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# AMERICAN MARITIME OFFICER

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## Membership Approves Amendments to AMO National Constitution in Union-Wide Referendum

In a 30-day online referendum conducted by TrueBallot during the month of September, members of American Maritime Officers approved amendments to the AMO National Constitution. The proposed amendments were included for informational purposes in the previous edition of this newspaper.

A printed copy of the union's constitution as amended is included in this edition of the newspaper for reference. In the near future, the AMO National Constitution will be transferred to contemporary software and republished in print and online for members and applicants of American Maritime Officers.

The results of the balloting concluding September 30 were as follows.

### Final Tally of Eligible Votes:

- Total eligible voters: 2236  
(This total includes only AMO members in good standing at the conclusion of the referendum September 30)
- 832 eligible online votes cast
- 545 eligible votes (YES/Approve)
- 287 eligible votes (NO/Reject)
- 37.21 percent of eligible AMO members voted
- 135 ineligible votes

Because 135 votes were ineligible to be included in the final tally (cast by members not in good standing), the balloting totals (regardless of eligibility) for this online referendum are included below for informational purposes only.

- Total voters provided balloting access: 3243  
(This total includes members/applicants regardless of standing)
- 967 online votes cast
- 624 votes (YES/Approve)
- 343 votes (NO/Reject)

The TrueBallot online balloting page included a complete document of proposed amendments to the AMO National Constitution, with proposed changes clearly marked in red and green type, as well as a second document with proposed changes clearly marked in red strikethrough and bold green type. Supplemental copies of the proposed amendments as described above were also provided on the AMO website, with links and balloting reminders sent by email and posted online throughout the referendum.

As noted, a copy of the AMO National Constitution as amended in accordance with this referendum is printed with this edition of the AMO newspaper and is also available on the AMO website via a link on the home page.

## New AMO Jobs as *ARC Endeavor* Added to U.S.-Flag Fleet

American Roll-On Roll-Off Carrier Group (ARC), the leader in U.S.-flag RO/RO carrier operating liner services, has brought another car carrier into U.S. registry, adding more new job opportunities for members of American Maritime Officers.

The new vessel, reflagged and named the *M/V ARC Endeavor*, will be the tenth U.S.-flag car carrier in ARC's fleet. *ARC Endeavor* is the 9th ship added to the ARC U.S.-flag fleet since 2016. AMO also represents all licensed officers on the other nine ARC vessels in service, which are crewed by TOTE Services. Once in service, the *ARC Endeavor* will fall under the same collectively-bargained AMO contract as other ARC vessels. ARC officials expect the new addition to the fleet to begin service in the next two months.

"On behalf of the men and women of AMO, congratulations to ARC on another addition to their superb fleet of vessels," said AMO National President Willie Barrere. "AMO appreciates our outstanding working relationship with ARC and its service to our nation's armed forces, and we look forward to continuing our partnership and growing together in the future."

**ARC Endeavor** — Continued on Page 3



Members of American Maritime Officers onboard for the reflagging of the *ARC Endeavor* in September included Captain Matthew Abraham, Chief Mate Jonathan Merzlak, Second Mate Michael Rawlins, Third Mate Tyler Reistetter, Chief Engineer Gabriel Shubert, First Assistant Engineer William (Julian) Rozier, Second A.E. Christopher McLellan and Third A.E. Aaron Vernott. Not in the picture was Captain Nicholas Bahill.

# Let's Talk About the Officer Shortage

By Willie Barrere  
National President

It is not news to say there is a nationwide shortage of qualified professionals in many areas of employment, and our industry has been hit particularly hard. AMO members are living through it and the consequences are known. I'd like to put forth some thoughts about how we got here and what we've been working on to rectify this situation.

In the last six months, I have met with the superintendents of every maritime academy — most recently with the new superintendent at SUNY Maritime. There is a lot of insight and information to share about the root causes of this problem.

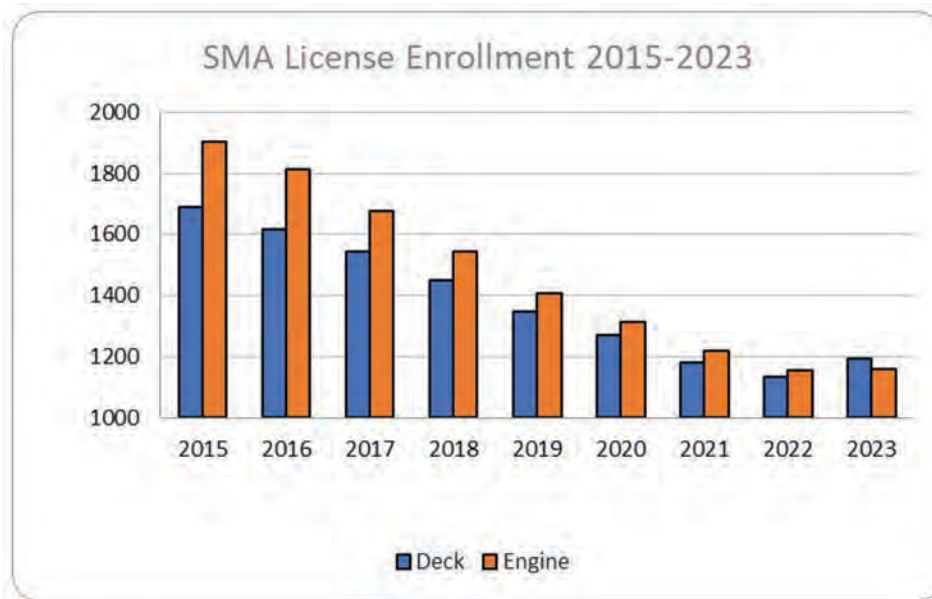
Generally speaking, the U.S. population is slightly increasing despite 76,000 fewer babies born last year than were in the year before. Data shows the under-18 population has been declining. This means fewer people starting trades, going to colleges, or entering the workforce.

The number of U.S. Coast Guard licensed deck and engine officers graduating from our seven maritime academies, including USMMA, is down significantly since 2015. In terms of enrollment overall, the state maritime academies collectively have documented a decline of approximately 35% in enrollment since 2015.

Generally and historically, a maritime academy will lose 30% of initial enrollment to attrition, but that trend has been consistent since prior to 2015 so it is not really considered a contributing factor in these statistics.

While I was in school in the early 1980s, and it's probably not a stretch to say this is an experience shared by many of us, there were far more graduates and officers than sailing jobs. Just few years ago I was helping newly graduated Third Mates get billets to sail as ABs with the SIU just to get new officers started with employment in our industry and to help the SIU with their shortage of qualified members in that department. In order to keep the ship moving, the *Global Sentinel* sailed with up to nine Kings Pointers as ABs because they held security clearances and they were needed.

The decline in academy enrollment started before COVID but it is easy to see, both statistically and from restricted-to-ship experiences, how that period of our industry's recent past contributed to it. A less obvious factor was the institutional need of academies to maintain job placement success for their students in a shrinking job market for ship officers in that period of time.



Above: Cumulative enrollment in license-track programs at the state maritime academies

With the job shortage, maritime academies retooled and introduced degree programs without a license track, such as oceanography, marine biology, shore systems engineering, and other degree options that did not produce officers for ships. This kept job placement at high levels for their students but contributed to a downward trend in graduates with licenses. The academies are retooling now for a stronger seagoing job market, but that will take time.

Also, at some point in the not too distant past, academies started charging students for the sea term — A cost that can exceed \$50,000 total over four years — to offset the school ship expenses that MARAD does not cover. MARAD proudly states they cover the cost of school ship fuel and they also have a student incentive program where students who enroll in the Ship Security Officer program can receive \$64,000 towards student loans in exchange for a Naval Reserve commitment. There is limited financial assistance and scholarship money available for those who do not enroll in the SSO program.

A few of the academies are still struggling with enrollment while a few others have revamped their recruiting efforts and are growing their license-track programs. SUNY Maritime and Mass Maritime are leading the pack with far more license-track students coming in this year than last year, but the results of this increase won't be seen for another four or more years.

The academies' output is our input and recruiting there remains the most efficient and cost-effective method for bringing new officers into the union. But, given the situation that has developed in recent years, AMO has expanded our recruiting focus in other directions. We've talked about some of these, and for others, we are just

this year establishing a presence.

AMO is now going into high schools and middle schools to raise awareness about the maritime industry. In addition to individual schools and ship tours, we're also taking a broad approach in order to educate high school career counselors about opportunities in the Merchant Marine. This year, we were the only officers' union with a booth at the American School Counselors Association (ASCA) annual conference in Missouri. The SIU was there with us and together we had lots of interest with a new-to-them career opportunity for students.

These efforts have already been met with positive feedback and excitement as several nationwide organizations have reached out to AMO about participating in career fairs to promote maritime. One of the largest organizations, the ASCA (with 43,000 guidance counselors as members) is excited about collaborating with AMO and the maritime industry for the next annual conference in California. This opportunity was discussed with the new Commander of TRANSCOM, Gen. Randall Reed, in St. Louis last week and is gaining support with our companies, as well as with MSC and MARAD.

While the fruits of these efforts may not manifest for years, bringing this information to more young Americans can be a starting point for reversing a downward trend. A solid six-figure income with six months of vacation each year is very attractive, and in some cases unheard of, among many high schoolers trying to choose a next step.

These initiatives are positive and necessary, but they are also a bit of the long game. Closer to home, AMO remains the only union with a program to create licensed Third Engineers in an approximately two-and-one-half year timeframe. The Engineering Candidate Hawsepip (TECH)

Program is running full-time at STAR Center and onboard AMO-contracted vessels, as the Apprentice Engineers receive the training and earn the sea time to sit for their license exams.

AMO is also the only officers' union with an accelerated Officer in Charge of an Engineering Watch (OICEW) program, which runs 17 weeks (seven weeks shorter than the U.S. Coast Guard standard requirement). Through this STAR Center program, officers with or preparing to sit for a national license earn the STCW endorsement to sail deep sea with AMO.

Between the OICEW and TECH Programs, STAR Center and AMO are creating more unlimited Third Engineers with STCW than three of the state maritime academies. With the officer shortage showing up on our job board primarily in the junior engineer ratings, we are working to keep these programs operating at full capacity.

We are also in the early stages of setting up a form of apprenticeship program with the academies, which will bring cadets to STAR Center for specific training and an introduction to AMO as a union. We started this last winter with three cadets taking the IGF course and are working to develop it into a broader initiative.

The only unfortunate part of all this is it won't immediately fill every open job on the board and every gapped billet on a ship. Our academy recruiting initiative, which we were finally able to develop and launch late last year after overcoming resistance and criticism from past leadership, was very successful. We have brought in about 150 new officers with more continuing to contact us, apply for membership, and join vessels every month.

What we can do now in the meantime is recruit on our own, every one of us. Talk to your classmates and friends sailing elsewhere about the opportunities at AMO. Our contracted companies are looking to expand and we can grow with them as more officers sign aboard with AMO.

Our commercial contracts and most recent government contracts have grown significantly. We have one of the best premium-free medical plans in the nation. We have the top maritime training school in the nation at STAR Center, a MARAD Center of Excellence. We don't have union halls — members and applicants can live where they want, ship online with their phones, and not spend their own time and money traveling to and waiting in hiring halls for job calls. All of our retirement plans are self-directed and continuing to grow and improve, and they are fully portable once you are vested.

