



Navy League: Jones Act shouldn't change for Puerto Rico

In a letter sent to Congress leadership on September 9, the Navy League of the United States addressed ranking members of the House Armed Services Committee urging them to oppose any changes to the Jones Act in the event any legislation is considered to assist Puerto Rico during its economic crisis. The Navy League refutes the false claims by Jones Act opponents that the law and the maritime industry are to blame for the Puerto Rican debt crisis. As the Navy League indicates in its letter, the Jones Act is critical for the island's national and economic security.

The letter comes on the heels of recent news reports that have included statements by familiar opponents of American maritime that have sought to capitalize on the debt crisis and undermine an industry that for decades has provided consistent and reliable transport of goods to the people of Puerto Rico.

September 9, 2015

The Honorable Mac Thornberry, full committee chairman
The Honorable Adam Smith, full committee ranking member
The Honorable Randy Forbes, Seapower Subcommittee chairman
The Honorable Joe Courtney, Seapower Subcommittee ranking member

House Armed Services Committee
2216 Rayburn House Office Building
Washington, D.C. 20006

Dear Gentlemen:

As you know, Puerto Rico faces a severe economic crisis, and Congress may consider legislation to assist the Commonwealth. Some have suggested that such assistance legislation include modifications to the Jones Act, the fundamental law of American waterborne transportation. We urge you to oppose any such changes to the Jones Act given the impact on American national security.

The Navy League's position on the Jones Act is clear: "any weakening of the Jones Act would weaken national and economic security." America's sea services — the Navy, Marine Corps, Coast Guard and Merchant Marine — are highly integrated and particularly essential today "in a world with increasing global instability." The Navy League is not alone in that view, of course. Air Force General Paul J. Selva recently said that "without the contribution that the Jones Act brings to the support of our industry there is a direct threat to national security..." Gen. Selva was commander of the U.S. Transportation Command when he made that statement and today he is the vice chairman of the Joint Chiefs of Staff. Of course, as you well know, the House Armed Services Committee is solidly on record in support of the need for a strong and healthy domestic maritime industry. Section 3503 of the National Defense Authorization Act of 2015 is widely viewed as the strongest Congressional endorsement of the Jones Act in recent memory.

Exempting Puerto Rico from the Jones Act would undermine national security. The U.S.-mainland-to-Puerto-Rico trade is a major American non-contiguous shipping trade. Ironically, Puerto Rico soon will be served some of the most modern, state-of-the-art vessels in the American fleet. Exempting Puerto Rico and changing the rules in the middle of the game would cause a ripple effect that would impact the entire American shipping industry.

It is noteworthy that the U.S. General Accountability Office (GAO) recently completed the most comprehensive study of the Jones Act in Puerto Rico ever and focused heavily on the impact on national security. GAO correctly noted that "the military strategy of the United States relies on the use of commercial U.S.-flag ships and crews and the availability of a shipyard industrial base to support national defense needs." GAO reviewed the possible impact of a Jones Act exemption in Puerto Rico, including the potential ripple effect in other U.S. regions. Said GAO, "According to DOD officials, to the extent that Jones Act markets are unable to sustain a viable reserve fleet, DOD would have to incur substantial additional costs to maintain and re-capitalize a reserve fleet of its own."

We urge you to exercise your national security jurisdiction over the Jones Act and ensure that no changes are made to this important law in the context of Puerto Rico or any other context.

Sincerely,
Bruce Butler

National Executive Director, Navy League of the United States

Cc: All Members of the House Armed Services Committee

Please read important information about the MFW Welfare Benefit Plan on page 5



MFO Negotiating Committee members attended the San Francisco Bay Area Port Maritime Council, Maritime Trades Department, AFL-CIO meeting aboard the SS Jeremiah O'Brien at Pier 45 on Fisherman's Wharf. Left to right: Ernesto Salazar, #3842; Trustee Scanlon Henneberry #3717; Vice President Cajun Callais, #3592; President Anthony Poplawski, #3596; Herman Richter, #3521 and William O'Brien, P-2755.

Australian plan to destroy cabotage laws, sack its own mariners

A plan to introduce new shipping laws in Australia would make it easier for foreign firms to operate in Australian ports, but the move has raised concerns that it could destroy the local shipping industry. The overhaul, proposed by Prime Minister Tony Abbott, will effectively grant foreign-flag ships equal and unrestricted ability to trade in Australian waters. Infrastructure Minister Warren Truss said the changes will cut red tape, reduce freight costs and encourage more shipping firms to operate in domestic waters.

The changes include a controversial proposal to allow foreign-flag ships to pay workers at international wage rates rather than the higher Australian wages, so long as the ship spends less than 183 days — or half the year — in Australian waters. Average Australian wages for an able seaman are about \$2,742 a month, compared with \$850 for foreign crew, according to the Maritime Union of Australia (MUA).

Local firms and unions warned that the changes will threaten local jobs, and few ships in the Australian fleet will survive. A report by The Australia Institute, a progressive think-tank, said 93 per cent of the nation's seafaring jobs — or about 1,000 — would be lost, leaving just 88 jobs.

The MUA said Australia's maritime defense will be weakened because the country will not have a merchant fleet that can assist with naval or humanitarian missions. "The Bill will destroy the Australian shipping industry," the union said, in its submission to a parliamentary inquiry examining the changes. "It removes all preferential treatment for Aus-

tralian ships, which has been at the heart of maritime and shipping policy in Australia for over a century." The Labor opposition also criticized the changes, saying foreign ships tend to have lower safety and environmental standards.

The Bill proposes placing all ships — foreign and local — under a general license. Under the current laws, foreign ships can receive only temporary licenses, which require them to provide voyage details in advance. Local shipping firms can then apply to undertake the same voyage which, if permitted, would replace the foreign vessel.

Business groups have said the changes would reduce costs for Australian manufacturers and exporters, particularly for goods such as cement, steel, oil, food products and aluminum. Some businesses have reportedly claimed that it is currently cheaper to ship goods to Asia than between Australian ports.

The Business Council of Australia told the inquiry that the current rules were harming Australia's competitiveness. "Cabotage restrictions can mean Australian firms are paying rates that are up to double the rates offered by foreign ships, adding tens of millions of dollars to their cost base," the council said. It advised the government to consider negotiating over the 183-day exemption proposal, because the other changes were too important to risk "for this measure alone".

The government said the local shipping industry has been in sharp decline; the number of major domestic vessels dropped from 30 in 2007 to just 15 last year.

India relaxes cabotage laws

India has announced plans to relax its cabotage laws for five years in hopes of boosting trade and decongesting its roads and railways. The loosened cabotage laws will allow foreign operators piloting roll-on roll-off, hybrid roll-on roll-off, roll-on roll-off passenger, pure car carriers, LNG vessels and over-dimensional cargo or project cargo carriers to transport cargo. India also expects the availability of roll-on roll-off vessels to reduce carbon emissions and provide a

green mode of transportation. The new cabotage laws will affect 12 major Indian ports and about 200 non-major ports.

Halls to close

Columbus Day — The MFO hiring halls will be closed on Monday, October 12, 2015, in observance of Columbus Day, which is a contract holiday.

The Marine Fireman

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PATRIOT CONTRACT SERVICES WAGE RATES Effective October 1, 2015

Watson-Class LMSR Vessels

Full Operating Status

Rating	56-Hour	56-Hour	Overtime	Supplemental	Supplemental	Supplemental	MPPP
	Base Wage	Base Wage		Benefit Base	Benefit	Benefit	
	Monthly	Daily	Hourly	Monthly	Monthly	Daily	Daily
QMED-Electrician	\$7,636.34	\$254.54	\$32.46	\$5,296.02	\$2,648.01	\$88.27	\$27.27
QMED-Oiler	\$5,951.98	\$198.40	\$25.96	\$4,152.52	\$2,076.26	\$69.21	\$27.27
Wiper	\$4,515.95	\$150.53	\$19.26	\$3,179.74	\$1,589.87	\$53.00	\$27.27

Reduced Operating Status or Repair Availability Status

Rating	Base Wage	Base Wage	Overtime	MPPP
	Weekly	Daily	Hourly	Daily
QMED-Electrician	\$1,419.05	\$202.72	\$32.46	\$27.27
QMED-Oiler	\$1,112.66	\$158.95	\$25.96	\$27.27
Wiper	\$852.02	\$121.72	\$19.26	\$27.27

During periods of Reduced Operating Status or Repair Availability Status, Unlicensed Personnel shall earn one and one-half (1-1/2) days of supplemental wages for each thirty (30) days on the payroll or pro rata thereof.

