

Masters, Mates and Pilots and Marine Engineers' Beneficial Association



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Licensed Officer Count vs. Positions

MM&P Members

⚓ **Total Members – 78**

⚓ **Captains – 20**

⚓ **Chief Mates – 16**

⚓ **2nd Mates – 16**

⚓ **3rd Mates – 26**

MEBA Members

📄 **Total Members – 71**

📄 **Chief Engineers – 22**

📄 **1st Ass. Engineers – 15**

📄 **2nd Ass. Engineers – 15**

📄 **3rd Ass. Engineers – 19**

MMP Minimum Qualifications

- Coast Guard Required License for Specific Job Class
 - Inland License which have 2 levels vs. Ocean Licenses which have 4
- RADAR/ARPA Certifications
- Basic Training (formerly Basic Safety Training)
 - Firefighting, Personal Survival Techniques, Personal Safety and Social Responsibility and First Aid
- Bridge Resource Management
- Flashing Light / Morse Code
- Advanced Fire Fighting Techniques
- Vessel Security Officer Training (Security 101 and VSO 201)
- Crowd and Crisis Management
- Fast Rescue Boat Certification
- Transportation Worker Identity Card (Federal background check required)
- Multiple Hazardous Communication Training Modules
- STCW – 95
- Equal Opportunity Employment Certificate
- FCC Element 1 – Marine Operators License
- FCC Element 7 – GMDSS License
- Medical Person In Charge Certification
- Lifeboatman Certification
- Officer in Charge of a Navigational Watch Certification
- Leadership and Managerial Skills Certification (CM & Masters)
- Hazmat Basic Training
- Forklift Compliance HCT
- ECDIS (Electronic Chart Display and Information System)
- Marine Evacuation Slide Certificate
- Vessel Specific Familiarization
- Federal First-Class Pilotage
 - Southeast Alaska
 - Southwest Alaska (including the Aleutian Chain)
 - Prince William Sound
 - Washington State
- 2 positive Letters of Recommendation, and Evaluations