AMO — our union — is now sailing toward a brighter future and building a stronger U.S. Merchant Marine. All aboard please.



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American Maritime Officers: ATTENTION Member Services  
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## Recent AMO Contracts for Commercial Fleets Provide Double-Digit Increases, Exceeding National Average

According to Bloomberg Law, union contracts negotiated in 2023 provided workers with a national average of 6.6% in first-year wage increases, the highest average pay raise for any year since Bloomberg Law began tracking union wage settlements in 1988. When signing bonuses and other incentive payments were added to the calculations, the national average for first-year wage increases in 2023 was 7.3%, also a record high, according to Bloomberg Law's latest Quarterly Union Wage Data report.

**For American Maritime Officers members, the average first-year increase for deep-sea commercial contracts negotiated so far in 2023 and 2024 is 17.5%. The AMO average for first-year pay increases exceeds the national average published by Bloomberg Law by 10.2%.**

AMO deep-sea commercial contracts negotiated in 2023 and 2024 provide total average pay increases of 26.4% over the life of an agreement. The total average pay increases over the life of an agreement based upon the length of the agreement are:

- 18.42% average for one-year agreements
- 30.43% average for two-year agreements (over the life of an agreement)
- 22.40% average for three-year agreements (over the life of an agreement)
- 38.60% average for five-year agreements (over the life of an agreement)

For AMO inland waters (tug) contracts negotiated in 2023 and 2024, the average first-year pay increase is 12%, exceeding the national average by 4.7%.

Only one Great Lakes contract has been negotiated so far in 2024. This contract with a tug-barge operating company provides an average first-year pay increase of approximately 10%, exceeding the national average by 2.7%.

AMO's averages are calculated based on wage and vacation pay increases.

The averages above do not include many other contractual gains, such as additional turnover pay resulting from shorter rotations, pay for physicals and training, or other similar items that result in dollars on a member's W-2 at the end of the year.

There are many additional improvements, which vary from contract to contract. All of these increases add to the total labor cost we negotiate with the company and can include such things as door-to-door travel expenses, better airline tickets, and increased 401(k) matching contributions.

The Bloomberg Law report is available online (<https://tinyurl.com/9c4pcst6>).

**Danny Robichaux**  
National Executive Vice President

## Membership Assistance Program Relief Benefits Available to Aid AMO Members Hit by Severe Storms, Natural Disasters

The American Maritime Officers Membership Assistance Program (MAP) is a voluntary disaster relief fund established to aid current AMO members and applicants for membership who suffer damage to their property as the result of severe storms and natural

disasters, such as Hurricanes Helene and Milton.

Benefits from MAP are paid in varying amounts determined exclusively by need.

The online application for relief benefits under MAP is available on the AMO website ([www.amo-union.org](http://www.amo-union.org)). Active members and applicants can log into their online account to fill out the application.

The Membership Assistance Program is a permanent, independent, tax-exempt and voluntary disaster relief fund established by the AMO National Executive Board. AMO made an initial contribution to the fund at its inception, and the fund is now sustained by individual voluntary tax-deductible contributions.

AMO members can make tax-deductible voluntary contributions to the AMO Membership Assistance Program via authorized vacation deductions. The form is available online ([www.amoplans.com/Forms/Vacation/mapdeduction.pdf](http://www.amoplans.com/Forms/Vacation/mapdeduction.pdf)).

Contributions can also be made by sending checks or money orders to:

AMO Membership Assistance Program  
601 S. Federal Highway  
Dania Beach, FL 33004-4109

### MONTHLY AMO MEMBERSHIP MEETINGS

Regular monthly membership meetings for American Maritime Officers will be held on the first Wednesday of every month except in the months of January, June, July and September, when the membership meeting will be held on the second Wednesday. Meetings will be held at AMO National Headquarters and will begin at 1 p.m. local time. The next meetings are scheduled to take place on the following dates:

**November 6, December 4, January 8**

### ARC Endeavor

Continued from Page 1

ARC provides government services including global logistics and shipping services. ARC and its U.S. affiliates own and manage the largest U.S.-flag RO/RO fleet. This includes providing American-owned, managed, and crewed RO/RO shipping and intermodal services committed to the requirements of the Department of Defense, other U.S. Government departments and agencies, and commercial customers.

"ARC has consistently invested in new tonnage and this latest Ro-Ro is the ninth ship we have brought into the American fleet since 2016. *ARC Endeavor* further strengthens ARC's position as a leading logistics company and the largest U.S. flag Ro-Ro carrier," said



ARC President and CEO Eric Ebeling. "We are proud that this investment will also enable us to grow our talented team, hiring more captains, mates, engineers, mariners and more to crew these critical vessels."

The *ARC Endeavor* measures 754 feet in length with a 21-foot-high stern opening and a stern ramp rated for cargo weighing up to 320 tons. In terms of car-equivalent units, the *ARC Endeavor* can carry over 7,500 vehicles.

*ARC Endeavor* will be among the most capable and militarily useful vessels in the U.S.-flag commercial fleet, able to carry tracked and wheeled vehicles, helicopters, and other high and heavy project cargoes. ARC is the largest U.S.-flag RO/RO operator and is actively supporting America's national defense through the Maritime Security Program and Voluntary Intermodal Sealift Agreement.

# Gen. Reed Takes the Helm at U.S. Transportation Command

The following article was released October 4 by U.S. Transportation Command.

SCOTT AIR FORCE BASE, Ill. – Air Force Gen. Randall Reed assumed leadership of U.S. Transportation Command from Gen. Jacqueline Van Ovost. During the ceremony, Reed stressed USTRANSCOM is the leading warfighting entity in the Defense Department, from delivering aid to combat power.

“Make no mistake,” Reed said, “the work we must do now to deter growing threats is serious and demands a sense of urgency. Nevertheless, we will never shy from the contested environment.”

Secretary of Defense Lloyd J. Austin III presided over the event and praised the command for all it has done and continues to do to bolster freedom and security globally.

“When crisis strikes,” Austin said, “... the ability to move comes first [and] when America calls, TRANSCOM moves out. You know, we’ve asked a lot of you over the past three years. You have delivered. And you have made history.”

“Now, this kind of success doesn’t just happen,” he continued. “It’s the direct result of the skill and dedication of the men and women of this command and [the leadership] of General Jackie Van Ovost.”

During Van Ovost’s tenure at USTRANSCOM, she led a total force team of more than 120,000 military, civilians, and contractors and three service component commands and one joint subordinate command that together fulfill USTRANSCOM’s joint mobility mission by air, sea, and land.

Since January 2022, USTRANSCOM has delivered over 3 million pieces of material to Ukraine, including ammunition, air defense systems, armored fighting vehicles, and more. Later that same year, the president appointed USTRANSCOM as the Defense Department’s single manager



Gen. Randall Reed, the new U.S. Transportation Command commander, and Gen. Jacqueline Van Ovost, outgoing USTRANSCOM commander, salute the colors during his change of command ceremony at Scott Air Force Base.



American Maritime Officers National President Willie Barrere greets Gen. Randall Reed and his wife, Lynn, after the U.S. Transportation Command change of command ceremony.

for global fuel management and delivery, ensuring the joint force is fueled for a large-scale conflict. The command also reformed its Defense Personal Property Program to better service military members and their families during permanent change

of station moves.

“Day in and day out,” Austin said, “TRANSCOM sustains our forces worldwide. This department cannot keep America safe without you.”

On any day, USTRANSCOM has more

than 100 railcars, 30 ships, and 1,500 trucks delivering cargo. And about every two minutes, the combatant command has planes taking off or landing worldwide – hauling supplies, refueling aircraft, or moving patients.

“Wherever you see American forces,” Van Ovost said, “TRANSCOM not only puts them there but provides the continuous sustainment required to maintain operations.”

“Over the past three years,” she continued, “I challenged [the USTRANSCOM team] to improve readiness, build and empower teammates, defend and improve the Cyber domain, and drive towards Decision Advantage. You delivered that and so much more.”

Reed said he is “inspired” by the command’s work and, as the former Air Mobility Command deputy commander, he has experience as a USTRANSCOM provider and customer.

Reed is the 15th commander of USTRANSCOM, one of 11 combatant commands in the Department of Defense. USTRANSCOM is a unified functional combatant command which provides support to the ten other U.S. combatant commands, the military services, defense agencies and other government organizations.

He graduated from the U.S. Air Force Academy in 1989. During Reed’s career, he held a variety of joint, headquarters, and base-level positions, including assignments in strategic airlift, special operations air refueling, and joint logistics spanning Operation Desert Storm to Operation Allies Refuge. He also served as the Senior Defense Official and Defense Attaché in Ankara.

“No matter the crisis, no matter the hour,” Reed said, “you can depend on the men and women of U.S. Transportation Command for one simple reason: Together, we deliver!”

## AMO Plans Fiscal Year 2023 Summary Annual Reports for Pension, Medical, Defined Contribution and Vacation Plans Are Available Online; Notice Distributed to Plans Participants in September

The fiscal year 2023 Summary Annual Reports for the American Maritime Officers Pension, Medical, Vacation and Defined Contribution Plans are available via a link (“SUMMARY ANNUAL REPORTS”) on the home page of the AMO Plans website ([www.amoplans.com](http://www.amoplans.com)).

Notice of the availability of the fiscal year 2023 Summary Annual Reports was distributed to all eligible participants electronically by the Plan office on September 11, 2024.

Participants who have opted out of electronic notices were mailed the notice of availability. The notice of the availability of the Summary Annual Report for calendar year 2023 for the AMO 401(k) Plan will be distributed at a later date.

These reports will no longer be published in the AMO newspaper.



American Maritime Officers National President Willie Barrere and STAR Center Director of Training Jerry Pannell met in October with Congresswoman Debbie Wasserman Schultz (D-FL), who serves on the House Appropriations Committee, to discuss the Maritime Administration, maritime training and the need for greater participation in and support for the U.S. Merchant Marine.

# AMO Expands Recruiting in the Great Lakes Region

American Maritime Officers attended the Great Lakes Maritime Academy (GLMA) Board of Visitors meetings in September as part of the union's nationwide efforts to increase enrollment at maritime academies and reinvigorate interest in the U.S. Merchant Marine among Americans entering the workforce.

The AMO team, led by AMO National President Willie Barrere, learned more about the challenges the maritime academies are facing to secure operational funding from the U.S. Maritime Administration and for academy recruiting.

AMO routinely recruits GLMA cadets, attending career fairs, graduations and sponsoring school events.

Barrere, AMO Great Lakes Vice President John Clemons and Great Lakes Representative Pete Kinsey also met with Great Lakes Maritime cadets in two separate question-and-answer sessions. These sessions included a significant amount of dedicated time with seniors, many of whom will be entering the maritime industry work-



AMO Great Lakes Representative Pete Kinsey joined students from Macomb Community College in Michigan on a training and informational cruise to discuss potential careers in the maritime industry.

force soon. The informal meetings allowed AMO officials the opportunity to dispel any negative rumors about joining a union as well as to inform and promote the benefits of applying for membership with AMO.