Shallow Draft Tanker – MT SLNC Pax

Full Operating Status

Rating	40-Hour	40-Hour	Overtime	Supplemental	Supplemental	Supplemental	MPPP
	Base Wage	Base Wage		Benefit Base	Benefit	Benefit	
	Monthly	Daily	Hourly	Monthly	Monthly	Daily	Daily
QMED-Pumpman	\$4,692.69	\$156.42	\$22.34	\$4,692.69	\$2,189.92	\$73.00	\$28.64
QMED-Oiler	\$4,298.67	\$143.29	\$20.50	\$4,298.67	\$2,006.05	\$66.87	\$28.64

Reduced Operating Status

Rating	Base Wage	Base Wage	Overtime	MPPP
	Weekly	Daily	Hourly	Daily
QMED-Pumpman	\$1,455.94	\$207.99	\$22.34	\$28.64
QMED-Oiler	\$1,333.69	\$190.53	\$20.50	\$28.64

Unlicensed personnel shall earn one and one half (1.5) days of supplemental wages for each thirty (30) days employed in ROS, or pro rata.

PM2 Program – USNS Waters

Full Operating Status

Rating	56-Hour	56-Hour	Overtime	Supplemental	Supplemental	Supplemental	MPPP
	Base Wage	Base Wage		Benefit Base	Benefit	Benefit	
	Monthly	Daily	Hourly	Monthly	Monthly	Daily	Daily
QMED-Electrician	\$5,458.96	\$181.97	\$29.08	\$3,540.51	\$1,180.17	\$39.34	\$11.72
QMED-Junior Engineer	\$4,473.00	\$149.10	\$23.77	\$2,893.76	\$964.59	\$32.15	\$11.72
QMED-Oiler	\$3,739.99	\$124.67	\$18.75	\$2,234.67	\$744.89	\$24.83	\$11.72

Repair Availability Status

Rating	56-Hour	56-Hour	Overtime	Supplemental	Supplemental	Supplemental	MPPP
	Base Wage	Base Wage		Benefit Base	Benefit	Benefit	
	Monthly	Daily	Hourly	Monthly	Monthly	Daily	Daily
QMED-Electrician	\$5,458.96	\$181.97	\$29.08	\$3,540.51	\$590.09	\$19.67	\$11.72
QMED-Junior Engineer	\$4,473.00	\$149.10	\$23.77	\$2,893.76	\$482.29	\$16.08	\$11.72
QMED-Oiler	\$3,739.99	\$124.67	\$18.75	\$2,234.67	\$372.45	\$12.41	\$11.72

Unlicensed personnel shall earn five (5) days of supplemental wages for each thirty (30) days employed in RAV, or pro rata.

PM3 Program – USNS Martin

Full Operating Status

Rating	56-Hour	56-Hour	Overtime	Supplemental	Supplemental	Supplemental	MPPP
	Base Wage	Base Wage		Benefit Base	Benefit	Benefit	
	Monthly	Daily	Hourly	Monthly	Monthly	Daily	Daily
QMED-Electrician	\$7,103.62	\$236.79	\$32.47	\$5,511.60	\$2,572.08	\$85.74	\$21.34
QMED***	\$7,103.62	\$236.79	\$32.47	\$5,511.60	\$2,572.08	\$85.74	\$21.34
Storekeeper	\$6,629.28	\$220.98	\$30.33	\$5,143.34	\$2,400.23	\$80.01	\$21.34
QMED-Oiler	\$4,890.71	\$163.02	\$22.43	\$3,794.41	\$1,770.72	\$59.02	\$21.34
Wiper	\$3,662.28	\$122.08	\$18.97	\$2,841.38	\$1,325.98	\$44.20	\$21.34

*** Additional Rating in Afloat Forward Staging Base Status Only

Reduced Operating Status

Rating	Base Wage	Base Wage	Overtime	Supplemental	MPPP
	Weekly	Daily	Hourly	Daily	Daily
Storekeeper	\$1,522.10	\$217.44	\$26.79	\$10.88	\$11.26
Wiper	\$933.86	\$133.41	\$16.38	\$6.68	\$11.26

Marine Firemen's Union Directory www.mfoww.org

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MFU Training Plan — Summary Plan Description

SECTION 1 — Introduction

We are pleased to provide you with a copy of this summary plan description (“SPD”) which provides information regarding your training benefit (hereinafter, “Training Benefit”). The MFU Training Plan (the “Plan”) was established by the Board of Trustees of the MFU Training Plan (the “Board of Trustees”) for the exclusive benefit of eligible participants in order to provide the Training Benefit described in this SPD. This SPD, together with any summaries of material modifications you may later receive, constitute the Plan’s official plan document and Summary Plan Description.

The MFU Training Plan provides training courses designed to develop and upgrade the skills of persons who work for contributing employers under Marine Firemen’s Union collective bargaining agreements. The Board of Trustees has total discretion to determine the content, size and frequency of the courses to be offered. Participants will be notified of the courses to be offered by written notices posted in hiring halls, announcements at meetings generally attended by participants, and notices published in The Marine Fireman newsletter. You can also contact the Plan Administrator to apply for coverage of certain types of training taken by you on your own.

This SPD is intended to meet the requirements of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) for the Plan. The Training Benefit provided under the Plan is more specifically described in the Training Benefit Guidelines under Appendix A.

This SPD sets forth the terms of the Plan which was originally effective December 9, 1987 and is hereby amended and restated effective April 1, 2015, and governs the provision of benefits for claims incurred on or after that date. Efforts have been made to provide current information in this SPD, and the Board of Trustees endeavors to keep this information current and accurate. However, in order to obtain the most up-to-date information about your Training Benefit please contact the Plan Administrator at 415-362-4592 for current Plan materials or with any specific questions. You will be notified if any material changes are made to the Plan. This SPD does not serve as a guarantee of continued employment or benefits.

SECTION 2 — Training Benefit

The Training Benefit available under the Plan is described in the Training Benefit Guidelines under Appendix A. The Training Benefit does not cover all expenses or pay benefits in all circumstances. Exclusions and limitations are also discussed in the Training Benefit Guidelines. All benefits are subject to the terms and conditions of the Plan as provided in the official plan documents.

SECTION 3 — General Information

Plan Name:	MFU Training Plan
Type of Plan:	Training Plan
Plan Administrator:	Board of Trustees of the MFU Training Plan 240 Second Street San Francisco, CA 94105 415-362-4592
Plan Sponsor’s EIN:	The EIN of the Plan Sponsor is 94-3058922
Plan Number:	The three-digit number assigned to the Plan is 001
Plan Year:	January 1 to December 31
Plan Sponsor:	Board of Trustees of the MFU Training Plan 240 Second Street San Francisco, CA 94105
Source(s) of Contributions:	Contributing employers pay the entire cost to fund the Plan, subject to the applicable agreements between the bargaining parties.
Agent for Service of Legal Process:	Service of legal process on the Plan may be made upon: Board of Trustees of the MFU Training Plan 240 Second Street San Francisco, CA 94105
Funding Medium:	All contributions are deposited and held in the MFU Training Plan Trust which is maintained by the Board of Trustees of the MFU Training Plan Trust. The Board of Trustees pays benefits and administrative expenses of the Plan directly from the Trust. Benefits will only be paid to the extent that contributions are available.

3.1 Amendment or Termination of the Plan

There is no guarantee that the Plan will last indefinitely. Although there is no present intention of doing so, the Board of Trustees reserves the right, in its absolute, sole and unlimited discretion, to amend or terminate the Plan in whole or in part, or to eliminate any benefits, at any time and for any reason. Any amendment to or termination of the Plan will not reduce the benefits to which a participant may be entitled for a claim that is incurred prior to the effective date of such amendment or termination.

3.2 Administration of the Plan

The Board of Trustees is the official administrator of the Plan (the “Plan Administrator”) and is the named fiduciary as provided under ERISA. The Board of Trustees makes the rules under which the Plan operates and has the maximum discretionary authority permitted by law to interpret, construe, and administer the Plan. The Board of Trustees may delegate to any subcommittee or agent the authority to act on behalf of the Board of Trustees, including the authority to make determinations regarding Plan participation, enrollment, and eligibility for benefits, to grant or deny benefits, and to resolve ambiguities in the plan documents and any and all claims and disputes regarding the rights and entitlements of individuals to participate in the Plan and to receive benefits and payments pursuant to the Plan and applicable law. The decisions of the Board of Trustees and its delegates will be final, conclusive, and binding on all persons, and will be given the maximum deference permitted by law.

3.3 Conflicting Provisions

To the extent that any statement or representation, whether oral or otherwise, of a Trustee, any Plan employee or representative, or any other person regarding the benefits of the Plan conflicts with this SPD, the terms of this SPD will control. In all cases the provisions of the official Plan documents control.

