focus on efficiency in the shipyards as areas for greater economic growth.

"This report proves comprehensively what we've been saying for years," added Puget Sound Ports Council Secretary-Treasurer Gordon Baxter. "The Washington Maritime industry is not just a breadwinner for the state, but a trend-setting powerhouse nationwide."

## Merchant Ships Attacked In Red Sea, Gulf of Aden: Car Carrier Hijacked

continued from page 1

Saree wrote in a statement on X, formerly known as Twitter.

Meanwhile, the *Central Park* was boarded by armed attackers but the U.S. Navy intervened and freed the ship. The *USS Thomas Hudner*, in contact with the *Central Park* crew, advised defying an ordered diversion of course and securing inside the ship citadel. The *USS Mason* then responded, the attackers departed the ship and attempt to flee. With the assistance of a Japanese armed aircraft and destroyer, the *Mason* captured the 5 raiders. The US spokesperson said two ballistic missiles were fired from Houthi-controlled parts of Yemen towards the general direction of the *Mason* and *Central Park*, but they landed about 10 nautical miles away from them.

Open-source intelligence analysts say that the hijacked car carrier *Galaxy Leader* has reappeared at anchor off the port of Hodeidah, Yemen. Israel's defense ministry has denied that the ship is "Israeli," but warned Sunday that the hijacking is "a very grave incident of global consequence." Israeli Prime Minister Benjamin Netanyahu's office reports that there are 25 foreign mariners aboard, most drawn from the top seafarer-supplying countries.

Houthi militants control the majority of Yemen's populated territory, including Hodeidah. They have been locked in on-and-off conflict with Yemen's internationally-recognized, Saudi-backed government since 2014, with significant material support

from the Iranian government. Western defense analysts consider the Houthi group to be an Iranian-controlled proxy force. Iran often interferes with merchant ships connected to its geopolitical opponents, whether by ties of ownership, operatorship or cargo destination. The American Enterprise Institute calculates that Iranian forces have attacked 30 vessels (with varying degrees of severity) over the past four years. The incidents include multiple hijackings. The governments of the UK, U.S. and Japan have called for the release of *Galaxy Leader*. If a security response is mounted to recover the vessel, policy-



Maritime security incidents now around the Bab al-Mandeb (Gate of Grief) and in Middle Eastern waters are on the rise.

At least two ships were hit, with reportedly minor damage. Here it is clear that attacks will come to ships with a cargo or ownership connection to Israel or Israeli citizens and not necessarily flying the Israeli flag. Some observers have noted that such changes the rules of engagement at sea, putting what might ordinarily be known as piracy into a "act of war" category. Whatever the technical legal characterization of the armed aggression on unarmed merchant shipping, it appears clear that the already ambiguous rules of engagement for war at sea in the uncertain world of flag-of-convenience shipping is becoming more dubious and complex.

"These attacks must stop immediately, and the innocent seafarers [held hostage in Yemen must be] released," the International Federation of Shipmasters' Associations and the International Chamber of Shipping said in a joint statement delivered to the International Maritime Organization Assembly on Dec. 4. The two called the attacks by paramilitary forces in Yemen "a flagrant breach of international law and maritime norms against vessels conducting their right of freedom of navigation and innocent passage."

"Commercial ships' self-protection measures against a well-armed and capable antagonist can only go so far," they added, "and we firmly believe that the well-developed maritime security architecture in the region should be brought to bear to ensure that no other ships and crews fall victim to such aggression."

Three merchant ships were hit in the Red Sea by ballistic missiles fired by Houthi rebels, while the crew of the Navy destroyer *USS CARNEY* shot down three drones in self-defense during what the U.S. military described as an hours long assault. The U.S. has vowed to "consider all appropriate responses" in the wake of the attacks, specifically calling out Iran. "These attacks represent a direct threat to international commerce and maritime security," U.S. Central Command said in a statement. "They have jeopardized the lives of international crews representing multiple countries around the world. We have every reason to believe that these attacks, while launched by the Houthis in Yemen, are fully enabled by Iran."