AMO Representative Kinsey also attended a teaching session onboard the *S/V Alliance*, operated by Inland Seas, which was hosting students from Macomb Community College out of Warren, Mich. Afterward,

Kinsey attended a Detroit River Story Lab stakeholders' cruise hosted by Inland Seas. Detroit River Story Lab and Inland Sea's partnered for a two-week venture that involved more than 400 students. The Detroit River Story Lab is a grant-funded initiative to connect local communities with the Detroit River. AMO was invited to discuss how students could make a lucrative career working on the water. Students who show interest in boats and maritime activities early are more likely to enter the maritime industry than students with no interest in maritime activities, resulting in an engaged and receptive audience for AMO.

Another successful recruiting contact developed on the student cruise with the Teaching with Small Boats Alliance (TWSBA), which also partners with the Detroit River Story Lab. Jordan Irving, the Midwest regional facilitator for TWSBA, expressed interest in having AMO attend student events the organization hosts with the same goal of introducing and explaining mariner career opportunities.

## AMO aboard the *John G. Munson*



The *M/V John G. Munson* unloads iron ore in Toledo, Ohio in September. American Maritime Officers represents the licensed officers and stewards working onboard the Key Lakes vessel.



AMO members working aboard the *John G. Munson* in September included Third Mate Sean Wilkinson and Captain Richard Benish.

# NSMV *Patriot State* Delivered for Massachusetts Maritime Academy



The National Security Multi-Mission Vessel (NSMV) *Patriot State* was delivered by Philly Shipyard in September and arrived at the Buzzards Bay campus in October. Members of American Maritime Officers will sail in licensed positions on the *Patriot State* when the ship is activated for missions by the U.S. Maritime Administration. The NSMV is the second of five new purpose-built, state-of-the-art training vessels for America's state maritime academies. The NSMV program was designed to provide world-class training for America's future mariners and to support humanitarian assistance and disaster relief missions in times of need. NSMV I, *Empire State*, was delivered in September 2023 to serve SUNY Maritime College. NSMV III (Maine Maritime Academy) and NSMV IV (Texas A&M Maritime Academy) are both under construction.

# U.S. Coast Guard Changes Process for Applying for Renewal of a Merchant Mariner Credential

*Applications for MMC Renewal Should Be Submitted Eight Months Prior to Expiration*

By Christian Spain  
Vice President, Government Relations

Applications for a Merchant Mariner Credential (original or renewal) should now be submitted directly to the National Maritime Center at the following email address:

**MMCApplications@uscg.mil**. Regional Exam Centers (RECs) will no longer accept most MMC applications.

If you submit your application to an REC, expect delays and/or other issues in processing by the Coast Guard.

RECs will continue to accept applications for First-Class Pilotage and Local Limited Merchant Mariner Credentials. For more information about submitting applications to RECs, visit the National Maritime Center website ([www.dco.uscg.mil/nmc/recs/](http://www.dco.uscg.mil/nmc/recs/)).

All renewal applications should be submitted eight months prior to expiration, even if you are on a ship. Due to relief delays, waiting until you get home to submit your application is not advisable. Medical Certificate renewals should be submitted six to eight months prior to expiration, depending on the length of your rotation.

As I wrote a few months ago, AMO's Government Relations office in Washington, D.C. can often assist members who are having issues with the National Maritime Center when renewing or upgrading a Merchant Mariner Credential, adding certifications and endorsements, or renewing a Medical Certificate. However, in the last eight months, the number of members contacting Alaina Basciano and I for assistance has significantly increased. The majority of these issues are the result of renewal applications not being submitted in a timely manner and/or neglecting to properly fill out the application.

MMC renewals are accepted up to eight months prior to their expiration date. License creep for renewal applications is no longer an issue due to the ability to post-date the credential. Renewals submitted prior to the expiration of a current MMC will result in a renewed MMC dated one day after the expiration of the current MMC unless early issuance is requested, as may be the case when upgrading/renewing or adding an endorsement. This option can be selected on the bottom of Page 3 on the CG-719B form under Section II beginning: "FOR RENEWAL TRANSACTIONS ONLY ..."

As a reminder, all engineering and deck officers who require STCW certification on their Merchant Mariner Credential in order to sail are required to complete U.S. Coast Guard approved Basic Training and Advanced Firefighting Revalidation courses, as well as 360 days of sea service, and to include proof of course completion in their application package when submitting documents to the Coast Guard for MMC renewal, or for an upgrade including a renewal. This came into effect in January 2017.

MMC Renewal – Continued on Page 7

DEPARTMENT OF HOMELAND SECURITY  
U.S. Coast Guard  
APPLICATION FOR MERCHANT MARINER CREDENTIAL (FORM CG-719B)

OMB No. 1625-0040  
Exp. Date: 03/31/2021

**Section I: Applicant Information**

1. Legal Name: Last First Name Middle Name Suffix (Jr., Sr., III) Alias(es) or Maiden Name(s) if applicable

2a. SSN (for Original only) 2b. Reference Number (if applicable) 2c. Alien Registration Number (ARN) (if applicable) 3. Date of Birth (MM/DD/YYYY)

4. Citizenship 5a. Place of Birth (City) 5b. State 5c. Country 5d. Color of Eyes 5e. Color of Hair

**Applicant Address and Contact Information (Please indicate best method(s) of contact by checking the appropriate box(es)).**

6a. Home Address (PO Box NOT acceptable)

Street Address City State Zip Code 6c. Primary Phone Number

6d. E-mail Address

6b. Delivery/Mailing Address, if different (PO Box acceptable)

Street Address City State Zip Code 6e. Alternate Phone Number

6f. Other

**Next of Kin/Emergency Contact (Please indicate best method(s) of contact by checking the appropriate box(es).) (Optional)**

7a. Mailing Address, City, State, Zip Code Same address as above 7b. Relationship (Optional)

Name Street Address City State Zip Code 7c. Primary Phone Number (Optional)

7d. Alternate Phone Number (Optional)

7e. E-mail Address (Optional)

**Section II: Requested Coast Guard Credential(s) or Endorsement Type(s) Requested:**

Endorsement Category	Transaction Type (Check all that apply: See instructions for definitions and additional requirements for the transaction below)					
	Original	Renewal	Duplicate	Raise of Grade, New Endorsement or Increase in Scope	Certificate of Registry	Document of Continuity
Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Qualified Rating	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
STCW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Entry Level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Description of Endorsement(s) Desired: Include all appropriate information - Officer (i.e. Deck - Master/Mate/Propulsion/Tonnage/Route/United States Registered Pilot OR Engineer Grade - 3rd AE; DDE/Propulsion/Horsepower) Ratings (i.e.: Able Seaman, Tankerman, QMED, Lifeboatman) (Please Print)

**PLEASE SEE NOTE (1) BELOW**

**PLEASE SEE NOTE (2) BELOW REGARDING FILLING OUT THIS BOX**

**PLEASE SEE NOTE (3) BELOW REGARDING USE OF THIS CHECK BOX**

FOR RENEWAL TRANSACTIONS ONLY: I request to waive the post-dating feature and to have my merchant mariner credential (MMC) issued immediately. I decline having its issuance coincide with the expiration date of my current credential.

CG-719B (04/17)  Page 3 of 5

## NOTES TO CG-719B PAGE 3:

**NOTE (1):** You must select everything the U.S. Coast Guard will need to include on your renewed Merchant Mariner Credential. When renewing, you MUST select Officer, Qualified Rating AND STCW in order to receive ALL of your previous endorsements/credentials on your MMC. If you miss one of these boxes, the Coast Guard will NOT automatically include that item on your MMC.

**NOTE (2):** You must list EVERYTHING that currently appears or needs to appear (such as new endorsements) on your credential. Separate your listing into two categories: DOMESTIC and INTERNATIONAL (STCW).

**For example:**

- **DOMESTIC:** Master, Unlimited Upon Oceans; Mate (Pilot) of Towing; Tankerman PIC (DL); Lifeboatman, etc.

- **INTERNATIONAL (STCW):** OICNW, RFPNW, AB-Deck, Survival Craft, Fast Rescue Boat, Medical PIC, Advanced Chemical Tanker Cargo Operations, VPDSO, GMDSS Operator, Basic Training, etc.

**NOTE (3):** Only check this box if you are adding an endorsement and/or upgrading as part of the renewal process. By checking this box, your credential will be issued more rapidly with an immediate effective date. If you do not check this box, your credential will be post-dated one day after the expiration of your current MMC to prevent license creep.

# U.S. Coast Guard Cautions Medical Certificate Renewal May Take 90 Days; AMO Members Advised to Apply for Renewal a Minimum of Six Months in Advance

Based on recent feedback from the U.S. Coast Guard, all members and applicants of American Maritime Officers who need to renew a Medical Certificate are urged to apply a minimum of 180 days in advance of the expiration of a current certificate.

In direct correspondence, the Coast Guard has stated it may take up to 90 days for an application to be reviewed and for a Medical Certificate to be issued after Form 719K or Form 719K/E has been sent by e-mail to [MEDAIP@uscg.mil](mailto:MEDAIP@uscg.mil) or by FAX to 304-433-3407.

Applications are processed by the Coast Guard on a first-in, first-out basis.

To help improve processing times and prevent delay, make sure an application sent by email does NOT exceed 25 MB.

Additionally, please ensure applications sent by email include your name and Mariner Reference Number in the subject line and all required files and forms are complete and in PDF format. Otherwise, the Coast Guard will consider the application incomplete and return it to be resubmitted.

Please ensure all file attachments are in PDF format. Other file formats will not be accepted.

Once an application is submitted, you should receive an auto-reply email within 12 to 24 hours to notify you whether or not your application email cleared the Coast Guard system firewall. Please check your spam or junk email folder for the auto-reply email.

Once your application has been accepted as complete, you will receive an automatic notification from the National Maritime Center and you will then be able to check the status of your application online.

If you reply to messages or have ongoing email correspondence with the Coast Guard's National Maritime Center, please include your Mariner Reference Number in all correspondence.

The Coast Guard's guidance for submitting Medical Certificate applications is available at: [www.dco.uscg.mil/nmc/medical\\_certificate](http://www.dco.uscg.mil/nmc/medical_certificate).

## MMC Renewal

Continued from Page 6

The National Maritime Center provided information on June 26 that processing time for Medical Certificates will be at least 90 days until further notice. The NMC will only entertain limited requests for expedited processing. Please ensure that you submit for Medical Certificate renewal a minimum of six months from its expiration. The National Maritime Center only accepts Medical Certificate applications (CG-719K) electronically via [MEDAIP@uscg.mil](mailto:MEDAIP@uscg.mil). Submitting documents through the Coast Guard's established electronic system is the best way to ensure that your interactions with any REC and the NMC can be tracked and documented.

It is highly advised you ensure the correct boxes are checked in Section II of your CG-719B form prior to submission. Checking too many options is just as bad as not checking enough. Incorrectly filling out this section of the form is the number one issue we are seeing with members and will inevitably cause delays in your application and possible errors in your new MMC. Please reach out to Captain Kathleen Friel or Captain Bob Silva if you have ANY questions regarding how you should complete this form. Please take two minutes to look at the renderings of the CG-719B form here to help avoid issuance of a renewed MMC with errors. **DO NOT SUBMIT MULTIPLE APPLICATIONS IF YOU NOTICE AN ERROR OR ARE EXPERIENCING DELAYS.**

It is also advised you include scans of your current MMC and TWIC as PDF files.

If you have any questions, please email me at [cspain@amo-union.org](mailto:cspain@amo-union.org) or call me at 202-658-8887.