SECTION 4 — Eligibility and Participation

4.1 Eligibility Requirements

You must meet all of the following requirements to be eligible:

1. You must be a member of MFOW who has A, B, or C seniority classification, subject to the exception for non-seniority applicants discussed below;
2. You must be current with union dues;
3. You must be fit for duty and have a current Q-card (annual physical) issued by the Seafarers’ Medical Center;
4. You must be eligible for United States Public Health Service Replacement Program health care benefits through covered employment.

If you are a non-seniority applicant, you may apply to be selected for required government vessels training as required to fulfill manning obligations under the various MFOW government vessel contracts. To be eligible as a non-seniority applicant, you must meet all other requirements for seagoing employment.

To be eligible for any particular training course offered by the Plan, you must not have already taken the course and must have completed any required prerequisite training.

4.2 Effective Date of Coverage

Participation in the Training Benefit of the Plan will generally commence on the date you become eligible for the Training Benefit, subject to the Training Benefit’s enrollment requirements.

4.3 Enrollment Requirements

There are two ways to receive training benefits. You may either apply for the Plan to pay for your training expenses, or you may apply to be pre-approved for a course and then be reimbursed for the training expenses you spend on your own.

(a) Applying For The Plan To Pay Your Expenses

If you wish to apply to attend a course offered by the Plan and have the Plan pay your training expenses, you must complete and submit a training application to the Training Coordinator at Headquarters or to the Port Agent where you are registered. With your application, you must attach a copy of your Merchant Mariner’s Credential, including all relevant pages, along with any other documents listed in the course prerequisites of the course you are applying for.

Please submit applications to:

MFU Training Plan, 240 Second Street, San Francisco, CA 94105

If you are approved to be a participant, you will receive a confirmation letter, which shall include the name and dates of the course, the training provider, the location of the provider and any specific instructions relating to the course.

(b) Applying To Receive Reimbursement From The Plan

The Training Plan reimburses tuition costs only (not travel, meal, subsistence or other costs) for cer-

tain types of training taken by you on your own. However, in order to be eligible for this reimbursement you must apply for preapproval from the Plan prior to taking the course.

You must complete and submit an application for preapproval to the Training Coordinator at Headquarters or to the Port Agent where you are registered. With your application, you must attach a copy of your Merchant Mariner’s Credential (including all relevant pages), the name and dates of the course, the training provider, the location of the provider, a course description and the tuition amount.

Please submit applications to:

MFU Training Plan, 240 Second Street, San Francisco, CA 94105

If you are approved, you will receive a preapproval letter from the Plan. In order to receive the tuition reimbursement, you must submit course completion certificates, an itemized tuition bill and, if the course is a rating advancement course, a copy of your Merchant Mariner’s Document showing the new rating.

If you take a course without preapproval, you will not be eligible for reimbursement.

(c) Other Required Information

Participants may be required to furnish satisfactory proof of age, proof of successfully completing a prerequisite training course, or proof of meeting other applicable requirements.

SECTION 5 — Termination of Coverage

The rules described in this section are general; specific provisions related to termination of coverage are described in Appendix A.

Your coverage under the Plan will generally terminate on the earliest of the following:

- The date you cease to satisfy the eligibility requirements of the Plan; or
- The date the Plan is terminated or is amended so that you are no longer eligible to participate; or
- The date the Plan ceases to provide coverage for your class of participants; or
- The date you die.

SECTION 6 — Circumstances Which May Affect Benefits

Eligibility for Plan benefits will terminate upon the occurrence of any of the events listed in the **Termination of Coverage** section of this SPD, or as otherwise described below or in Appendix A. Refer to Appendix A for further information regarding the circumstances which may affect your benefits.

If you make a false or incomplete representation related to your participation in the Plan, the Board of Trustees has the right to permanently terminate your coverage. The Board of Trustees may also seek reimbursement from you for all claims or expenses paid by the Plan as a result of the false or incomplete representation, and may pursue legal action against you. False representation includes, but is not limited to, submitting a falsified application or claim for a benefit or obtaining coverage for an individual who is ineligible.

6.1 The Plan’s Right of Reimbursement

The Plan has the right of reimbursement — that is, the Plan has the right to recover benefits or expenses paid by the Plan under certain circumstances including instances when the Plan has overpaid benefits or paid benefits in error. The Plan may undertake any reasonable means to recover benefits or expenses in furtherance of its right of reimbursement, including, but not limited to, filing a lien or bringing a civil suit against you or on your behalf against any entity that may be liable or responsible for reimbursing the Plan.

The Plan also has the right to withhold benefits due to you by applying them to offset your liability to the Plan due to overpayments or payments mistakenly made you.

SECTION 7 — Claims and Appeals

7.1 Denial of Benefits

If your application for reimbursement or selection decision under the Plan has been denied in whole or in part you will be notified in writing of such denial within ninety (90) days after receipt of such application or claim. An extension of time not exceeding ninety (90) days may be required by special circumstances. If such an extension is required, notice of such extension, indicating what special circumstances exist and the date by which a final decision is expected to be rendered, shall be furnished to you prior to the expiration of the initial ninety (90) day period.

The notice of denial shall set forth (1) the specific reason or reasons for the denial; (2) specific reference to pertinent Plan provisions on which the denial based; (3) a description of any additional material or information necessary for you to perfect your claim and an explanation of why such material or information is necessary; and (4) appropriate information as to the steps to be taken if you wish to submit your claim for review.

7.2 Review of Denied Benefits

If your application for reimbursement or selection decision is denied you may appeal to the Board of Trustees for a review of such denial. Your appeal must be in writing. It must state in clear and concise terms the reason or reasons for disputing the denial and be accompanied by any pertinent documents not already furnished to the Board of Trustees. You must file your appeal with the Plan Administrator within sixty (60) days after having received notice of the denial.

The Board of Trustees hold regularly scheduled quarterly meetings at which it will act upon each request for review submitted to the Plan Administrator at least 30 days before the meeting. If special circumstances require a further extension of time for processing the request for review, a decision by the Board of Trustees will be rendered no later than its third quarterly meeting following the receipt of the request for review by the Plan Administrator. If an extension of time for review is required, written notice of the extension will be furnished to you before the extension begins.

You will be given written notice of the decision of the Board of Trustees. If the Board of Trustees confirms the denial of the claim for benefits in whole or in part, the notice of its decision will set forth, in a manner calculated to be understood by you, the specific reasons for the decision and specific references to the pertinent Plan provisions on which the decision was based. If the Board of Trustees determines that the claim for benefits should not have been denied in whole or in part, the Plan Administrator will take appropriate remedial action as soon as reasonably practicable after the Board of Trustees’ decision. If timely written notice of the Board of Trustees’ decision is not given to you, you may elect to treat your request for review as denied.

7.3 Legal Action

No legal action for benefits under the Plan may be brought until you (i) have submitted a written claim for benefits in accordance with the procedures described above; (ii) have been notified that the claim is denied; (iii) have submitted an appeal in accordance with the appeal procedure above; and (iv) have been notified that your appeal has been denied. *No legal action may be commenced or maintained against the Plan more than three years after your appeal was denied.*

SECTION 8 — Miscellaneous

8.1 Notice

Any notice to be delivered to participants under this Plan by the Board of Trustees shall be given in writing and delivered, personally or by first-class mail to the participant, as the case may be, at their last known address on file with the Board of Trustees.

Notices which participants must provide to the Plan must be sent via first class mail or delivered personally to:

Board of Trustees of the MFU Training Plan, 240 Second Street, San Francisco, CA 94105

8.2 No Guarantee of Tax Consequences

The Plan Administrator does not make any commitment or guarantee that any amounts paid to or for the benefit of any person under the Plan will be excludable from that person’s gross income for federal, state, and/or local income tax purposes, or that any other federal, state, or local tax treatment will apply or be available to any person. *It is the obligation of each person to determine whether any payment under the Plan is excludable from gross income for federal, state, and/or local income tax purposes.*

8.3 Governing Law

This Plan shall be construed and enforced in accordance with ERISA and, to the extent it is not preempted by ERISA, with applicable state law.

8.4 No Waiver of Terms

No term, condition or provision of the Plan shall be deemed to have been waived, and there shall be no estoppel against the enforcement of any provision of the Plan, except by written agreement of the party charged with such waiver or estoppel. No such written waiver shall be deemed a continuing waiver unless specifically stated therein, and each such waiver shall operate only as to the specific term or condition waived and shall not constitute a waiver of such term or condition for the future or as to any act other than that specifically waived.

8.5 Limitation of Rights

The Plan does not give you or any other person any legal or equitable right against the Board of Trustees (whether collectively or individually), or the Plan, except as expressly provided in this official plan document and Summary Plan Description.

8.6 No Transfer of Rights

No participant may sell, transfer, anticipate, assign, hypothecate, or otherwise dispose of his or her benefits, or any right or interest under the Plan or any benefit, except as expressly provided in the official plan document (and the Board of Trustees shall not recognize or be required to recognize any such disposition); nor may any benefit, right or interest under the Plan or any benefit be subject to the voluntary transfer or transfer by operation of law or otherwise, and shall be exempt from claims of creditors or other claimants, or liable to attachment, execution or other legal process, except as expressly provided in the official plan documents.