Given the global reliance on oil from the area, the U.S. Navy has, on occasion, been tasked with safeguarding commercial vessels as part of its mission. Currently, two aircraft carrier strike groups, comprising a total of 10 ships, 130 aircraft, and 9,000 personnel, are actively operating in the Eastern Mediterranean, Red Sea, and Persian Gulf regions, according to official Navy reports. The increased naval presence aims to address the heightened threat level and protect vital maritime interests in the strategically significant waters near the Middle East.

The latest attack prompted the Maritime Administration to issue a Maritime Security Communication with Industry (MSCI) (No. 2023-007A) reiterating the need to exercise caution when transiting through the affected areas and to remain cognizant of evolving threats in the region.



The *USS Mason* intervened to prevent a second hijacking of a tank ship near Yemen



This photo released by the Houthi Media Center shows Houthi forces boarding the cargo ship *Galaxy Leader* on November 19, 2023.

(Houthi Media Center via AP)

Arriving by chopper on the top deck of the *Galaxy Leader*, a car carrier, Houthi rebels filmed the boarding and seizure of an unarmed merchant ship. The *USS Mason* intervened to prevent a second hijacking of a tank ship near YemenImage,



## SOLIDARITY FOREVER



### Dispatcher's Report

Headquarters — November 2023

Deck	
Bosun .....	1
Carpenter .....	0
MM .....	4
AB .....	8
OS.....	13
Standby S.F. ....	11
Total Deck Jobs Shipped .....	37
Total Deck B, C & D Shipped.....	26
Engine/Steward	
QMED.....	0
Pumpman .....	0
Oiler.....	0
Wiper .....	0
Steward .....	0
Cook.....	0
Messman.....	0
Total E&S Jobs Shipped .....	0
Total E&S B, C, & D Shipped.....	0
Total Jobs Shipped-All Depts.....	37
Total B, C, & D Shipped-All Depts.	26
Total Registered "A" .....	21
Total Registered "B".....	45
Total Registered "C" .....	6
Total Registered "D" .....	14



# SUP BRANCH REPORTS

## HONOLULU

November 2023

**SHIPPING:** The following jobs were dispatched for the month: 1 Bosun Steady, 2 AB Day Relief, 5 AB Watch steady, 1 AB Watch Relief, 1 AB Maintenance, 1 AB Maintenance Relief, 1 Ordinary, 1 USNS Bosun, and 1 USNS AB. There were 17 Standbys Jobs dispatched for the month. **REGISTERED:** 4 A-Cards, 22 B-Cards, 3 C-Cards, and 5 D-Cards.

**SHIPS CHECKED:** *USNS Charlton, USNS Watson, D.K. Inouye, Manulani, Mokihana (ot issues being looked into), Lurline, Kaimana Hila, Mahimahi, Ma- noa, Maunawili, Maunalei, Matsonia,* and the Paint & Rigging Gang all running smooth, with few if any beefs.

### Agent's Report:

I cannot express my appreciation and respect enough for those of you out there on the MSC or RRF ships that are waiting for your relief to come through. I know it cannot be easy for you. You could be there every day complaining about the state of things, and you wouldn't be wrong. But you continue to be good shipmates and do your work in "SUP" style. I'm proud to call you Brother or Sister. Please keep up the great work.

Because someone has authority, does not give them to right to treat you anything less than a grown man or woman, without cause. Especially when someone is trying to help improve safe working conditions. Respect begets respect.

I attended the Hawaii Port council meeting. At the top of the agenda was the discussion of the delays in the credentialing process for Mariners. We drafted a

letter to raise awareness of this problem that all of our union members are facing and sent it to most of our local federal representatives. Through this effort, we received a prompt response from our friend, Senator Brian Schatz. I'm told he will be scheduling a briefing on the matter with the USCG.

I also attended the Biennial Hawaii State AFL-CIO Convention. Where of note, a resolution was carried unanimously to support our efforts to ease the burden of the documentation process as mentioned before.

It is welcome news to hear that the AFSS LNG training is getting off the ground. As well, Matson will be conducting a training class here in Honolulu on December 18th and 19th for which the SUP has 9 slots available. I would like to encourage members (especially those who have asked repeatedly) to take this training, as this seems to be the way of the future. Come to the hall and sign up.