### NOTE TO CG-719B PAGE 4:

**DO NOT CHECK THE BOX (1. TWIC) if you possess a current and valid TWIC. Please read the entire text of the entry (1. TWIC) for clarification.**

PLEASE SEE NOTE AT LEFT BELOW	DEPARTMENT OF HOMELAND SECURITY U.S. Coast Guard	OMB No. 1625-0040 Exp. Date: 03/31/2021
<b>APPLICATION FOR MERCHANT MARINER CREDENTIAL (FORM CG-719B)</b>		
<b>Section III: Safety and Suitability</b>		
<input checked="" type="checkbox"/> <b>1. TWIC (Transportation Worker's Identification Credential) EXEMPTION STATEMENT</b> - I have previously applied for a TWIC with TSA and I am exempt from holding a valid TWIC under Coast Guard Policy Letter 11-15. I understand that a name based safety and suitability check could significantly delay the processing of my Merchant Mariner Credential Application.		
<b>2. Criminal Record (Convictions and Drug Use):</b> If you answer Yes to ANY of the questions below you must disclose the information regarding the conviction. You may complete the optional form CG-719C for each question marked "Yes".		
a) Have you ever been a user of/or addicted to a dangerous drug, including marijuana, within the last 10 years? <input type="checkbox"/> Yes <input type="checkbox"/> No b) Have you ever been convicted of violating a dangerous drug law of the United States, District of Columbia, or any state, or territory of the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No c) Have you ever been convicted by any court-including military court - for an offense other than a minor traffic violation? <input type="checkbox"/> Yes <input type="checkbox"/> No d) Have you ever been convicted of a traffic infraction arising in a connection with a fatal traffic accident, reckless driving or racing on a highway or operating a motor vehicle while under the influence of, or impaired by, alcohol or a controlled substance? <input type="checkbox"/> Yes <input type="checkbox"/> No e) Have you ever had your driver's license revoked or suspended for refusing to submit to an alcohol or drug test? <input type="checkbox"/> Yes <input type="checkbox"/> No f) Have you had a drug test with a result other than negative within the last 10-years? <input type="checkbox"/> Yes <input type="checkbox"/> No		
<input type="checkbox"/> <b>3. National Driver Registry (NDR) Consent (Mandatory for Original, Renewal, or new Officer Endorsement):</b> I authorize the National Driver Registry to furnish the U.S. Coast Guard (USCG) information pertaining to my driving record. This consent constitutes authorization for a single access to the information contained in the NDR to verify information provided in this application. NOTE: Not required for Document of Continuity applicants. I understand the USCG will make the information received from the NDR available to me for review and written comment prior to disapproving my application or taking any action against my Merchant Mariner's Credential. Authority: 46 U.S.C. 710(g), 46 U.S.C. 7302(c), and 46 U.S.C. 7505.		
<b>Section IV: Mariner's Consent/Certification</b>		
<b>1. Mariner Outreach System (Optional):</b> I consent to voluntary participation in the Mariner Outreach System to be used by the Maritime Administration (MARAD) in the event of a national emergency or seafit crisis. In such an emergency, MARAD would disseminate my contact information to an appropriate maritime employment office to determine my availability for possible employment on a seafit vessel. Once consent is given, it remains effective until revoked either by subsequent application or by sending a signed notice of revocation to the U.S. Coast Guard National Maritime Center, 100 Forbes Dr., Martinsburg, WV 25404. For more information, please visit <a href="https://mos.marad.dot.gov/">https://mos.marad.dot.gov/</a> . <input type="checkbox"/> Yes, I would like to participate <input type="checkbox"/> No thanks, I do not wish to participate at this time		
<b>2. FOR CONTINUITY RENEWAL ONLY</b> I understand that a Document of Continuity is not valid for use in accordance with 46 CFR 10.227 and aware of the requirements to obtain an MMC. STCW endorsements may not be placed in continuity per 46 CFR 10.227.		
<input type="checkbox"/> <b>3. CONSENT:</b> I am under 18 years of age and a notarized statement of parental/guardian consent is attached.		
<b>4. Certification</b>		
My signature below attests that: <ul style="list-style-type: none"> <li>All information on this application is true and correct to the best of my knowledge.</li> <li>I understand an application determined to be fraudulent may result in the denial of my application for one year from the date of submission, even if the fraudulent information was not by itself cause for denial or prosecution.</li> <li>I do solemnly swear or affirm that I will faithfully and honestly, according to my best skill and judgment, and without concealment and reservation, perform all the duties required of me by the laws of the United States. I will faithfully and honestly carry out the lawful orders of my superior officers aboard a vessel.</li> </ul>		
<b>5. Applicant's Signature</b>		
Signature of Applicant	<input checked="" type="checkbox"/>	Date (MM/DD/YYYY)
Signature of individual authorized to administer the Oath. This is required only once for a mariner.	<input checked="" type="checkbox"/>	Date (MM/DD/YYYY)
Name of individual authorized to administer the Oath:		
CG-719B (04/17)	Reset Printed Name of Applicant: _____	Page 4 of 5

## AMO Safety and Education Plan – Simulation, Training, Assessment & Research (STAR) Center

(954) 920-3222 / (800) 942-3220 – 2 West Dixie Highway, Dania Beach, FL 33004

### General Courses

Advanced Fire Fighting	5 Days	Please Call							
Advanced Fire Fighting Refresher	2 Days	9 December	31 March						
Basic Safety Training – All 4 modules must be completed within 12 months: Personal Safety Techniques (Monday/Tuesday – 1.5 days), Personal Safety & Social Responsibility (Tuesday PM – half-day), Elementary First Aid (Wednesday – 1 day), Fire Fighting & Fire Prevention (Thursday/Friday – 2 days) – not required if Combined Basic and Advanced Fire Fighting completed within 12 months.				5 Days	9 December				
Basic Safety Training – Refresher – required for STCW renewal for those without 360 days of sea service in 5 years	3 Days	11 December	2 April						
Basic Training and Advanced Fire Fighting Revalidation (Required for STCW renewal) – required for those with 360 days sea service in five years	2 Days	18 November	2, 16 December	6, 27 January	10, 24 February	10, 24 March	7, 28 April	5, 19 May	
Chemical Safety – Advanced	5 Days	10 February							
Combined Basic & Advanced Low Flash Point Fuel Operations (IGF Code/LNG Fuel) Course	5 Days	2 December	3 February	10 March	21 April				
Confined Space Entry	3 Days	26 March	21 May						
Environmental Awareness (includes Oily Water Separator)	3 Days	10 February							
Fast Rescue Boat	4 Days	21 January	18 March	22 April					
GMDSS – Requires after-hour homework	10 Days	24 February							
Leadership & Management (required by ALL management level Deck and Engine officers by 1 January 2017)	5 Days	20 January	10 February	17 March	21 April	19 May	19 May		
LNG Tankerman PIC – available online	8 Days	Please Call							
LNG Simulator Training – Enrollment priority in the LNG simulator course is given to qualified member candidates for employment and/or observation opportunities with AMO contracted LNG companies. In all cases successful completion of the LNG PNC classroom course is prerequisite.				5 Days	Please Call				
Proficiency in Survival Craft (Lifeboat)	4 Days	16 Dec.	27 May						
Proficiency in Survival Craft (Lifeboat) REFRESHER	1 Day	14 Dec.	5 April						
Safety Officer Course (also see online schedule)	2 Days	Please Call							
Tankerman PIC DL – Classroom (also see online schedule)	5 Days	16 Dec.	17 February						
Tankerman PIC DL – Simulator	10 Days	20 January	17 March	12 May					
Train the Trainer – requires after hours homework	5 Days	2 December	13 January	10 March	12 May				
Vessel/Company Security Officer – Includes Anti-Piracy (also see online schedule)	3 Days	29 January	1 May						
Vessel Personnel with Designated Security Duties (VPDSD)	2 Days	5 December							
<b>Deck Courses</b>									
Advanced Bridge Resource Management	5 Days	17 February	12 May						
Advanced Shiphandling for Masters/Senior Deck Officers – (no equivalency) must have sailed as Chief Mate Unlimited	5 Days	2 December	24 February						
Advanced Shiphandling for 3rd Mates – 60 days seetime equivalency for 3rd Mates	10 Days	20 January	3 March	28 April					
Basic Meteorology	5 Days	3 February							
Dynamic Positioning – Induction (Basic)	5 Days	6 January	10 March	5 May					
Dynamic Positioning – Simulator (Advanced)	5 Days	2 December	27 January	21 April					
Dynamic Positioning - REVALIDATION / REFRESHER and Competency Assessment (Please specify Revalidation or Refresher on course application)	5 Days	9 December	10 February	7 April					
ECDIS	5 Days	9 December	17 March						
Electronic Navigation and Watchkeeping (ECDIS) Refresher	3 Days	20 Nov.	8 January	9 April					
High Risk and Emergency Shiphandling for Masters (Must have completed Advanced Shiphandling for Masters and sailed as Master)	5 Days	18 November	16 December	20 January	24 March	19 May			
Navigational Watchkeeping Standardization & Assessment Program	5 Days	27 January	24 March	19 May					
TOAR (Towing Officer Assessment Record) – Third Mate (Unlimited or Great Lakes) or 1600T Master License required AND OICNW required	5 Days	3 February							
Tug Training – ASD Assist	5 Days	16 Dec.	21 April						



**AMO Members and Applicants Are Asked to Register for Courses As Far in Advance As Possible, and To Submit a Course Application Even if the Preferred Course/Start Date Has a Wait List**

AMO members and applicants are asked to submit an application for course registration as far in advance of the course's start date as possible for all courses. Applications received less than 60 days in advance of a course's start date are more difficult to accommodate. AMO members and applicants are also asked to submit an application for their preferred course and start date even if there is a wait list. STAR Center is sometimes able to accommodate those who are on a course wait list.



**Deck Upgrade – STCW 2010 – Management Level (NVIC 10-14)** – Completion of both required and optional courses listed below will include all Task Assessments required by NVIC 10-14, providing ECDIS, GMDSS and ARPA have been previously completed. See STAR Center's website for full details: <http://www.STAR-Center.com/STCW2010-deck.upgrade.html>.