MFOW PRESIDENT'S REPORT



By ANTHONY POPLAWSKI

MFOW WELFARE PLAN

On August 6, the trustees of the MFOW Welfare Plan received a notice from the plan consultant detailing service renewal offers effective September 1, 2015, and October 1, 2015:

Anthem Blue Cross — Effective September 1, 2015, Anthem requested a four percent increase in the monthly per capita administrative services fee to \$47.87 per family unit. Based on 215 families, the increase represents additional annual fees of approximately \$4,700. Also effective September 1, the new rate for stop loss coverage will be \$95.77 per family unit. The premium will increase by approximately \$26,500 for the policy year. The provider has requested no change in the current monthly rate per family of \$90.29 for the fully insured dental plan provided to dependents of active employees. That rate will be guaranteed for one year through August 31, 2016.

Under the comprehensive medical plan, plan benefits for mental health and chemical dependency are required to be the same benefits as any other disability no later than October 1, 2015. The MFOW Welfare Plan has had a deferred compliance date under the Mental Health and Addiction Equity Act based on the expiration date of the APL Marine Services (APLMS) collective bargaining agreement. Notices have been sent to participants advising of this change.

Group Health Cooperative — GHC advised it will require a 3.4 percent increase in the current monthly rate effective October 1. The monthly premium will increase to \$494.10. The annual increase in premium is approximately \$8,700 based on an average of 45 employees enrolled each month.

There are no benefit changes required at renewal to comply with mental health and addiction parity. The plan was already providing mental health and chemical dependency benefits the same as any other medical condition in compliance with state law.

Kaiser California — Kaiser provided notification of a 5.7 percent premium increase for the California group effective October 1. The premium per capita rate will increase to \$569.41. Based on projected enrollment of 140 employees, the renewal represents an annual premium increase of \$51,200.

Under the Kaiser contract, there is a 45-day limit for inpatient mental health care and residential treatment for chemical dependency is limited to 60 days per year and requires a \$100 copayment. Effective October 1, the Kaiser benefits for mental health and substance abuse will be provided the same as any other medical condition with an unlimited number of treatment days and without the \$100 copayment for chemical dependency treatment.

Kaiser Hawaii — Kaiser Hawaii will decrease the medical and prescription drug premiums by 1.8 percent on October 1 to \$445.75. The dental program premium will increase 1.5 percent, to \$34.11 per month. There are approximately 40 participants enrolled in Kaiser Hawaii and the medical and dental renewals represent an overall decrease in the annual premium of \$3,700.

Kaiser Hawaii is also changing the mental health benefit at renewal to cover these services the same as any other medical condition.

Health Net — Health Net requested a 6.2 percent increase for the HMO plan effective October 1, and a 13.0 percent premium increase in the non-California plan and California PPO plans. The annual increase is approximately \$36,000 per year based on an average of 46 employees enrolled in the HMO and PPO plans.

The HMO and PPO plans are already in compliance with mental health and substance abuse parity and no plan changes are required.

On average, the 2015-2016 premium increases for the Kaiser California, Group Health Cooperative and Health Net renewals received effective October 1 represent an overall 4.8 percent increase in premiums.

SIU-PD PENSION

On August 6 and September 1, the SIU Pacific District Unions met with representatives from Matson Navigation Company and APLMS to discuss SIU Pacific District Pension Plan benefit increases under Section 30 (e) of the General Rules, as well as plan funding issues. This has been an ongoing process; will keep the membership informed of any resolution.

GOVERNMENT VESSELS

Ready Reserve Force — On August 7, the U.S. Maritime Administration (MARAD) published Amendment 21 to solicitation number DTMA91R140002, which involves ship management services to include maintenance, repair, logistics support, activation, operation, deactivation, crewing and management for 48 vessels of the National Defense Reserve Fleet (NDRF) and Ready Reserve Force (RRF). The NDRF and RRF vessels are berthed at ports along the East, West, and Gulf coasts of the U.S. and are maintained by MARAD in a state of five- or 10-day readiness, as established by the Department of Defense to meet common user sealift requirements of the armed services.

The most significant part of the amendment was the inclusion of Attachment J-14, which detailed required reduced operating status (ROS) and full operating status crewing of all vessels, as specified by MARAD. This was requested by maritime labor so as to eliminate the possibility of an unfair advantage to one prospective bidder over another based on manning reduction.

On August 13, MARAD issued Amendment 22 to the solicitation, which, among other things, revised crewing requirements for vessels in ROS-5 and ROS-10 service. On August 19 through September 4, Amendments 23, 24, 25 and 26 were published,



Left to right: MM&P Coast Agent Jeremy Hope, MEBA Executive Vice President Adam Vokac, U.S. Representative Loretta Sanchez (D-California), IBU Regional Director Marina Secchitano, SUP Vice President Dave Connolly, MFOW President Anthony Poplawski, Bay Area Longshoreman's Memorial Association President Christopher Christensen, MM&P United Inland Group Regional Representative Ray Shipway, SUP President Gunnar Lundberg and SIU-AGLIW Assistant Vice President Nick Celona.

which produced further adjustments to vessel manning.

On September 4, I sent wage and benefit spreadsheets and draft appendices to both Matson Navigation Company and Patriot Contract Services to assist in their preparation for a best-and-final bid. Notwithstanding further amendments or delays to the process, if and when either company is awarded a ship group contract, the agreement will be taken to the membership for discussion and ratification vote.

Watson-class LMSR Vessels — Effective October 1, 2015, there will be a one percent (1%) increase in total labor cost for all unlicensed engine ratings working aboard the eight *Watson*-class vessels.

Shallow Draft Tanker — Effective October 1, 2015, there will be a three percent (3%) increase in total labor cost for all unlicensed engine ratings working aboard the *MT SLNC Pax*.

Special Mission Ship — Effective October 1, 2015, there will be a two percent (2%) increase in total labor cost for all unlicensed engine ratings working aboard the special mission ship *USNS Waters*.

Strategic Sealift — Effective October 1, 2015, there will be a two percent (2%) increase in total labor cost for all unlicensed engine ratings working aboard the special mission ship *USNS Martin*.

PAKISTAN

On August 5, the United States Embassy in Islamabad, Pakistan announced it had received new information of possible threats against Pakistani government sites, places with heavy concentrations of security forces, and minority places of worship. U.S. citizens were urged to exercise heightened vigilance. The Embassy has placed temporary security restrictions on its personnel visiting government facilities in Punjab province. There has been an active travel warning for Pakistan, issued on February 24, 2015, and U.S. citizens are urged to avoid all non-essential travel to Pakistan. U.S. citizens should exercise caution when traveling in the country, keeping in mind the high security threat level.

In response to the latest threats, on August 29, APLMS Director of Labor Relations John Dragone requested that the unions agree to cancel shore leave in Karachi on all ASI service vessels (*MV APL Agate*, *MV APL Coral* and *MV APL Cyprine*) until further notice due to ongoing concerns regarding crewmember safety. The unions agreed that restriction to ship in Pakistan will not be payable until the ban is lifted.

APLMS NEGOTIATIONS

As reported in the August issue of *The Marine Fireman*, on August 4, along with MFOW Vice President Cajun Callais, I attended a meeting with APL representatives at SUP Headquarters. Also in attendance were SUP President Gunnar Lundberg, SUP Vice President Dave Connolly and SIU-AGLIW West Coast Vice President Nick Marrone. APL Maritime Ltd. President and CEO Eric Mensing, APL Ltd. Vice President Labor Relations Bob Stephens and APL Maritime Ltd. Director of Labor Relations John Dragone represented the company.

The company presented a financial update detailing the last six years of APL revenue versus profits and losses, status of their U.S.-flag fleet, and overview of their U.S.-flag services. The company also pointed out, as expected, that U.S.-flag preferred cargo volume has been trending down, freight rates are sinking and the differential between U.S. and foreign-flag vessel operation rates continues to increase.

In preparation for formal negotiations with APLMS, on August 14 I forwarded 25 Shipping Rules proposals to the company for review. The proposals will bring the MFOW-APLMS Shipping Rules in line with the MFOW-Matson Shipping Rules and modify the requirements for advancement in seniority, as agreed upon at the MFOW Convention earlier this year. Also on August 14, I forwarded several Maintenance Agreement proposals to the company; mostly technical corrections to the existing agreement. Formal negotiations are scheduled to begin sometime after Labor Day.

Your Right to Union Representation

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

VICE PRESIDENT'S REPORT

Here is a vessel rundown from the past month:

APLMS: The West Coast vessels are sailing from Dutch Harbor with close to 500 reefer vans. One some of these vessels, the SMTs are still trying to chisel MFOW crew members with their own interpretation of our contract!