MMP Pilotage

⚓ Southeast Alaska Pilotage

⚓ 20 primary pilotage areas

⚓ 7 secondary areas

⚓ Prince William Sound

⚓ 3 primary areas

⚓ 4 secondary areas

⚓ Southwest Alaska Pilotage

⚓ 5 primary areas

⚓ 7 secondary

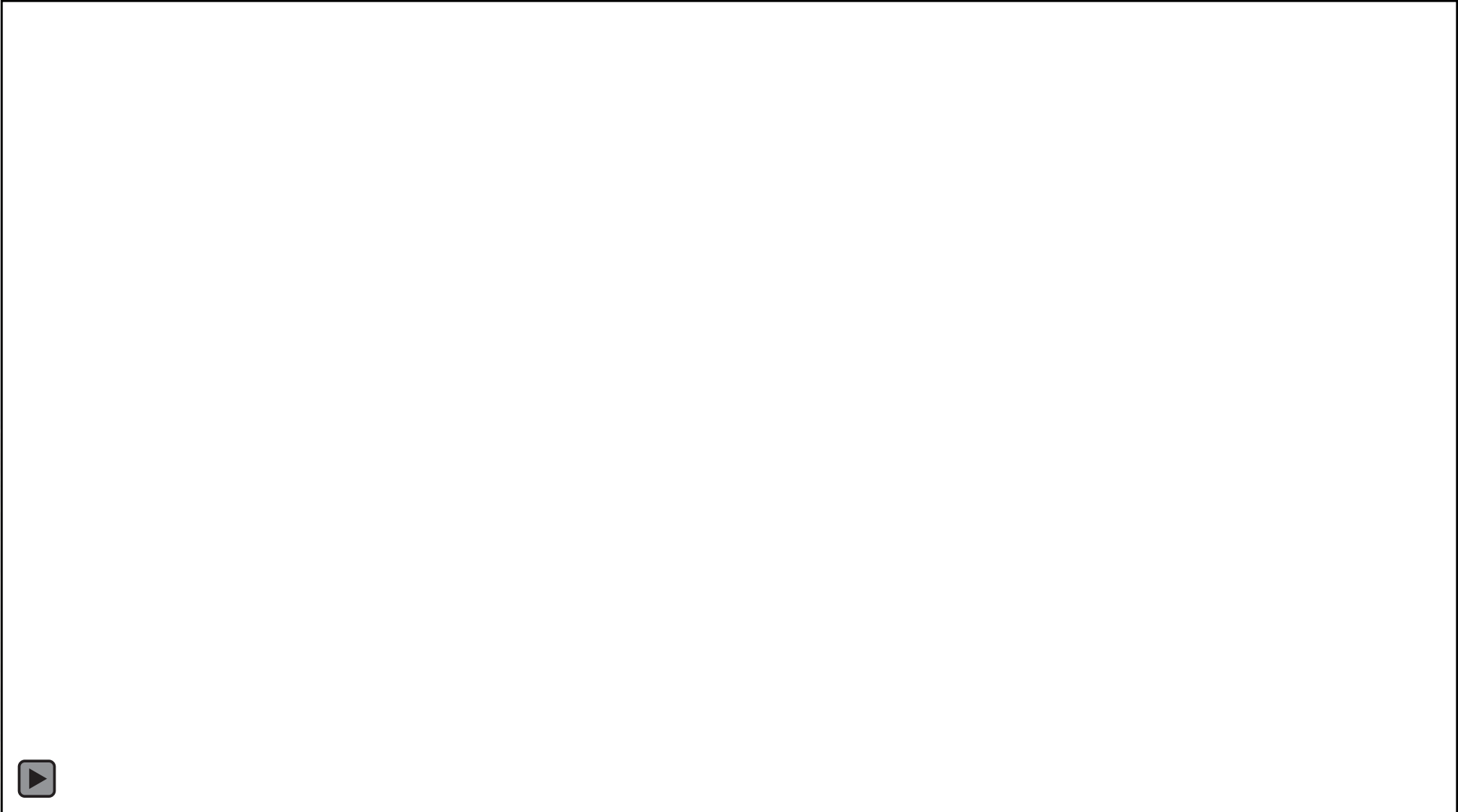
⚓ Washington State Pilotage

⚓ 3 pilotage areas

⚓ **Total Pilotage Areas = 49**

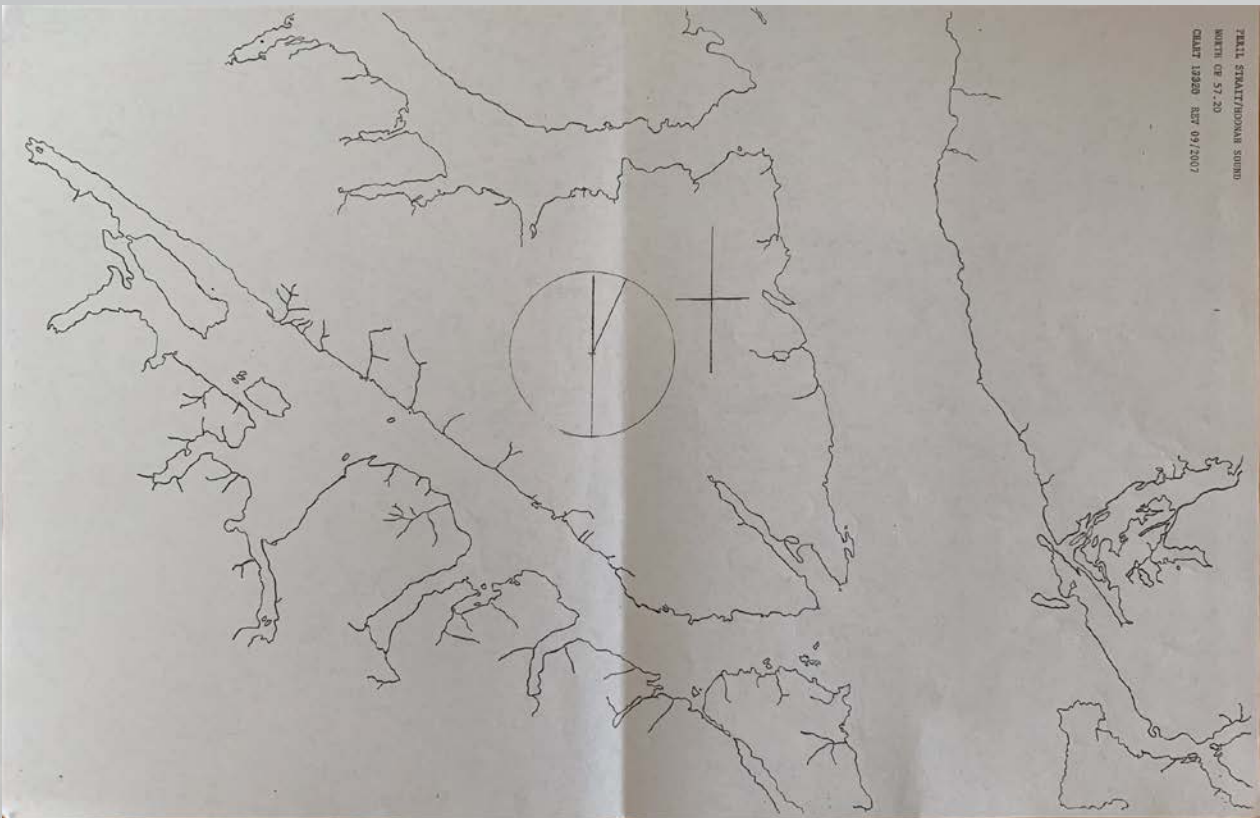


Pilotage Testing

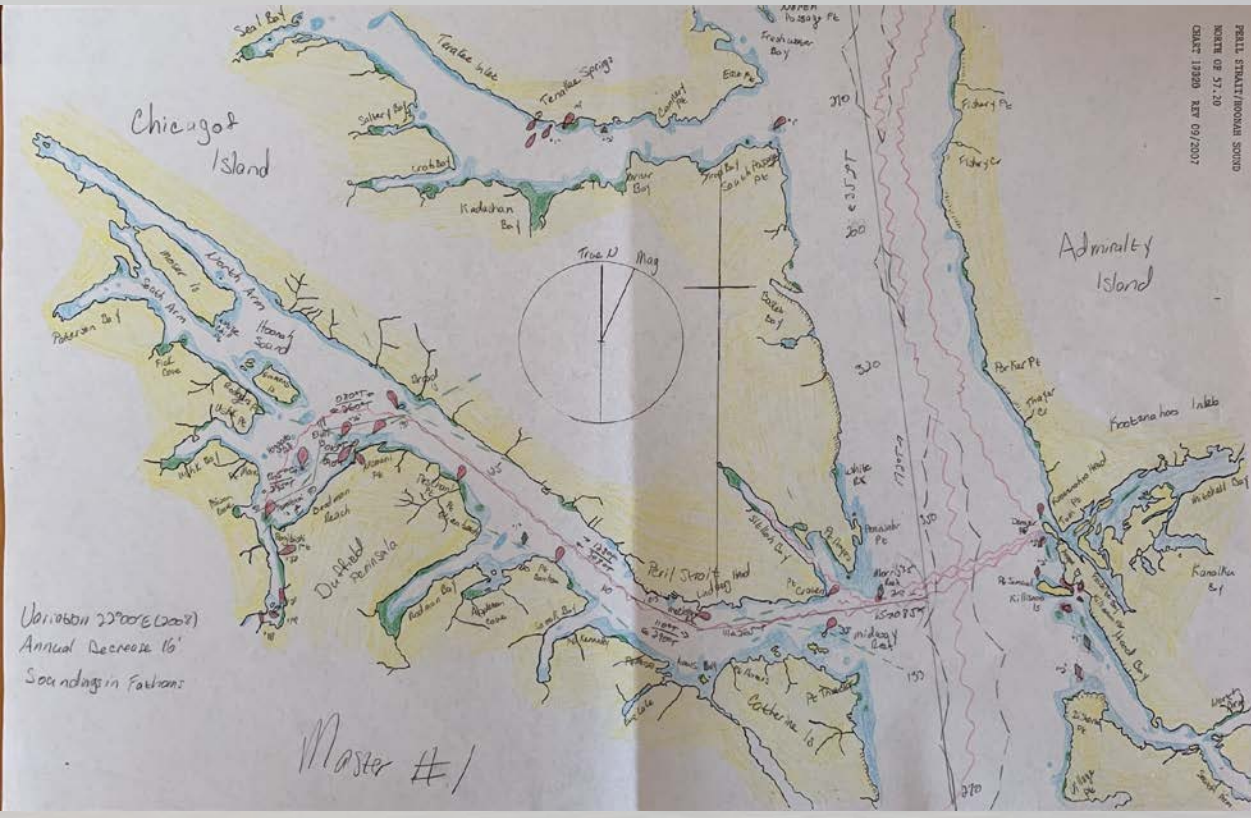


Courtesy of KTOO

Example: Peril Strait and Hoonah Sound



Blank Chartlet



Completed Chartlet

MEBA Minimum Qualifications

- Coast Guard License for specific Job Class
- Officer In Charge of an Engineering Watch
- Certification
 - Rating For Performing Part of an Engineering Watch
 - STCW - 95
 - Lifeboatman Certification
 - Survival Craft and Rescue Boats
 - Medical First Aid Provider
 - Advanced Firefighting
 - Basic Safety Training(formerly Basic Safety Training)
 - Firefighting, Personal Survival Techniques, Personal Safety and Social Responsibility and First Aid
 - Engine Room Resource Management
 - Multiple Hazardous Communication Training Modules
- Leadership and Managerial Skills
- Management of Electrical and Electronic Control Equipment
- Vessel Personnel with Designated Security Duties
- Vessel Security Officer(Security 101 and VSO 201)
- Hazardous Materials Basic Training
- Transportation Worker Identity Card (Federal background check)