Upgrade: Shiphandling at the Management Level (includes SAR)	10 Days	2 December	6 January	10 February	3, 31 March	21 April	5 May		
Upgrade: Advanced Meteorology – Requires after-hours homework	5 Days	2 December	6 January	10 February	31 March	12 May			
Advanced Stability (also see online schedule on page 10)	5 Days	9 December	13 January	24 February	10 March	5 May			
Management of Medical Care (also see online schedule on page 10)	Half-Day	20 Nov.	26 February	7 May					
Leadership & Management (also see online schedule on page 10)	5 Days	16 Dec.	20 January	10 February	17 March	21 April	19 May		
Advanced Cargo – Optional for task sign-off (also see online schedule on page 10)	5 Days	6 January	17 February	31 March	12 May				
Marine Propulsion Plants – Optional for task sign-off	5 Days	2 December	27 January	17 February	24 March	19 May			
Advanced Celestial – Optional for task sign-off	5 Days	2 December	3 February	21 April					
Advanced Navigation – Optional for task sign-off	5 Days	9 December	10 February	7 April	19 May				

**Engineering Courses**

Electrical and Instrumentation Troubleshooting (Professional Development)	5 Days	2 December	13 January	31 March					
Control Systems Troubleshooting (Professional Development)	5 Days	9 December	20 January	19 May					
Diesel Endorsement (Crossover)	4 Weeks	3 February							
Engine Room Resource Management (Simulator)	5 Days	6 January	28 April						
Engine Operations Training and Assessment Program	5 Days	2 December	20 January	19 May					
Gas Turbine Endorsement	2 Weeks	Please Call							
Marine High Voltage Safety Course (Simulator)	5 Days	10 February	12 May						
Hydraulics / Pneumatics (Professional Development)	5 Days	16 December	17 March						
Machine Shop 1 (Professional Development)	5 Days	24 February	27 May						
Machine Shop 2 (must complete Machine Shop 1)	5 Days	3 March							
Programmable Logic Controllers (PLCs) (Does not include EPA Universal)	5 Days	27 January	5 May						
Refrigeration & Air Conditioning	5 Days	9 December	6 January	7 April					
Steam Endorsement	4 Weeks	13 January							
Welding 1 – Professional Development	5 Days	20 January	21 April						
Welding 2 (must complete Welding 1 prior to enrolling)	5 Days	18 November	27 January	28 April					

**Engine Upgrade – STCW 2010 – Management Level (NVIC 15-14)** – Completion of both required and optional courses listed below will include all Task Assessments required by NVIC 15-14. See STAR Center's website for full details: <https://www.star-center.com/stcw2010-engine.upgrade.html>

Leadership & Managerial Skills (G500 as amended) – REQUIRED	5 Days	16 Dec.	20 January	10 February	17 March	21 April	19 May		
ERM (E050 as amended) – REQUIRED (unless previously taken for gap closing or original license) Note: if your current OICEW endorsement does not have a limitation, you should not require this for upgrade.	5 Days	6 January	28 April						
Upgrade: Electrical, Electronics & Control Engineering (Management Level) (E133 as amended) (UPGRADE with tasks) Required unless previously taken for gap closing or original license	5 Days	2 December	13 January	10 March	12 May				
STCW Upgrade Task Assessment – General: This class is required by all propulsion types (Motor, Gas and Steam) Licensed engineers – OPTIONAL: Tasks can be signed off onboard	5 Days	9 December	27 January	3 March	5 May				

**Medical Courses**

Elementary First Aid – Prerequisite for MCP within preceding 6 months	1 Day	3 December	7 January	25 February	18 March	14 April	6 May		
Medical Care Provider – Prerequisite for MPIC within preceding 6 months. Please fax EFA certificate when registering	3 Days	4 December	8 January	26 February	19 March	15 April	7 May		
Medical PIC – Please FAX MCP certificate when registering	5 Days	9 December	13 January	3, 24 March	12 May				
Urinalysis Collector Training	1 Day	16 Dec.	14 January	10 March	19 May				
Screening Test Technician – QEDs a.m./Alco Mate 7000 p.m.	Half-Day	17 Dec.	15 January	11 March	20 May				

**Self-Study, CDs and Online Courses**

Anti-Terrorism Level 1 – Online	Qualified Assessor – Online
DOT Hazardous Materials Transportation Training – Online	Vessel General Permit EPA – On campus in conjunction with other classes

## AMO Members and Applicants Can Register Online for STAR Center Courses

STAR Center is no longer accepting paper course registration applications by FAX, nor scanned paper applications by email. AMO members and applicants will need to register for courses on the STAR Center website. With a phone, scan the QR code to open a link to the online course registration form, or in the address bar of a Web browser, enter the following URL: [www.star-center.com/forms/reg.mbr.live.html](http://www.star-center.com/forms/reg.mbr.live.html)



**Military Sealift Command Training Program** – The core MSC courses noted below are required for initial MSC employment. Other MSC courses listed are only required as assigned duties require.

CORE Basic CBR Defense – Refresher required every 5 years	1 Day	15 November	6 December	16 January	14 Feb.	6 March	11 April	15 May	
CORE Damage Control – Refresher required every 5 years	1 Day	14 November	5 December	15 January	13 Feb.	5 March	9 April	14 May	
CORE Helicopter Fire Fighting – Refresher required every 5 years	1 Day	13 November	4, 16 Dec.	14 January	12 Feb.	4 March	10 April	13 May	
CORE Marine Environmental Program (with CBRD) – Refresher required every 5 years	Half-Day	15 November	6 December	16 January	14 Feb.	6 March	11 April	15 May	
MSC Readiness Refresher – Must have completed full CBRD & DC once in career	2 Days	12 November	15 December	13 January	3 March	12 May			
MSC ATO Level II – Required every 3 years by Master once during career (unless designated ATO)	5 Days	16 December	20 January	31 March	5 May				
MSC CBRD Officer – Required every five years and successful completion of the annual refresher/indoctrination training is a prerequisite	5 Days	18 November	3 February	17 March	28 April				
MSC Watchstander – BASIC – once in career, SST graduates are grandfathered	1 Day	9 December	27 January	3 March	21 April				
MSC Watchstander – ADVANCED – annual requirement for all SRF members	1 Day	22 November	6, 10 December	10, 24, 28 January	7, 14, 28 February	4, 14, 28 March	11, 22 April	2, 9, 26 May	
MSC Ship Reaction Force – Required every three years for SRF members and must have Basic and a valid Advanced Watchkeeping and a valid Small Arms	3 Days	11 December	29 January	5 March	1, 23 April	14 May			
Small Arms – Initial & Sustainment (Refresher) Training – Open to members & applicants eligible for employment through AMO (w/in 1 year) or MSC on MARAD contracted vessels.	4 Days	18 November	2 December	6, 20 Jan.	3, 10, 24 February	10, 24 March	7, 28 April	5, 19 May	

### Radar Courses

Radar Recertification	1 Day	9 December	17 February	31 March					
Electronic Navigation and Watchkeeping (ECDIS) Refresher	3 Days	20 November	8 January	9 April					
ARPA	4 Days	18 February							
Radar Recertification & ARPA	5 Days	17 February							
Original Radar Observer Unlimited	5 Days	10 February							

**ONLINE Blended Management Level Upgrade Classes (Deck and Engine)** – STAR Center is offering the following courses ONLINE. WHERE SHOWN, FULLY ONLINE CLASSES INCLUDE ALL ASSESSMENTS AND TRAVEL TO STAR CENTER IS NOT REQUIRED. By USCG approval requirements, Practical Exercises and Competency Assessments for blended courses will have to be taken at STAR Center. This will be scheduled in a comprehensive 5-day session.

Leadership and Management (Deck and Engine) – FULLY ONLINE	5 Days	17 March							
Advanced Navigation (Deck) – FULLY ONLINE	3 Days	10 February							
Marine Propulsion Plant (Deck) – FULLY ONLINE	3 Days	19 May							
Advanced Stability (Deck) FULLY ONLINE	5 Days	24 February							
Advanced Cargo (Deck) FULLY ONLINE	5 Days	17 February							
Advanced Celestial (Deck) Blended at STAR Center	4 Days	18 February	15 April						
Upgrade: Electrical, Electronics, & Control Engineering (Engine) – FULLY ONLINE	5 Days	10 March							
Combined Basic and Advanced Low Flash Point Fuel Operations – FULLY ONLINE	5 Days	3 February	21 April						
Vessel Security Officer – FULLY ONLINE	3 Days	1 May							
Tankerman PIC DL – Classroom – FULLY ONLINE	5 Days	Please Call							
Safety Officer Seminar – FULLY ONLINE	2 Days	Please Call							
Management of Medical Care – FULLY ONLINE	Half-Day	20 November	26 February	7 May					

### Assessments (at STAR Center) DECK and ENGINE

Advanced Celestial (Deck)	2 Days	4 November	16 January						
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NOTICE: AMO members planning to attend STAR Center in Dania Beach, Florida – either to prepare for license upgrading or to undergo specialty training—are asked to call the school to confirm course schedule and space availability in advance.

NOTICE OF NON-DISCRIMINATION POLICY AS TO STUDENTS: The Simulation, Training, Assessment and Research Center (STAR), established under the auspices of the American Maritime Officers Safety and Education Plan, admit students of any race, color, national and ethnic origin or sex to all the rights, privileges, programs and activities generally accorded or made available to students at the Center. It does not discriminate on the basis of race, color, national or ethnic origin or sex in administration of its educational policies, admission policies and other programs administered by the Center.



# DIRECTORY

## AMO NATIONAL HEADQUARTERS

DANIA BEACH, FL 33004-4109  
601 S. Federal Highway  
(954) 921-2221  
(800) 362-0513  
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**Robert Rice, National Secretary-Treasurer**  
Mobile: (954) 295-6160 / brice@amo-union.org

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**Jeff Richards, National Vice President, Deep Sea**  
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**Alex Butler, West Coast Representative**  
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**Robert Silva, Government Liaison**  
Mobile: (954) 765-8149 / bsilva@amo-union.org

**Kathleen Friel, Career Advancement Liaison**  
Mobile: (786) 350-8160 / kfriel@amo-union.org

**Dispatch: (800) 345-3410 / dispatch@amo-union.org**  
Brendan Keller, Dispatcher (bkeller@amo-union.org)  
(800) 362-0513 Extension 1061  
Mobile: (954) 817-4000  
Roy Emrick, Jr., Dispatcher (remrick@amo-union.org)  
(800) 362-0513 Extension 1060  
Mobile: (954) 298-7635

**Member Services: (800) 362-0513 Extension 1050**  
memberservices@amo-union.org  
FAX: (954) 367-1066

**Contract Analysis:** Chris Holmes  
cholmes@amo-union.org  
contracts@amo-union.org

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abasciano@amo-union.org

## OFFICES

TOLEDO, OH 43604  
One Maritime Plaza, Third Floor  
FAX: (419) 255-2350

**John E. Clemons, National Vice President, Great Lakes**  
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jclemons@amo-union.org  
(800) 362-0513 Extension 6003

**Joseph T. Brown, National Vice President, Inland Waters**  
Mobile: (419) 309-1729  
jbrown@amo-union.org  
(800) 362-0513 Extension 6007

**Peter Kinsey, Great Lakes Representative**  
Mobile: (419) 917-6671  
pkinsey@amo-union.org

Michelle Moffitt, Dispatcher  
mmoffitt@amo-union.org  
(800) 362-0513 Extension 6005  
Mobile: (419) 481-3470

## STAR CENTER

STUDENT SERVICES/LODGING AND COURSE INFORMATION  
2 West Dixie Highway  
Dania Beach, FL 33004-4312  
(954) 920-3222 Extension 201  
(800) 942-3220 Extension 201  
register@star-center.com  
Course Attendance Confirmation: (800) 942-3220 Extension 200  
24 Hours: (954) 920-3222 Extension 7999

## SERVICES

AMO MEMBERS & APPLICANTS: UPDATE CREDENTIALS, DOCUMENTS, TRAINING RECORDS  
Secure File Upload:  
<https://www.amo-union.org>  
Select LOGIN/MEMBER LOGIN to access Member Portal  
Questions: (800) 362-0513 Extension 1050  
E-mail: memberservices@amo-union.org

**AMO Coast Guard Legal Aid Program**  
Michael Reny  
Mobile: (419) 346-1485  
(419) 243-1105  
(888) 853-4662  
MikeReny@BEX.NET  
FAX: (419) 243-8953

AMO PLANS  
2 West Dixie Highway  
Dania Beach, FL 33004  
(800) 348-6515  
FAX: (954) 922-7539

MEDICAL CLINIC  
2 West Dixie Highway  
Dania Beach, FL 33004  
(954) 927-5213

## AMO PLANS CONTACT INFORMATION

AMO Plans normal business hours are Monday through Friday, 8 a.m. to 4 p.m. Eastern.