The shuttles are operating smoothly, and some members are requesting to re-ship on this new "romance" run. There is presently no shore leave in Pakistan due to civil unrest.

The *APL China* was two days late to Oakland; called for two Standby Wipers and one REJ. The *APL Philippines* called for three Standby Wipers. The *APL Belgium* called for two Standby Wipers and a new applicant Wiper for 180 days. Two Standby Wipers each were called for the *APL Korea*, *APL Singapore* and *APL Thailand*.

Matson: The *Maui* called Oakland three times, using a bunker rover and one Standby ER each time. The *Manoa* was in once, calling for one Standby ER. The *Mahimahi* was in once and called

for a rotary Wiper; shipped a new applicant for 180 days.

The *Kauai* made it back to Oakland to lay up at MHT. On September 1, she called for three Standby Wipers to help lay up for boiler repairs; and on September 8, called for four Standby Wipers for activation prep.

The *Lihue* was activated on August 12; sent one Standby ER to Bay Area Enterprises (BAE) in San Francisco to dead tow to Berth 67 at Oakland. Shipped one Standby Reefer on August 14 and, on the 22nd, called for four Standby Wipers for activation prep. On August 26, the Watch Jr. and Wiper quit; shipped replacements and the ship sailed on the 28th for Honolulu. She is due back in Oakland on September 9.

The *Matsonia* laid up for boiler repairs on August 19; layup is indefinite. The *Horizon Consumer* made another trip for the *Matsonia* and is now laid up in Tacoma.

Fraternally,
Cajun Callais,
Vice President

BUSINESS AGENT'S REPORT

In August we dispatched the following jobs relating to Patriot Contract Services' vessels:

USNS Soderman — one Wiper flyout on September 5 to Saipan. *USNS Martin* — five-day turbo activation started on August 28; flyout to Jacksonville (JXX), Florida, three Oilers from Wilmington and two General Deck Engine Utility (GDEUs) from San Francisco.

Carmen Fox, the delegate on the *USNS Watkins*, reports it is a fine vessel, paying well and a good crew. However, internet access is spotty at best.

The *Moku Pahu* is back from her first ASM run; we were notified on September 8 that she will lay up for 18 to 24 days.

Fraternally,
Bobby Baca, SF Business Agent

MFOW Welfare Fund Notice: Women's Health and Cancer Rights Act Special Rights Concerning Mastectomy Coverage

Under Federal law, group health plans that provide coverage for mastectomies (as yours does) are also required to provide coverage for reconstructive surgery and prostheses following mastectomies. Specifically, the law mandates that a participant or eligible beneficiary who is receiving benefits for a covered mastectomy and who elects breast reconstruction in connection with a mastectomy, will also receive coverage for the following:

- Reconstruction of the breast on which the mastectomy has been performed;
- Surgery and reconstruction of other breast to produce a symmetrical appearance; and
- Prostheses and treatment of physical complications of all stages of mastectomy, including lymphedemas.

This coverage will be provided in consultation with the patient and the patient's attending physician and is subject to the same annual deductible, coinsurance and/or co-payment provisions otherwise applicable under the Plan. If you have questions concerning your coverage, please call the Welfare Fund Office.

Charleston to be deepest East Coast harbor

The U.S. Army Corps of Engineers has given its final substantive approval for the deepening of South Carolina's Charleston harbor to accommodate post-Panamax container ships. The harbor channel is to be deepened to 52 feet and the entrance channel to 54 feet, a move which would make the harbor the U.S. east coast's deepest. Additionally, the port's turning basins will be enlarged to accommodate post-Panamax vessels calling at South Carolina Port Authority's (SCPA) container terminals.

With alliances among the major shipping lines firmly in place and 90 percent of new ocean vessels being built 7,500 TEU or greater, shippers will become increasingly dependent on ports to offer deep and wide harbors for reliable access. The expansion of the Pan-

ama Canal and the raising of the Bayonne Bridge in New Jersey, both slated for completion next year, will also bring post-Panamax vessels to the south-east in greater frequency. The plans for the deepening will go to Congress with authorization expected early next year.

The preconstruction engineering and design (PED) phase of the project received federal funding in July and will begin in earnest with the signing of a design agreement between the Corps and SCPA. This federal investment will allow the Corps of Engineers to proceed with work in order to finalize the project design and produce construction contract documents. PED is the final major step in the technical work for deepening before dredging begins.

MARINE FIREMEN'S UNION TRAINING PROGRAM 2015

Interested members who meet the Training Program eligibility requirements and prerequisites outlined for each course may obtain an application online at mfow.org or at Headquarters and branch offices. All applications must be accompanied by a copy of the member's Merchant Mariner Credential, including current endorsements and RPFEW certification.

Eligible participants are MFOW members who:

- (1) Have maintained A, B or C seniority classification.
- (2) Are current with their dues.
- (3) Are eligible for medical coverage through covered employment.
- (4) Have a current Q-card (annual physical) issued by the Seafarers' Medical Center and are fit for duty.

Non-seniority applicants:

- (1) Non-seniority applicants may be selected for required government vessels training as required to fulfill manning obligations under the various MFOW government vessel contracts.
- (2) Selectees under this provision must meet all other requirements for seagoing employment and shall have demonstrated satisfactory work habits through casual employment.

TRAINING RESOURCES, LTD. (TRL)

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

Military Sealift Command Training

This four-day course includes the following segments: Shipboard Damage Control; Environmental Programs; Chemical, Biological & Radiological Defense orientation; Helo Firefighting; Anti-Terrorism (one-year validation). These segments are required for employment aboard various MSC contract-operated ships.

October 5-8, 2015

November 16-19, 2015

December 14-17, 2015

Endorsement Upgrading

QMED-Fireman/Watertender & Oiler

Any applicant who successfully completes this 159-hour Qualified Member of the Engine Department (QMED) course will satisfy the requirements of 46 CFR 12.15-7 (b)(2) and receive credit for 90 days of the sea service needed for a QMED Oiler and Fireman/Watertender endorsement, provided they also present evidence of at least 90 days engine room service; and if presented WITHIN ONE YEAR of the completion of training, satisfy the requirements of 46 CFR 12.15-9 for the General Safety, Fireman/Watertender, and Oiler examination modules, provided that all other requirements of 46 CFR subpart 12.15, including sea service, are also met. **Additional prerequisites:** Coast Guard approval letter for endorsement upgrading, which certifies sea time of six months (180 days) as a Wiper and completion of Rating Forming Part of an Engineering Watch assessments.

October 19 – November 13

November 30-December 18

QMED-Electrician/Refrigerating Engineer

In accordance with the 2010 Manila Amendments and NVIC 02-14, the QMED Electrician and QMED Refrigeration Engineer have been combined into the new QMED Electrician/Refrigerating Engineer endorsement. This six-week (240 hour) course will satisfy the training and examination requirements of 46 CFR 12.15-9 for the General Safety and Electrician modules, provided that all other requirements, including sea service, are also met. **Prerequisites:** Minimum of one year of sea time with the Marine Firemen's Union PLUS the Junior Engineer endorsement and RPFEW.

October 5-November 13

STCW-Basic Training Refresher

This three-day Refresher course consists of the 4 modules required for the STCW endorsement in Basic Training: Personal Safety and Social Responsibility, Basic Firefighting, Personal Survival, Basic First Aid/CPR/AED. Mariners successfully completing this course will satisfy the requirements of 46 CFR 11-202(b) for the minimum standard of competence for Basic Safety Training, *provided they have been previously certified per Section VI/I of the STCW Code.*

TRL, San Diego, CA: October 13-15, November 3-5
and December 15-17

Compass, Edmonds, WA: September 29-October 1, October 13-15,
October 27-29 and November 17-19

Marine Firemen's Union Training Plan Notice to All Participants

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

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

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

Active MFOW members

Retain your Welfare Fund eligibility.

MAIL or TURN IN all your Unfit for Duty slips to:

MFOW Welfare Fund, 240 Second Street, San Francisco, CA 94105

Security Message: Increased Threat of Violence

August 5, 2015
U.S. Embassy Islamabad



The United States Embassy has received new information of possible threats against Pakistani government sites, places with heavy concentrations of security forces, and minority places of worship. U.S. citizens are urged to exercise heightened vigilance. The U.S. Embassy has placed temporary security restrictions on its personnel visiting government facilities in Punjab province.