- USCG Medical Certificate
- Equal Opportunity Employment Certificate
- Marine Evacuation Slide Certificate
- Vessel Specific Familiarization
- 2 positive Letters of Recommendation, and Evaluations

Retention

⚓ **In 2015 total MMP
Membership = approx. 100
deck officers**

⚓ **In 2020 = approx. 75**

⚓ **In 2015 Total MEBA
Membership=approx. 104
Engineering officers**

⚓ **In 2020 = approx. 75**

- **Why work for AMHS? The Schedule.**
 - **The 2 week on and 2 week off schedule**
 - **12 hours/day, 14 days/month=168 hours/month**
 - **Predictable working schedule that is printed 3-4 times per year**
 - **Rare in the maritime industry, with the required qualifications, to have this schedule**

Where are Officers Going?

🚢 Offshore

- 🚢 **More lucrative positions are available**
- 🚢 **Large chunks of time off**
 - **Holdover has become an issue for AMHS Officers**
- 🚢 **Increased job security**

⚓ Retirements

- ⚓ **A large group of officers have recently reached the retirement age**
- ⚓ **For MMP - Pilots Associations (SEAPA, SWPA and AMP)**
 - ⚓ **Since a majority of pilotage is already required by AMHS, the transition to the Pilots' Associations is relatively easier**
 - ⚓ **Pilots Associations are experiencing a large amount of retirements, openings are abundant**
 - ⚓ **Pilots Positions are significantly more lucrative**
 - ⚓ **Most work coincides with cruise ship season most of the off season is time off**

Licensed Negotiations / Contracts

- **Industry Standard Contracts**
 - **Comparing maritime contracts to most state employee contracts is an apples to oranges comparison**
- **Reflection of 60 years of bargaining**
 - **Initially based on Washington State Ferries contract**
- **Bargaining with a Shipping Company vs. Department of Administration**
 - **Time spent negotiating could be reduced**
 - **More predictable costs for the company or entity**
 - **More predictable work and pay for employee**



Clarification of Previous Presentations

- Seniority and Promotions
 - Shipboard upper management in the Licensed Division is NOT seniority based (i.e. Chief Engineers and Captains). These positions are filled as decided by KCO with input from Peer Review Committees.
- Homeports in Relation to Filling Temporary Open Positions
 - The example of a crewmember with a home port of Ketchikan that is needed to fill a position in Juneau does not apply to the Licensed Division. Once the printed licensed work schedules are distributed, Dispatch can fill any unforeseen vacancies however they are able.
- Cost of Living Differential
 - Required by Statute
 - Have discussed adjusting language in the past

Questions?

**Thank you for the opportunity to speak.
Please feel free to contact us with any questions.**



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