**Phone: (800) 348-6515**

To request a connection with a specific person, dial "0" for the operator.

Medical Customer Service: extension 12

Retirement Services – Pension, 401(k), MPB, and Defined Contribution: extension 14

Vacation: extension 15

E-mail – Medical Plan: amomedical@amoplans.com

E-mail – Vacation Plan: amovacation@amoplans.com

E-mail – 401(k) Plan: amo401k@amoplans.com

E-mail – Retirement Services: amopension@amoplans.com

FAX – Retirement Services: (954) 922-7539

FAX – Medical Plan: (954) 920-9482

FAX – Vacation Plan: (954) 926-7274

# USNS Stockham, USNS Lopez, M/V Benavidez Complete Humanitarian Aid Mission for Gaza, Return Home



In late August, the crews of the USNS GYSGT Fred W. Stockham, USNS 1st Lt. Baldomero Lopez and M/V Roy P. Benavidez returned home more than four months after deploying to the Gaza region to participate in a mission to deliver critical humanitarian aid to the conflict-ravaged area.

The ships successfully served in a Joint Logistics Over-the-Shore (JLOTS) operation dubbed Operation Neptune Solace, transporting components for a floating pier. Due to the diligent efforts of the crews in daunting circumstances, more than 20 million pounds of desperately needed supplies were delivered over the floating pier to residents in the region.

American Maritime Officers represents all licensed officers on each vessel.

The crew of each vessel received a Bravo Zulu from Rear Admiral Philip Sobeck, Commander of Military Sealift Command, welcoming them home and thanking them for their unwavering service to the nation and the people of the Gaza region.

"Your efforts demonstrated impressive adaptability and were instrumental in facilitating and transferring humanitarian assistance into Gaza," Rear Adm. Sobeck wrote. "Your crew did an outstanding job responding to a global crisis and prevailed in a dangerous and unpredictable area of

Above: The crews of the USNS Stockham and USNS Lopez gathered onboard the USNS Lopez in August in Jacksonville, Fla. American Maritime Officers members in the photo include Captain Peter Clark, Chief Mate Jacob George, Second Mate Roberto Rivera-Garcia, Second Mate Jose Villalobos, Third Mate Drew Roque, Third Mate Bartolome Romero Jr., First Assistant Engineer Jacob Do, Second A.E. Alfred Norris, Third A.E. Jonathan Cline, Electronics Officer John Giles, First A.E. Aristeo Aquino, Third A.E. David Simmons, Electronics Officer Ricky Reidl, Captain John Waters, Chief Mate Felix Somorostro, Second Mate Matthew McNulty, Third Mate Hunter Jacques and Second A.E. Joseph Salerno Jr.



Captains Paul Ginnane (USNS Stockham) and Pete Clark (USNS Lopez) accepted commendations from Blount Island Command on behalf of Crowley for the exceptional service of their ships and crews during Operation Neptune Solace, the humanitarian mission to Gaza.

Below: AMO members working onboard the M/V Benavidez in August included Captain Brian Carroll, Chief Mate Stacy Shuppert, Second Mate Philip Scott, Third Mate Chenequa Rodriguez, Third Mate Dennis Hanley II, Third Mate Luis Correa, Electronic Officer Steven Barnett, Chief Engineer Jo-Vanii Sprauve, First A.E. Jon Hemba, Second A.E. Michael Mills, Second A.E. Bruce Callahan, Second A.E. Keith Neathery, Third A.E. Christian Pushard, Third A.E. Bobby Dunn Jr., and Third A.E. Thomas Gay.

the world. You return to a grateful nation. As you arrive home from your deployment, please accept my deepest thanks and appreciation for your continued service as you enjoy well-deserved time with family and friends."

In total, the crew of each vessel spent between 112 and 120 days on mission thousands of miles away from home. In addition to performing the JLOTS mission, the ships housed military personnel and served as a staging area for military equipment and supplies. The USNS Stockham and USNS Lopez, operated by Crowley Government Services for MSC, returned to Jacksonville, Fla. on August 21 and 22 and were greeted by AMO National President Willie Barrere and Government Liaison Bob Silva.

The Benavidez, operated by Ocean Duchess, was first to arrive in Gaza and returned to Norfolk, Va. on August 29.

"Our AMO officers proved once again that, even in a hazardous and contested environment, the United States Merchant Marine will deliver the cargo," Barrere said. "I'm proud of our officers who completed their mission in the face of dangerous conditions and honorably assisted a people in deep crisis. This proves, once again, no matter the circumstance, we will deliver the goods."



# AMERICAN MARITIME OFFICERS NATIONAL CONSTITUTION

Affiliated with Seafarers International Union of North America, AFL-CIO ("SIUNA")

PUBLISHED SEPTEMBER 30, 2024

## PREAMBLE

We, the members of American Maritime Officers, (AMO), believe in the United States as a government of the people, by the people and for the people, whose just powers are derived from the consent of the governed; a democracy in a republic, a sovereign nation of many sovereign states, a perfect Union, one and inseparable, established upon those principles of freedom, equality, justice and humanity for which American patriots sacrificed their lives. We therefore believe it is our duty to our country to love it, to support its Constitution, to obey its laws, to respect its flag and to defend it against all enemies.

## ARTICLE I Name

This Union is a National Labor Organization and shall be known by the name and title of American Maritime Officers (AMO).

## ARTICLE II Objectives

### Section 1.

The objectives of this Union shall be to unite its members fraternally; to improve, maintain, promote and protect the standards of the craft; and to regulate the seagoing employment-related business matters of members of this Union.

### Section 2.

(a) This Union shall be the exclusive representative for those members and applicants in collective bargaining units for the purpose of collective bargaining with respect to wages, benefits, hours and terms and conditions of employment. Such exclusive representation shall include the power to negotiate and execute contracts requiring members to continue membership in this Union as a condition of employment and contracts requiring the employer to deduct, collect or assist in collecting from the members' wages, fees, assessments, fines or contributions payable to this Union.

(b) This Union is irrevocably authorized and empowered exclusively to appear and act for all of its members and applicants on their behalf before any Board, Court, Committee or other tribunal in any matter affecting their status as employees, or as members of this Union, and exclusively to act as agent of all members and bind all of

them in the presentation, prosecution and adjustment of grievances, complaints or disputes of any kind or character arising out of the employer-employee relationship as fully and to all intents and purposes as the member might or could do if personally present. Said power shall include but not be limited to the prosecution, adjustment and settlement of grievances, complaints or disputes arising under any collective bargaining agreement to which this Union is a party.

### Section 3.

A majority vote of the membership shall be authorization for any action of this Union unless otherwise specified in this Constitution.

### Section 4.

The powers of this Union shall be legislative, judicial and executive. Such powers shall include: the formation of and issuance of charters to subordinate bodies, affiliates and divisions, corporate or otherwise, the formation of and participation in benefit or other funds and the authority of the National Executive Board to designate the Trustees representing this Union on such funds; and the establishment of enterprises for the benefit of this Union and similar ventures. This Union shall exercise all of its powers with respect to subordinate bodies and divisions created or chartered by it. For convenience of administration and in furtherance of its policies, this Union may make its property, facilities and personnel available for the use by and on behalf of such subordinate bodies, affiliates and divisions. The National Executive Board shall, by majority vote, be empowered to authorize the formation of or issuance of charters to subordinate bodies, affiliates and divisions.

### Section 5.

This union is committed to a policy of non-discrimination with regard to race, gender, sexual orientation, religion, age and national origin both in its internal employment practices and referral practices through its hiring halls.

## ARTICLE III Composition

All maritime officers, mariners and other individuals with known qualifications regardless of nationality shall be eligible for membership after having completed the requirements for applicants.

## ARTICLE IV Membership Requirements, Duties and Obligations

### Section 1.

Any person duly qualified in accordance with Article III may become a member or be reinstated as a member of this Union.

### Section 2.

(a) Any person filing an application for membership or an application for reinstatement may be admitted or readmitted into membership, as the case may be, in accordance with the terms of this Constitution and such additional rules which are adopted, from time to time, by the National Executive Board.

(b) The term "membership book" shall mean the official certificate or membership card issued as evidence of membership in this Union.

(c) The term "permit number" shall mean the official permit number of applicant status issued to applicant upon the applicant's first employment assignment.

(d) Prior to being granted member status, applicants must have paid the initiation fee required by this Constitution and have on file letters of recommendation from at least two (2) members in good standing.

(e) The number of applicants to be granted member status shall be as determined, from time to time, by the National Executive Board.

(f) The National Executive Board is authorized to, as it deems appropriate, reject an application for membership or drop an applicant from the rolls. Such a rejected or dropped applicant may not reapply for membership for two (2) years after such rejection. The National Executive Board may reinstate by majority vote members and applicants dropped for non-payment of dues and/or initiation.

### Section 3.

(a) Applicants must pay the initiation fee established by this Union within three (3) years. At a minimum, one-third (1/3) of the current initiation fee will be paid each year. The fee may also be paid upfront as a lump sum. If rejected by this Union for any reason whatsoever, the fee paid shall be refunded upon request, and upon the return of all official documents issued by this Union

evidencing the applicant's status in this Union.

(b) Where an applicant is permitted by rules established by the National Executive Board to pay less than the full initiation fee with the obligation to complete payment thereafter, the payments made toward the initiation fee shall not be returned unless the applicant is denied admission by this Union. In the event the applicant fails to complete payment of his initiation fee in the manner prescribed by this Constitution, any payments made by the applicant shall be forfeited and the applicant shall be deemed ineligible for admission into membership for two years.

### Section 4.

Throughout their tenure in the union, all members and applicants are responsible for reading and understanding this Constitution and this Union's Shipping Rules. Prior to accepting covered employment, applicants shall read and understand this Constitution, the Shipping Rules and their duties to this Union and its members.

### Section 5.

An applicant is required to truthfully complete the application for membership provided by this Union, including but not limited to providing the applicant's mailing address, home phone number, mobile phone number and an email address where all official union communications can be received. This contact information must be updated and kept current by applicants and by members as a condition of membership. Failure to do so shall result in forfeiture of all fees paid and removal as an applicant unless otherwise directed by the National Executive Board. Members who fail to do so may be fined by the National Secretary-Treasurer.

### Section 6.

No applicant shall be granted membership who is a member of another union of maritime officers.

### Section 7.

To preserve unity and to promote the common welfare of the membership, all members of this Union shall uphold and defend this Constitution and shall be governed by the provisions of this Constitution and National Executive Board rulings, orders and decisions.

### Section 8.

(a) Evidence of membership or other affiliation with this Union shall, at all times, remain the property of this Union. Members may be required to show their evidence of membership in good standing in order to be admitted to or vote at Union meetings.

(b) Members and applicants are required to maintain an active email address at which they can receive official union communications. It is every member's duty to provide the union with up-to-date contact information, such as their home phone number, mobile phone number and an email address at which all official union communications can be received.

### Section 9.

Only members in good standing shall be allowed to vote at official membership meetings on matters affecting this Union or in any referendum on any matter or in any election of National Officers and National Executive Board Members.