U.S. citizens are reminded that there is an active Travel Warning for Pakistan, issued on February 24, 2015. U.S. citizens are urged to avoid all non-essential travel to Pakistan. The Embassy reminds those U.S. citizens remaining in Pakistan, or considering travelling to Pakistan, to closely review the Travel Warning and to closely monitor media reports of the current security situation. U.S. citizens should exercise caution when traveling in the country, keeping in mind the high security threat level. Travelers are urged to vary their times and routes when traveling anywhere in Pakistan, and to avoid travel patterns to any such locations that might allow other persons to predict when and where they will be. U.S. Citizens are advised to verify that travel documents, visas, and residency documents remain valid.

Security Message for U.S. Citizens: Security Restrictions Regarding Government Offices in Karachi August 01, 2015

The United States Consulate in Karachi has placed security restrictions on its personnel regarding visits to Pakistan government offices in Karachi for the next several weeks. U.S. citizens are advised that the security situation and the possibility for violence at or near such offices is elevated at this time.

U.S. citizens are reminded that there is an active Travel Warning for Pakistan, issued on February 24, 2015. U.S. citizens are urged to defer all non-essential travel to Pakistan. The Consulate reminds those U.S. citizens remaining in Pakistan, or considering travelling there to closely review the Travel Warning and to closely monitor media reports of the current security situation. U.S. citizens should exercise caution when traveling in the country, keeping in mind the high security threat level. Travelers are urged to vary their times and routes when traveling anywhere in Pakistan, and to avoid travel patterns to any such locations that might allow other persons to predict when and where they will be. U.S. Citizens are advised to verify that travel documents, visas, and residency documents remain valid.

Pakistan Travel Warning February 24, 2015

The Department of State warns U.S. citizens to defer all non-essential travel to Pakistan. This Travel Warning replaces the Travel Warning dated August 8, 2014, to remind U.S. citizens of ongoing security concerns in Pakistan.

The U.S. Embassy in Islamabad and the U.S. Consulate General in Karachi continue to provide consular services for all U.S. citizens in Pakistan. The U.S. Consulate General in Peshawar no longer offers consular services and the U.S. Consulate General in Lahore remains temporarily closed for public services.

The presence of several foreign and indigenous terrorist groups poses a danger to U.S. citizens throughout Pakistan. Across the country, terrorist attacks frequently occur against civilian, government, and foreign targets. Attacks have included armed assaults on heavily guarded sites, including Pakistani military installations and airports. The Government of Pakistan maintains heightened security measures, particularly in the major cities, and these measures may vary from day to day. Threat reporting indicates terrorist groups continue to seek opportunities to attack locations where U.S. citizens and Westerners are known to congregate or visit. Terrorists and criminal groups regularly resort to kidnapping for ransom.

Protests against the United States are not uncommon and have the potential to turn violent. U.S. citizens in Pakistan are strongly advised to avoid all protests and large gatherings.

Recent Attacks

There have been many terrorist attacks in recent years targeting civilians and security personnel. On December 16, 2014, armed militants wearing paramilitary uniforms and suicide vests attacked an Army-run school in Peshawar, killing at least 140, mostly children. The Pakistani Taliban claimed responsibility. On November 2, a suicide bomber killed at least 60 people at the Wagah border crossing with India. Pakistani Taliban splinter group Jamaat-ul-Ahbaar claimed responsibility. On September 6, Pakistani naval security thwarted a terrorist attack on Karachi Naval Dockyard. One sailor and two attackers died in a firefight, while security forces captured four attackers. The terrorists reportedly planned to hijack a naval frigate.

On June 24, 2014, gunmen fired on an international flight during landing at Peshawar's International Airport, killing one passenger and injuring two flight attendants. On June 8, a terrorist attack over the course of nearly two days on Karachi's Jinnah International Airport killed 19 people. On June 4, a suicide bomber attacked an Army vehicle at a railway crossing in Feteah Jang, some 15 miles from Islamabad, killing five persons, including two lieutenant colonels. On May 25, armed men attacked a check-post along the Quetta-Karachi Highway in Wadh tehsil of Khuzdar District, Balochistan, killing at least eight Balochistan Levies officials and injuring three others.

On May 25, 2014, a bomb attack on a security convoy in the Pandiyali tehsil of Mohmand Agency killed six security personnel and injured three others. On April 9, a bomb detonated at a fruit and vegetable market in Islamabad, killing 24 people and injuring 116. On March 3, a bomb and firearm attack on a courthouse in Islamabad killed 11 people. On February 13, a suicide bomber targeted a bus of police officers, killing at least 13 and injuring 58 others near Razakabad Police Training Center in Shah Latif Town, Karachi. On January 21, a bomb attack on a bus of Hazara pilgrims killed at least 24 and injured 40 others in Mastung District, Balochistan.

In 2013, there were 355 distinct terror incidents throughout Pakistan. Targeted killings continue unabated in Karachi as a result of ethno-political and criminal rivalries. Targeted attacks against government officials, humanitarian and non-governmental organization (NGO) employees, tribal elders, and law enforcement personnel continue throughout the country, particularly in Khyber Pakhtunkhwa and Balochistan Provinces. Suicide bomb attacks have occurred at Islamabad universities, schools, rallies, places of worship, and major marketplaces in Lahore and Peshawar.

Members of minority communities have been victims of targeted killings and accusations of blasphemy, a crime that carries the death penalty in Pakistan. Places of worship have frequently been targeted for attack by terrorists. U.S. government personnel are prohibited from attending services at places of worship in Karachi, Lahore, and Peshawar, and outside of the diplomatic enclave in Islamabad without prior approval. Foreign nationals, including U.S. citizens, on valid missionary visas have encountered increased scrutiny from local authorities since early 2011.

General Safety and Security

Rallies, demonstrations, and processions occur regularly throughout Pakistan on very short notice. Demonstrations might take on an anti-U.S. or anti-Western character, and U.S. citizens

are urged to avoid large gatherings. Anti-U.S. protests in September 2012 attracted large crowds outside U.S. diplomatic facilities in all major cities and caused casualties and significant property damage. The Mission reminds U.S. citizens that even peaceful demonstrations might become violent and advises U.S. citizens to avoid demonstrations. Given multiple demands for resources, local authorities may have limited capacity to respond to requests for assistance.

The U.S. Consulate in Karachi frequently receives reports from U.S. citizens who have been the victims of robberies at gunpoint. Many calls involve robberies during transit between Karachi's Jinnah International Airport and the city. Some of the calls allege involvement by law enforcement.

The Mission reiterates its advice to all U.S. citizens to maintain good situational awareness, avoid large crowds, and keep a low profile, particularly when visiting locations frequented by Westerners. U.S. citizens in Pakistan are strongly urged to avoid hotels that do not apply stringent security measures, and to vary times and routes for all travel.

U.S. citizens throughout Pakistan have also been kidnapped for ransom or for personal reasons such as family disputes over property. In December 2013, a U.S. citizen was released after being kidnapped for two months from his neighborhood outside of Peshawar. In May 2013, a U.S. citizen was rescued by local police after being kidnapped for ransom. U.S. citizens have also been abducted by terrorists, or abducted by criminal elements and then sold to terrorists, and held hostage for multiple years. The kidnapping of Pakistani citizens and other foreign nationals, usually for ransom, continues to increase nationwide. U.S. citizens who feel they are in danger, or whose security is at risk, are strongly urged to depart Pakistan as soon as possible.

U.S. citizens seeking services from the U.S. Consulate General in Karachi might also encounter harassment from host government officials. Citing security concerns, host-government intelligence officials frequently stop U.S. citizens outside the Consulate and obtain their personal information before allowing them to proceed. U.S. citizens might later be visited at their homes or offices and questioned about the nature of their business in Pakistan and the purpose of their visit to the Consulate.

Entry/Exit Difficulties

U.S. citizens should ensure that their travel documents and visas are valid before travelling to Pakistan and at all times while in Pakistan. All U.S. citizens regardless of age must have a valid passport and visa for Pakistan, unless they have a Pakistani passport. U.S. citizens throughout Pakistan have been arrested, deported, harassed, and detained for overstaying their Pakistani visas or for traveling to Pakistan without the appropriate visa classification. U.S. citizens who attempt to renew or extend their visas while in Pakistan have been left without legal status for an extended period of time and subjected to harassment or interrogation by local authorities. The U.S. Embassy and Consulates General can provide very limited assistance to U.S. citizens who have overstayed their Pakistani visas. Since 2011, the number of U.S. citizens arrested, detained, and prosecuted for visa overstays has increased across the country.

U.S. citizens occasionally notify the Embassy that they are unable to depart the country because their names have been added to the Exit Control List (ECL). The U.S. Embassy is unable to assist in such cases, which must be resolved through Pakistani legal channels.

Security threats might, on short notice, temporarily restrict the ability of the U.S. Missions to provide routine consular services. All U.S. citizens are encouraged to apply for renewal of travel documents at least three months prior to expiration.