The SUP/MFOW Holiday Luncheon is set for December 9, 2023, from Noon to 15:00 at the Aloha Lounge in Kaimuki (on the corner of Waialae and 9th Ave). There is ample parking on the street as well as the adjacent parking lot on 9th Ave. This will be a family friendly event. So, bring the keiki.

If you six months or less to go before any of your documents expire? It's time to get going on the renewal process.

**Fraternally Submitted,  
Patrick Max Weisbarth  
Honolulu Branch Agent**

## WILMINGTON

November 2023

**Shipping:** Bosun: 1; AB/W: 9; AB/D: 4; OS/STOS: 7; GVA/GUDE: 0. Standby: 39 **Total Jobs Shipped:** 60 Registrations: A 26, B 17, C 6, D 8.

**Ships Visited:** Making regular visits as time permits me also keeping in contact by phone and email.

### Agent's Report:

As the year comes to an end. We reflect and look back at all that has been accomplished and achieved. We want to send a Thank You to every sailor and office personnel that have kept the wheel of our union well oiled. 2023 has had its challenges, but SUP has answered in kind. Admiration, gratitude to every SUP member for making 2023 a great year. As we look to the future, and see 2024 on the

horizon, let's keep up the good work, keep pushing and striving for what is deserved as well as earned. US Coast Guard upgrades for the MMC renewal and Coast Guard medical, please seek help when turning in the paperwork. We hate to see your documentation held up for lack of information turned in. I will do my best to assist you. Berit Eriksson has also offered her assistance. Due to audits at APL, more in depth paperwork will need to be completed when throwing in for a job they will be available at job call for all new hires and joining crew.

Happy holidays to all,  
**Fraternally Submitted,  
Leo Martinez, Book #19362**

## SEATTLE

November 2023

**Shipping:** 2 Boatswain (A); 5 AB (3B, 2D); 1 AB/W (A); 1 OS (C). Matson called for 8 Standby AB's (4A), (2B) (1C) (1 MFOW).

**Registered:** 5 A card for a total of 6; 9 B card for a total of 10; 5 C card for a total of 7; 1 D card for a total of 5

### Agents Report:

As I look back over this past year it strikes me that there has been an unprecedented rash of members quitting ships or getting fired for cause. We have been a working union for well over 100 years now, and through many struggles we have gained the stellar reputation of reliable hands. All the sailors I have ever met speak of our union with reverence and wish they

were part of it, or had joined us when they were younger, rather than at those other low pay outfits. We were known to be hard working, knowledgeable, and sober sailors. Work hard, then play hard was the moto, and we always turned to. If you can't handle both then you choose the work over the play. Through this reputation we gained the best wages and conditions in the industry. Senior members should engage the ranks and lead by example. Junior members need to act accordingly and work to preserve the reputation of your union.

**Fraternally,  
Brendan Bohannon  
Seattle Branch Agent**

# VICE PRESIDENT'S REPORT

December 2023

### Ships checked — November.

I represented the SUP at the monthly Alameda Labor Council and MTD meetings, as well as the pre-primary convention for the California Labor Federation.

We have had several members this past month throw in for fly out jobs only to back out after the flights were booked. We need people to commit to jobs they take. Sitting on a job for a week to only back out last minute when the flight has been made is unprofessional and hurts the delays the member you are relieving.

**APL Eagle** — Hussein Ali, delegate. Please make sure to check with what Captain has down for your departure date. No major beefs. Ali Ghaleb, bosun.

**APL Cleveland** — Igor Likhterman, delegate. Clarification on arrival. If the ship arrives before 8am the 12x4 and 4x8 watch KO at noon if they have stood all or any part of their watch. Jesus Hermsillo, bosun.

**USNS Red Cloud** — Alex Sapien, delegate. The ship is in RAV status in New Jersey shipyard. Departing within the next 30 days. Jeff Nicholas, bosun.

**USNS Watkins** — Jose Cervantes delegate. Ship is in Saipan for the foreseeable future. Bosun is due in January. John Lucia, bosun.

**Utah Voyager** — Ken Speas, delegate. Inquiries regarding payroll. Chevron recently changed payroll companies which has caused some issues for the crew. Vic Mariano, bosun.