### Section 10.

Members and applicants are expected to do all in their power to maintain and further the best interests and promote the effectiveness and reputation of this Union. They shall comply with and observe all provisions of all outstanding collective bargaining agreements under which they may be employed and observe and comply with all the duly adopted decisions of the National Executive Board.

### Section 11.

(a) Members about to leave their contracted positions shall report this to this Union so the Union can seek a replacement to fill the vacancy. A member or applicant accepting Union-covered employment outside of the dispatch department shall report this to the union before turning-to on the vessel. Any member seeking a position shall report this to this Union.

(b) Members shall observe and abide by the Shipping Rules of this Union and are subject to Union discipline or removal from positions of employment for a violation thereof. All employment must be obtained from or, upon acceptance, be reported to the Union's dispatch department.

(c) Members shall not accept employment or be employed aboard vessels or by employers who are not signatory to collective bargaining agreements with AMO covering the member's position unless specifically exempted for each proposed position, vessel and employer by the area national vice president.

### Section 12.

Applicants for membership are duty bound to comply with all membership obligations as specified in this Constitution but shall have only such

rights specifically granted herein.

## ARTICLE V Finances

### Section 1.

(a) The initiation fee and annual dues rate for each rating for the two (2) groups specified below shall be established from time to time by the National Executive Board. The NEB shall advise members by AMO print or email publications at least 30 days in advance of proposed dues and/or initiation increases. Effective January 1, 2024, the annual dues rate for each rating for the two (2) groups specified below shall be as follows:

#### Group 1 - Deep Sea and Great Lakes Areas:

- Chief Engineers and Captains \$1,932
- 1st Assistant Engineers, Chief Officers, First Officers, Electronics Officers\*, and Electronics Technicians\* \$1,824
- 2nd Assistant Engineers, 2nd Officers, and Radio Officers\* \$1,724
- 3rd Assistant Engineers, 3rd Officers and Great Lakes Stewards\* \$1,624

\*Electronics Officers, Electronics Technicians, Radio Officers, and Stewards who do not achieve 200 days of covered employment in a calendar year shall pay the non-sailing dues rate of \$122.00 per quarter and \$488.00 per year.

#### Group 2 - Inland Waters Areas and Others:

- Dues Range: \$448.00 Annually, \$112.00 Quarterly, to \$1,236.00 Annually, \$309.00 Quarterly

(b) The initiation fee for Group 1 applicants shall be \$6,000 and for Group 2 applicants \$4,000 unless otherwise determined by the National Executive Board. If an applicant moves from Group 2 to Group 1 the higher initiation fee shall apply. Applicants who have not fulfilled their initiation fee requirements are subject to the initiation fee in place, including increases, as noted in the AMO National Constitution.

(c) Dues rate of each rating and the initiation fee of applicants shall be established by the National Executive Board at the beginning of each calendar year and shall be applicable for the entire calendar year. The dues rate each member/applicant is required to pay shall be determined by the rating within the group in which the member/applicant is registered, assigned or employed or by the rating for which he is receiving vacation benefits on January 1st of each calendar year. If a member/applicant is not assigned, employed or receiving vacation benefits on January 1st of any year, his dues rate for the entire year shall be determined on the basis of his first job assignment or receipt of vacation benefits after January 1st of that year. Persons eligible to register in Group 1 on or after January

1st of any year, must, in order to register for any job, pay the Group 1 3rd Assistant/3rd Officer rate, provided that the first job assignment of the year shall determine the dues rate of such persons for the entire year.

Pro-rated dues shall be assessed for applicants in lieu of quarterly dues when shipped within 30 days of the next quarter.

Members/Applicants, other than National Officers and National Executive Board Members and National Representatives, employed in a shoreside capacity on whose behalf contributions are being made to any of the AMO Plans, Committees, or related entities, shall pay, as a minimum, the dues rate in effect for Deep Sea 3rd Officers. National Officers and National Executive Board Members shall pay the dues rate in effect for Deep Sea Chief Engineers and Captains.

(e) The non-sailing dues rate for all members/applicants other than those in Group 2 shall be \$888.00 per year. The non-sailing dues rate for Group 2 members shall be \$448.00 per year. This dues rate will be applicable to all members and applicants who do not sail or receive vacation benefits at any time during the calendar year.

(f) Annual dues rates may be increased effective January 1st for the subsequent year by an amount not to exceed the equivalent of the same percentage of the increase in wages and all other benefits negotiated by the Union which became effective in the prior calendar year for a particular group.

The National Executive Board, on or before November 1st of each year, shall determine the amount of dues and initiation fee increase, if any, for each rating in each group to be effective on the following January 1st. Any question or dispute concerning the dues rate of a rating or group shall be resolved by the National Executive Board, whose decision shall be final and binding on all members.

(g) All dues shall be paid in advance quarterly. The Union shall issue an official receipt for all monies received from members. In order to be deemed a member in good standing entitled to any benefits of this Union, the member's dues must be fully paid before the first day of the current quarter. Subject to applicable law, it shall be the duty of each individual member to assume all the responsibilities of maintaining membership in good standing.

### Section 2.

Any member who shall be in arrears for membership dues for a period of one (1) year shall be dropped from membership by the National Secretary-Treasurer unless otherwise ordered by the National Executive Board, but in no case may such a member be maintained on the membership rolls if the member is in arrears for two (2) years in dues payments.

### Section 3.

A member who is in arrears for fines, assessments or other indebtedness to this Union, and who does not pay this debt within one (1) month of the due date, shall automatically be dropped from the roll of membership without notice.

### Section 4.

The foregoing time limits shall not run:

(a) While a member is actually participating in a strike or is locked out.

(b) While a member is an in-patient in a hospital or has a documented disability.

(c) While a member is in the Armed Services of the United States, provided that the member was in good standing at the time he entered the Armed Services, and that he applies for reinstatement within 90 days after his release from active duty in the Armed Services.

Unless otherwise ordered by a majority vote of the membership, the National Executive Board may designate additional circumstances during which the time specified in Sections 2 and 3 shall not run.

It shall be the right of any member to present in writing to the National President any question with respect to the application of this Section 4, and the National Executive Board shall decide such questions unless otherwise ordered by a majority vote of the membership.

### Section 5.

This Union shall have the power to impose fines not to exceed the amount of the Group Initiation Fee of the member for any violation of membership obligations.

### Section 6.

Any applicant who is in arrears in payment of initiation fees for a year shall be dropped as an applicant unless otherwise ordered by the National Executive Board.

### Section 7.

Any application for reinstatement shall have the same status as any application for original membership.

## ARTICLE VI System of Organization

### Section 1.

National Officers, National Executive Board Members, National Representatives and members shall be governed in this order by:

- (a) This Constitution;
- (b) Majority vote of the membership;
- (c) National Executive Board;

### Section 2.

National Headquarters shall be located in Dania Beach, Florida. The functions

of this Union shall be administered at and by National Headquarters.

### **Section 3.**

National Headquarters and other AMO offices shall be staffed by such National Officers and National Representatives as shall be determined by the National Executive Board.

### **Section 4.**

#### **National Executive Board**

(a) There shall be a National Executive Board consisting of the National President; National Secretary-Treasurer; National Executive Vice President; National Vice President, Deep Sea; National Vice President, Great Lakes; National Vice President, Inland Waters; and National Vice President, Government Relations. Each member of the National Executive Board shall have one (1) vote. A quorum for meetings of the National Executive Board shall be a majority of National Executive Board members. Members in good standing of this Union are encouraged to attend National Executive Board meetings, but shall have no voice or vote in these proceedings.

(b) In addition to the other duties of the National President, the National President or — in case of the National President's vacation, illness, disability or infirmity — any two other National Executive Board members may call National Executive Board Meetings during the year. The time and place of each such meeting shall be determined by the National President or by the other NEB members calling the meeting. To avoid expense and delay, the National Executive Board may be polled on any decision via telephone, email, or other means of communication. Such decision shall be reduced to writing and signed by the Members of the Board. All National Executive Board Members shall have the right to have their votes recorded.

(c) The National Executive Board shall be empowered to discuss and prepare reports and recommendations on any part of this Union's activities, policies and plans. The adoption of any such recommendation by a majority vote of the National Executive Board shall make the provisions thereof binding Union policy, unless modified or otherwise altered by a majority vote of the Membership, provided such policy is not inconsistent with the provisions of this Constitution.

(d) Meetings of the National Executive Board shall be held in executive session when circumstances dictate.

(e) The National Executive Board has established a policy regarding agency fee payers.

(f) There shall be no loans to Officers, National Executive Board Members, Agents, Representatives, Employees or Members of AMO.

(g) It shall be the duty of the National Executive Board to establish and direct the policies, strategies, rules and business of this Union, which shall advance and protect the interests and welfare of this Union. The adoption of any such action shall make the provisions thereof binding Union policy, provided such action is not inconsistent with the provisions of this Constitution.

(h) The National Executive Board shall direct the administration of all Union affairs, properties, policies and personnel in any and all areas except as otherwise specifically provided for in this Constitution.

(i) The National Executive Board shall be responsible for overseeing or delegating the formulation of bargaining demands and contract negotiations, provided these actions are not inconsistent with any other provision of this Constitution.

(j) The National Executive Board shall determine, subject to the provisions of this Constitution, the terms and conditions of affiliation for any group of workers desiring affiliation.

(k) The National Secretary-Treasurer, or in the National Secretary-Treasurer's absence, an appointee of the National Executive Board, shall keep accurate minutes of all meetings of the National Executive Board.

(l) The National Executive Board may act without holding a formal meeting provided all members of the National Executive Board are sent notice of the proposed action or actions, and the decision is reached by a majority vote, as evidenced by email polling or electronic signatures, provided sufficient votes are received to constitute a quorum.

(m) Unless otherwise provided for in this Constitution, the National Executive Board shall designate the number and location of additional offices and the jurisdiction, status and activities thereof, and may close such offices. The National Executive Board shall designate the National Officer or Representative in charge of each office. The National Executive Board may assign or reassign any elected official or representative to any office including Headquarters or to other duties at a salary level determined by the National Executive Board.

(n) In the event of the incapacity of any elected National Officer, National Executive Board member, National Representative or Committee member, the National Executive Board shall designate a replacement.

### **Section 5.**

#### **Vacancies**

Should a vacancy occur in any elective office by death, resignation or other cause, the National Executive Board may designate a successor, who must otherwise be qualified to fill said office,

until the next election of National Officers.

### **Membership Meetings**

All official membership meetings shall be held at Headquarters and recorded by minutes. Official minutes shall be posted on the AMO Website for inspection by members in good standing. When no quorum is present, this shall be noted in the posted report distributed as official minutes.

## **ARTICLE VII National Officers, National Representatives and other Elective Positions**

### **Section 1.**

The National Officers of this Union shall be elected, except as otherwise provided in this Constitution. These National Officers shall be those specified in Article VI, Section 4, and such additional National Officers as may be designated in the National President's pre-balloting report.

### **Section 2.**

The following positions in this Union shall be voted upon in the manner prescribed by this Constitution:

- (a) Recording Secretary
- (b) Reading Clerk
- (c) Committee Members of:
  - Trial Committee;
  - Credentials Committee;
  - Tallying Committee;
  - Financial Committee;
  - Negotiating Committee; and
  - Strike Committee

### **Section 3.**

Additional Committees may be formed upon the recommendation of the National Executive Board or by the presiding officer at a union membership meeting, unless otherwise provided by a majority vote of the membership. Committees may also be appointed as permitted by this Constitution.