U.S. citizens who travel to or remain in Pakistan despite this Travel Warning are encouraged to enroll with the Embassy in Islamabad or the Consulate General in Karachi. This enrollment can be completed online through the Department of State's Smart Traveler Enrollment Program (STEP) available on the Department of State website. U.S. citizens without internet access should contact the nearest Embassy or Consulate General for information on registering in person. Enrollment enables citizens to obtain updated information on travel and security within Pakistan via the emergency alert system.

Cargo increase at Port of Los Angeles

August 2015 containerized cargo volumes at the Port of Los Angeles increased 3.8 percent compared to the same period last year. The port handled a total of 786,677 twenty-foot equivalent units (TEU) in August 2015. It was the strongest August performance since 2006, when 790,726 TEU moved through the port complex.

"The numbers are strong indicators that our terminal operators, longshore labor and supply chain partners are adjusting to the new industry dynamics of carrier alliances, deploying larger ships and delivering higher container volumes per call," said Port of Los Angeles Executive Director Gene Seroka. "Our

San Pedro Bay supply chain optimization working groups, overseen by the Federal Maritime Commission, are providing valuable insights that contribute to our mission to improve cargo-flow efficiency and velocity."

Imports increased 6.3 percent, from 383,551 TEU in August 2014 to 407,804 TEU in August 2015. Exports declined 14 percent, from 168,248 TEU in August 2014 to 143,936 TEU in August 2015. Factoring in empty containers overall August 2015 volumes of 786,677 increased 3.8 percent. For the first eight months of 2015, overall volumes (5,389,316 TEU) are down 2.5 percent compared to the same period in 2014.

Long Beach completes Green Port Gateway rail project

Port of Long Beach officials recently celebrated completion of a \$93 million rail project vital for improving the efficiency and sustainability of cargo movement as shipment volumes increase at the Port of Long Beach. The Green Port Gateway project — funded in part with state and federal transportation dollars — was greenlighted for construction at the end of 2012 and was completed this year. The project realigned a critical rail pathway to relieve a bottleneck, allowing port terminals to increase their use of on-dock rail, decreasing truck traffic and air pollution. The upgrades will serve the port's southeast terminals, including the new Middle Harbor Terminal.

Overall, almost six miles of new

track was laid. The work included adding a third rail line under Ocean Boulevard, along with new retaining walls, utility line modifications and roadway improvements. Every on-dock rail train eliminates as many as 750 truck trips from regional roadways.

The California State Transportation Agency, California Transportation Commission and CalTrans helped with \$23.1 million from the state's Proposition 1B Trade Corridor Improvement Fund. The U.S. Department of Transportation and the Maritime Administration assisted with \$17 million from the TIGER III program (Transportation Investment Generating Economic Recovery).

Continued from page three

Unless specifically provided otherwise or as required by law, the Board of Trustees will only make payments directly to the person entitled to benefits under the Plan (the "beneficiary"), except when the beneficiary is a minor or considered (in good faith) by the Board of Trustees to be incompetent or otherwise incapacitated, in accordance with the terms of Plan documents. The Board of Trustees may make any arrangements for payment on the beneficiary's behalf that it determines will be beneficial to the beneficiary, including the payment of such amounts to a representative payee such as the guardian, conservator, spouse or dependent of the beneficiary, or an institution providing care to the beneficiary.

SECTION 9 — Disclosures

9.1 Statement of Your ERISA Rights

As a participant MFU Training Plan (the "Plan"), you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA"). ERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits. Examine, without charge, all documents governing the plan, including insurance contracts and collective bargaining agreements and a copy of the latest annual report (Form 5500 series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain upon written request to the Board of Trustees copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.

Receive a Summary of the Plan's Annual Financial Report. The plan administrator is required by law to furnish each participant with a copy of the summary annual report.

Prudent Actions by Plan Fiduciaries. In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who create your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

Enforce Your Rights. If your claim for a benefit is denied in whole or in part you must receive a written explanation of the reason for the denial. You have the right to have the plan review and reconsider your claim. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the plan and do not receive them within 30 days, you may file suit in Federal Court. In such case, the Court may require the plan administrator to provide the materials and pay up to \$110 per day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a State or Federal Court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal Court. The Court will decide who should pay court costs and legal fees. If you are successful, the Court may order the person you have sued to pay these costs and fees. If you lose, the Court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions. If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

The information below is subject to change. Please review the Training and Expense Policy provided to you for the most current information regarding courses and allowable expenses, or contact the Training Coordinator at 415-362-4592 if you have questions.

Current Courses

The courses that are currently offered are as follows:

1. Endorsement Upgrading

- a. QMED Fireman-Watertender/Oiler
- b. QMED Electrician/Refrigerating Engineer

2. STCW

- a. STCW Basic Training (BT)
- b. STCW Basic Training Refresher (BTR)
- c. STCW Vessel Personnel with Designated Security Duties (VPDSD) and Security Awareness (SA)
- d. STCW Rating Forming Part of an Engineering Watch (RFPEW)
- e. STCW Able Seafarer-Engine (AS-E)
- f. STCW Electro-Technical Rating (ETR)
- g. STCW Qualified Assessor (QA)

3. Military Sealift Command Training

- a. Shipboard Damage Control (DC)
- b. Chemical, Biological and Radiological Defense (CBRD)
- c. Environmental Protection (EP)
- d. Helicopter Firefighting (HELO FF)
- e. Anti-Terrorism Awareness (AT)

4. Carrier Transcold Training

- a. One-Day Reefer Familiarization
- b. Two-Day Container Product Update
- c. Three-Day Advanced Container Update
- d. One-Week Container Basics

5. Environmental Protection Agency Section 608 Technician Certification (EPA 608)

6. Courses you take on your own for which you obtain preapproval

STCW Basic Training

Approved participants may have expenses paid once every five years for STCW Basic Training or STCW Basic Training Refresher.

Lodging and Subsistence During an Approved Course

All lodging furnished by the Plan is for room and tax only. All other charges, including additional nights' lodging, are your responsibility. If you refuse the lodging provided by the Plan, you shall be required to purchase alternate lodging at your own expense.

If the Plan is paying your training expenses under Section 4.3(a), you will receive a stipend for subsistence/meals (currently \$47.00 per day of class attendance). There is no reimbursement for subsistence/meals under Section 4.3(b) in connection with courses you complete on your own. Reimbursement checks for classes less than two weeks in length will be mailed to your port of registration.

Transportation

Round-trip, coach air transportation between port of registration and training facility will be arranged for approved participants. Participants who elect to arrange their own transportation may be reimbursed by the Plan up to the maximum amounts listed below, upon presentation of valid transportation receipts (please note that baggage fees are not reimbursable by the Plan).

Maximum Reimbursement for Self-Travel (current through December 31, 2014 – please note that these amounts are subject to change):

	MFU Training Plan San Francisco	TRL, Limited San Diego
San Francisco	N/A	\$200
Wilmington	\$200	\$100
Seattle	\$280	\$330
Honolulu	\$600	\$600

Zero Tolerance Policy

All participants are expected to behave in a manner conducive to a student who is interested in furthering his or her seagoing career. Violations of this policy, including but not limited to tardiness and absenteeism, are unacceptable and can result in immediate termination of coverage from the Plan, requiring you to reimburse the Plan for all expenses paid to you by the Plan for tuition, subsistence, lodging, and transportation.

Regular membership meeting dates 2015

October	5	S.F. Headquarters
	13*	Branches
Nov.	2	S.F. Headquarters
	9	Branches
Dec.	7	S.F. Headquarters
	14	Branches

(*Indicates Tuesday meeting following a Monday holiday)

Benefits paid during August

Death Benefits

None

Burial Benefits

Robert Concannon, P-2621 \$1,000.00

Excess Medical \$11,631.79

Glasses and Examinations \$200.00

FINISHED WITH ENGINES



Craig M. Spencer, #3704. Born June 20, 1950, Santa Monica, CA. Joined MFOW August 14, 1990. Pensioned July 1, 2015. Died July 13, 2015.

James. F. Murray, #2205. Born April 10, 1922, Ridgefield, WA. Joined MFOW December 8, 1946. Pensioned August 1, 1979. Died August 20, 2015, Ridgefield, WA.

Israel V. Franceschi, #3288. Born May 1, 1926, Puerto Rico. Joined MFOW August 31, 1962. Pensioned March 1, 1988. Died September 4, 2015, San Francisco, CA.