**Cape Henry** — Ship in Portland dry dock. RAV status with 2 OS's and 1 Bosun. Schedule to depart Portland in January and back to ROS status in San Francisco. Ben Linn, bosun.

**Cape Orlando** — Roiden Isberto, delegate. Ship is FOS and underway for their mission. A few inquiries regarding staterooms, otherwise no major beefs. Langston Holmberg, Bosun.

**Cape Horn & Hudson** — Both ships currently docked in San Francisco. Cape Horn will be activating for 4- month mission immediately after Christmas. Dennis Sumague and Dennis Solijan, bosun.

**Admiral Callaghan** — After the security breach by protestors in the port of Oakland this past month no additional security measures have been put in place. Haz Idris, bosun.

**SFBP:** Negotiations still ongoing, current agreement expires December 31st, 2023.

*Matthew Henning*

# BUSINESS AGENT'S REPORT

December 2023

**Manulani** — In at Oak#62 Delegate Mark Relajo. Ship sailed for Honolulu with no issues. Store's crane non-operable. Planned repairs for future shipyard. On the Northern triangle run typically Northwest weather, rainy and cold with the start of winter season. Brother Garcia on his trips off for the Holidays. In good hands with relief Bosun Austin Graham.

**Maunawili** — In at Oak#62 delegate Nick Manessiotis. In and out of Oakland with no beefs, sailed for Islands, safety concerns related to tying up and letting go at night on the stern. Increased lighting for better visibility was addressed. Getting the work done, running smooth with Kim Hoodgendam as Bosun.

**Mokihana** — In at Oak#62 McKevin Dulay, delegate. Ongoing issues with topside. Mate talks down to the sailors and interactions have not been good. Charm school highly recommended. Company advised of situation. Was running smooth until this. The Gang Stands United through it all with Saher Ali as Bosun

**Mahimahi** — In at Oak#63, delegate Marc Dulay. In and out, no — std — bys this trip, short stay still on whale watch patrol sailed for Los Angeles on the southern triangle in good hands with Remoni Tufono as Bosun.

**Kamokuiki** — Delegate Terry Carter last reported flight to Singapore and 7 day job shifting Kamokuiki from the wet dock to a lay-up berth was expected. After shifting to the lay-up berth the following day, we received a message from Matson saying the Kamokuiki picked — up 50 day charter. The sailing board set for the Philippines. We are also hearing talk about Thailand as well, always subject to change. Ernie LaGramada as Bosun.

**President Eisenhower** — Singapore shipyard Antonio Harris delegate according to Scuttlebutt on here talking 30 to 40 days in the shipyard.

Time in the Shipyard has always been difficult alot going on, the amount of work expected to complete, jobs are never ending. One day at a time what we don't get done today will do it tomorrow. Scott Oliphant as Bosun.

**President Cleveland** — In at Oak#56. Dimitrios Kolymparis, delegate. Sailed for Yokohama with no problems, working steady weather permitting. All is well top to bottom good gang Bosun as a handle on things keeps us working. Jesus Hermsillo as Bosun

**President Wilson** — In at Oak#56. Edward Hervais, delegate. No issues, sailed for Yokohama, working the crossing weather permitting, she's a feeder all good top to bottom, departments work well together, over all a happy ship. Marc Calario as Bosun.

**President Kennedy:** No beefs. **President Roosevelt:** Little or no beef's.

RRF Fleet — Oakland outer harbor berth#20 — **Admiral Callaghan:** RRF status with Norhaslan Idris as Bosun.

**Cape Orlando** — On a mission. In SF at Pier#50 — **Cape Hudson** ROS status with Bosun Dennis Solijon. **Cape Horn** — ROS status with Dennis Sumague as Bosun

**San Francisco Bar Pilots** — Pier #9 SFBP : Delegate Chris Auer ongoing Negotiations with Bar Pilots continue. Leo Moore as Dock bosun.

Double check your expiration dates on your Documents, Drug screen & Annual must be current to be dispatched.

Reminder APL does not accept reconstructed drug screens. LNG Training classes are available now ! Check with your Local agent where you are registered for next availability.

Visited the ships and helped out with dispatching work in the front office. I'd like to wish the Membership a Merry Christmas & Happy New Year and Long Live the Sailors Union of the Pacific.

— Roy L. Tufono