HONOR ROLL

Voluntary donation to General Treasury — August 2015:

Cassandra Burdett, #3854.....	\$100.00
I. "Cajun" Callais, #3592	\$20.00
Anthony De La Rosa, P-2753	\$25.00
Jabari Jones, JM-5129	\$30.00
Saxton Pitts, JM-5220	\$20.00
Brandon White, JM-5035.....	\$50.00

HOWZ SHIPPING

August 2015 San Francisco

Chief Electrician.....	3
Reefer/Electrician.....	1
Junior Engineer (Watch).....	3
Oiler	1
Wiper.....	8
Standby Wiper	18
Standby Electrician/Reefer.....	10
TOTAL	44

Wilmington

Chief Electrician.....	3
Electrician/Reefer/Jr. Engineer.....	2
Reefer/Electrician/Jr. Engineer.....	1
Junior Engineer (Day)	1
Oiler	4
Wiper	1
Shore Mechanic.....	1
Standby Wiper	31
Standby Electrician/Reefer.....	15
TOTAL	59

Seattle

Reefer/Electrician.....	1
Junior Engineer (Watch).....	3
Oiler	6
Standby Wiper	2
Standby Electrician/Reefer.....	2
TOTAL	14

Honolulu

Electrician/Reefer/Jr. Engineer.....	1
Reefer/Electrician/Jr. Engineer.....	1
Junior Engineer (Day)	3
Wiper.....	2
Shore Mechanic.....	2
Standby Wiper	11
Standby Electrician/Reefer.....	13
TOTAL	33

POLITICAL ACTION FUND

Voluntary donations for August 2015:

Cassandra Burdett, #3854.....	\$100.00	Errol Maquiso, JM-5011	\$40.00
I. Cajun Callais, #3592	\$30.00	Anthony Petrovich, P-2633	\$100.00
Tomas Conde, #3800.....	\$50.00	Saxton Pitts, JM-5220	\$20.00
Anthony De La Rosa, P-2753	\$25.00	Walter Tangonan, JM-5150.....	\$100.00
Jabari Jones, JM-5129	\$70.00	Roger Trejo, JM-4742	\$10.00
Reynato Llona, JM-5075	\$50.00	Kim Varnau, JM-5192	\$100.00
		Brandon White, JM-5035.....	\$50.00

MARINE FIREMAN SUBSCRIPTIONS, H&B AND VOLUNTARY PAF DONATIONS

Please use the following form.

NAME (Print) _____ PENSION OR BOOK NO. _____

STREET _____

CITY _____ STATE _____ ZIP _____

Check box: U.S. & POSSESSIONS OVERSEAS

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

Pensioners' Hospital & Burial \$6.00

Voluntary Political Action Fund Donation \$ _____

Please make checks payable to: MARINE FIREMEN'S UNION
Address envelope to: 240 Second Street, San Francisco, CA 94105

WILMINGTON NOTES

We dispatched 59 jobs here total for the month of August. The details are posted on the registration clipboard here at the hall and in *Howz Shipping*. There were six PCS, two APL and three Matson shipboard jobs; the rest were standby or relief jobs. Of these, five Standby Wiper jobs and two shipboard jobs were filled by applicants. All other jobs were filled by MFOW registrants here at Wilmington.

A list of members presently registered is posted here at the hall. We have 22 "A", 12 "B"- and 27 "C"-seniority members registered.

A few beefs came up, and I would like to thank the members and ships' delegates for bringing them in to get paid. Sougee your room out for your relief, guys. The new guy is always happy when he reports onboard to a clean room with fresh linen and soap.

The local MTD meeting at the SIU hall and Labor Day March meetings at our hall were routine. The Labor Day March went off without a hitch. MFOW members, along with members from the SIU, MEBA, MMP, SUP and IBU marched in solidarity to Banning Park in Wilmington. There were also brothers and sisters from 65 other labor organizations and 12 schools in the Los Angeles area. We enjoyed some beautiful weather, while relaxing and being entertained by some local talent and various labor and political speakers.

Sound reinforcement was again provided by our own members Mario Barahona, Sr. and Mario Barahona, Jr. The day was capped with a BBQ at our hall with Al Uiagalelei, Orlando Vindas and SUP

member Eli Wegger cooking it up and holding down the fort for the gang. Helaman Taaga showed up to assist with barricades at 0400 and caught a few zzzz's before marching. He was also front and center for an impromptu interview by the local media, where he explained to the newscaster how appreciative he was to be in the MFOW and how he enjoys the benefits he has received through union representation. Former VP Bill OBrien joined us for day and rallied the members in song and chant to the delight of the members and crowd along the route. I was glad that he could make the trip to Los Angeles.

The *SS Lane Victory* got a lot of PR over the weekend of the September 12-13, by serving as a VIP area for the Red Bull Global Rally Cross Race. The VIP's had a good look at the ship, and I am sure that some of those kids were a little starry eyed after climbing all over the vessel and maybe thinking about sailing on one someday. Chief Engineer Jim Gilen always expresses his appreciation for the labor provided in the engine room by MFOW members and applicants as they have been putting forth time ashore to assisting with the ship.

We also had a small gathering for Bill Berger here at the hall on Sept 12th to coincide with ceremonies held in San Francisco. I heard some stories about Bill that I never heard before and it brought back memories of good times.

In closing, I would like to thank all the members who filled the available billets here.

Thanks,
Sonny Gage, Port Agent



The *SS Lane Victory* served as a backdrop during the 2015 Red Bull Global Rally Cross Championship in San Pedro.



MFOW and SUP members participated in the 2015 Labor Day March in Wilmington.

HONOLULU NOTES

Honolulu had 33 jobs for the month of August. For the steady jobs, I dispatched an Electrician/Reefer/Junior to the *MV Mokihana*, a Reefer/Electrician/Junior and a Day Junior/Utility to the *MV R.J. Pfeiffer*, a Day Junior/Utility to the *MV Maunalei* and *MV Maunawili*, and a Wiper to the *USNS Sisler* and *USNS Charlton*. For the standby jobs, I dispatched 13 Standby Electrician/Reefers and 11 Standby Wipers. The steady jobs were filled by five "A" cards, one "B" card, two "C" cards and one applicant. The standby jobs were filled by 11 "A" cards, one "B" card, 10 "C" cards and two applicants.

Honolulu has 23 members registered to work: 14 in class "A", two in class "B", and seven in class "C".

In August, U.S. Senator Brian Schatz held a meeting with the officials of several maritime unions. Senator Schatz has been defending the Jones Act and understands the importance of the U.S. Merchant Marine. He also supports the American shipbuilding industry and the merchant marine fleet.

The Honolulu Port Council returned from taking a short break for the summer. U.S. Congressman Mark Takai visited us at this meeting and reported that all attempts to change the Jones Act have been smashed. It's good to hear

from our Hawaii delegation that they are taking care of us in busy Washington.

I visited all ships coming into Hawaii and visited the shoregang weekly. There have been a lot of questions and small beefs. Most questions are about the Electro-Techno Rating endorsements. The members are getting their forms filled out and I then fax them to the Coast Guard Regional Exam Center for them; no fees for getting this endorsement. The process is only taking a few weeks to receive your endorsement sticker.

The *SS Lihue* came into Honolulu and, like most breakout ships, they had their fair share of problems. While there are many problems, the biggest problem for the crew had to be the house A/C shutting down for a few days. With Hawaii's hot and humid weather it was really bad. It looked like the compressor's oil pump overheated and caught on fire. The other A/C unit had a good compressor but a bad condenser, so they switched the compressors over. They also had to deal with the chill water pump coupling before getting the A/C back online. Our MFOW Reefer/Electrician Stephen Villa and Chief Electrician Ramon Cruz did a super job on getting the house A/C up and running again.

Mahalo,
Mario Higa, Port Agent



Left to right: SUP Honolulu Branch Agent Mike Dirksen, U.S. Senator Brian Schatz (D-Hawaii) and MFOW Honolulu Port Agent Mario Higa.

SEATTLE NOTES

During the month of August we shipped one Reefer/Electrician, three Watch Juniors, six Oilers, two Standby Reefers and two Standby Wipers. We currently have three A-, four B- and 10 C-seniority members registered for shipping.

The Matson vessels *MV Manoa*, *SS Kauai* and *SS Maui* each called in Seattle with little or no problems. The *MV APL Philippines*, *MV APL Coral*, *MV APL Cyprine*, *USNS Yano*, *USNS Gordon*, *USNS Sisler* and *USNS Soderman* called for MFOW and/or SUP crew replacements.

I represented the MFOW and SUP at the Washington State Labor Council Convention and King County Labor

Council Executive Board meetings.

Shipping remains good if you can work in the Navy bottoms. These are excellent paying jobs that require union sponsored training if you are eligible. All members should apply. Shipping for seniority members is good union-wide but a little slow here. Please check all your documents and certificates for expiration dates. Your STCW medical certificates are good for two years. Many members opted for a three-year option when last renewing their TWIC: that was three years ago.

Fraternally,
Vince O'Halloran,
Representative

Have you moved recently?
Make sure your current contact information is on file with MFOW!
MFOW WELFARE FUND
240 Second Street, San Francisco, CA 94105
(415) 986-1028/(415) 986-5720
welfare@mfoww.org