## **ARTICLE VIII Duties of National Officers, National Representatives and Committee Members**

### **Section 1.**

#### **The National President**

(a) The National President shall be the Executive Officer of this Union and shall represent and act for and on behalf of this Union in all matters consistent with this Constitution, and shall implement all policies, strategies, and business of the Union as adopted by the National Executive Board.

(b) The National President shall be a member ex-officio of all committees.

(c) The National President shall be responsible for: overseeing the organization and maintenance of the correspondence, files and records of the

Union; setting up, and the maintenance of, proper office and other Union administrative procedures; and the proper collection, safeguard and expenditure of all Union funds, whether in the general treasury, investment accounts, special accounts, accounts in union offices or otherwise. The National President shall be in charge of, and responsible for, all Union property and shall be in charge of National Headquarters and all union offices, although these duties may be delegated by the National President or returned, at any time and for any reason, to the National President. The National President shall be responsible for seeing to the issuance of a monthly comprehensive report covering the financial operation of the Union for the previous month. Whenever there are time restrictions or other considerations affecting Union action, the National President shall take appropriate action to ensure observance thereof. The National President shall, unless otherwise ordered by a majority vote of the National Executive Board, designate the number and persons who may, in any instance, sign checks drawn upon Union fund

(d) The National President shall oversee the activities of all offices, implementing all policies, strategies, and business of the Union as adopted by the National Executive Board.

(e) At the regular April membership meeting of every election year, the National President shall submit to the membership a pre-balloting report. This report shall contain those National Officers specified in this Constitution that are to be elected. The National President shall also, in such report, designate, with the approval of the National Executive Board, a depository to which the ballots are to be mailed or delivered.

(f) The National President shall be Chairman of the National Executive Board.

(g) The National President shall be responsible within the specified limits for the enforcement of this Constitution, the policies of this Union and all rules and rulings adopted by a majority vote of the membership and the National Executive Board. The National President shall strive to enhance the strength, position and prestige of this Union.

(h) The National President may delegate to a person or persons the execution of such of the National President's duties as the National President may decide, subject to the limitations set forth in this Constitution.

(i) The National President is directed to take any legal and all measures and employ such means which the National President deems necessary or advisable to protect the interests and further the welfare of this Union and its members in all matters.

(j) By virtue of election as National President, the National President is

designated to serve as a Vice President of the Seafarers International Union of North America, AFL-CIO, and as a delegate to the SIUNA Convention.

(k) In the event the National President shall be unable to carry out his duties by reason of incapacity or in the event of a vacancy in the office of the National President for any reason including death, resignation, disability or removal, the National Executive Board shall, at the time of such incapacity or vacancy, determine and designate by majority vote of the remaining members of the National Executive Board, the successor in office to the National President from amongst the existing members of the National Executive Board.

## **Section 2.**

### **National Secretary-Treasurer**

Duties of the National Secretary-Treasurer shall be those that the National President directs and may include oversight of the correspondence, files and records of this Union, of its accounting and bookkeeping system, and responsibility for the collection, safeguarding and expenditures of all dues, initiation fees and other Union funds, and providing a monthly comprehensive report to the National Executive Board covering the financial operations of this Union for the previous month, and to perform such other duties as may be determined by the National Executive Board.

## **Section 3.**

### **National Executive Vice President and National Vice Presidents.**

(a) The National Executive Vice President shall assist the National President in the execution of his duties and shall carry out such other duties as may be determined by the National Executive Board.

(b) National Vice Presidents shall be in direct charge of the administration of Union affairs in the areas under their jurisdiction as assigned and determined by the National President. They shall also be responsible for the enforcement and execution of this Constitution, the policies of this Union and the rules adopted by the National Executive Board.

(c) National Officers shall account, financially, or otherwise, for their activities in any office of this Union whenever demanded by the National President. National Executive Board members and National Representatives shall comply with all other accounting directions issued by the National President and National Executive Board.

(d) National Vice Presidents, with the approval of the National President, shall designate which members in their offices or jurisdictions may serve as representatives to other organizations, affiliations with which have been permitted by the National Executive Board.

(e) The foregoing is in addition to those other duties prescribed elsewhere in this Constitution.

(f) National Representatives shall perform whatever duties are assigned to them by the National President or the person designated to act on behalf of the National President.

(g) The National President, National Secretary-Treasurer, National Executive Vice President, Area National Vice Presidents and National Executive Board Members for the Deep Sea, Great Lakes and Inland Waters areas shall be considered elected as delegates to the SIUNA Convention by virtue of their election as officers of AMO with full voting rights in accord with the SIUNA Constitution.

## **Section 4.**

### **Committees**

#### **(a) Trial Committee**

Upon the filing of charges against a union member or officer, under Article XIII, section 2 or Article XXIII, section 1, a Trial Committee shall conduct trials of persons charged, and shall submit findings and recommendations as prescribed in this Constitution. It shall be the special obligation of the Trial Committee to observe all the requirements of this Constitution with regard to charges and trials. The Trial Committee's findings and recommendations must specifically state whether or not the rights of the accused, under this Constitution, were properly safeguarded. A Trial Committee shall be elected in accordance with Article XII, Section 2 of this Constitution.

#### **(b) Financial Committee**

The Financial Committee shall be elected semi-annually at a regular membership meeting. The Financial Committee shall meet at National Headquarters and: conduct a semi-annual (26 week) audit of the finances of National Headquarters and each office, which audit shall include the examination of financial reports of the National President, National Secretary-Treasurer, National Executive Vice President, National Vice Presidents any other National Officers as well as the National Secretary-Treasurer's monthly comprehensive report for the semi-annual period under review; note discrepancies where they exist; and report on their findings and make recommendations. Members of this Committee may make dissenting reports, separate recommendations and separate findings. The report and recommendations of this Committee shall be completed within a reasonable time after the election of its members and shall be submitted to the National President, who shall cause the report and recommendations to be read at the following month's regular membership meeting. A member may not serve on the Financial Committee if the member is an AMO National Officer or employee or the relative or business associate, as

defined by the National Executive Board, of any National Officer or employee of AMO.

National Officers and National Representatives shall comply with all demands made for financial records, bills, vouchers and receipts by the Financial Committee. No report shall be considered complete without an accompanying report and audit statement by a Certified Public Accountant. The National Executive Board is charged with the selection of the Certified Public Accountant. Any action on the Financial Committee report and recommendations shall be determined by the National Executive Board.

The Financial Committee's duties shall include not only reviewing and signing off on the cover vouchers, but also the documents provided that are specified in this Article VIII, Section 4(b) and by engaging in a review with the Union's auditor and a Union accountant, which review should be for a period of up to two (2) days as the Financial Committee deems necessary. The Financial Committee shall identify and thoroughly review a representative number of randomly selected financial documents in each category to be audited. Any member of the Financial Committee shall have the right to expand the extent of his review beyond the random sampling selected by the Committee as a group. More than one (1) member of the Committee need not review any given document unless there appears to be a problem with a document. Additionally, an independent auditor should either be on site or available by telephone to provide interpretation and guidance to all members of the Committee while they are conducting their review.

## **ARTICLE IX**

### **Term of Office; Wages of Elected National Officers; National Executive Board Members; Employees and Others**

#### **Section 1.**

The term of office for each of the National Officers and National Executive Board Members specified in Article XI and such additional National Officers and National Executive Board Members included in the National President's pre-balloting report shall be four (4) years.

#### **Section 2.**

The compensation to be paid the holder of any office, or other elective position, for which a Union-wide vote is held, shall be determined, from time to time, by the National Executive Board.

#### **Section 3.**

All other classifications of employees shall be hired, discharged and compensated at the discretion of the National Executive Board and serve at will.

## **Section 4.**

Unless modified by a majority vote of the Union Membership, the National President, with approval of the National Executive Board, may contract for, or retain, the services of any person, firm or corporation, not employees of this Union, when it is deemed in the best interest of this Union.

## **ARTICLE X**

### **Qualifications for National Offices**

#### **Section 1.**

Eligibility requirements for all elective National Offices of this Union shall be as follows:

(a) The nominee must be a member for four (4) years prior to the date of the commencement of the nomination period and must be a member in good standing of this Union at the time of nomination, and at the time of election; and

(b) The nominee must have either 360 days of bargaining unit employment with companies party to a collective bargaining agreement with this Union covering the wages, working conditions and benefits for the position held by the nominee during any two (2) full calendar years of the three (3) full calendar years immediately preceding the election year or equal time served as a full time and paid elected official or employee of this Union or full time employee of any Plan, Committee or similar entity created by agreement with the Union and one (1) or more contracted employers or combination thereof.

(c) No nominee after reaching the age of 70 prior to the date of the commencement of the nomination period shall be considered for elective office.

(d) No member may be a nominee who has been found guilty of an act or acts detrimental to the Union, or who has been impeached and removed from office, within five (5) years from the date of such finding as finally determined under this Constitution.

#### **Section 2.**

No member can accept nomination as a candidate or be a candidate for more than one (1) office in any AMO election.

#### **Section 3.**

All nominees, candidates for, and holders of other elective positions not specified in Article XI shall be members in good standing of this Union and meet all other eligibility requirements for office specified in Section 1 above.

#### **Section 4.**

All candidates for, and holders of elective offices and positions, whether elected or appointed in accordance with this Constitution, shall maintain their membership in good standing at all times. Failure to do so shall result in



ineligibility to be a candidate for or to hold such office or position, and shall constitute a vacancy in such office or position.

**ARTICLE XI**  
**Election of National Officers and National Executive Board Members: National President, National Secretary-Treasurer, National Executive Vice President, National Vice Presidents**

**Section 1.**

(a) Notice of Nomination and Election. Notice to the membership for nomination and election to any AMO office or position shall be given in accordance with applicable law and regulations.

(b) Nominations.

Any member may submit the member's own name or the name of any other member for nomination for any office including National President, National Secretary-Treasurer, National Executive Vice President and National Vice President by delivering in person, by email (receipt of which has been acknowledged by the National President or his designee), or by mail that can be tracked (such as U.S. Postal Service Express, Certified or Priority Mail) or private delivery services (such as UPS, DHL or FedEx) a letter addressed to the Credentials Committee in care of the National President at the address of National Headquarters. The letter shall contain only the information required by this Section. Any other documentation or material not required by this Section included with this letter shall be returned to the member by the Credentials Committee. The National President or his designee is charged with the safekeeping of these letters and shall turn them over to the Credentials Committee.

The letter shall be dated and shall contain the following:

- (1) The full name of the nominee, and, if the nominee wishes, any nickname to appear on the ballot;
- (2) The nominee's home address and mailing address;
- (3) The nominee's book number;
- (4) The title of the office or other position for which the member is a candidate;
- (5) Proof of employment required for candidates shall be as specified in Article X, Sections 1 and 3. Proof of employment shall be demonstrated by submission of signed letters from AMO contracted employers, AMO or the AMO Plans, originals or copies of certificates of discharge or pay vouchers from AMO contracted vessels, or signed vouchers from the AMO Vacation Plan.
- (6) Annexing a certificate in the following form, signed and dated by the proposed nominee:

"I hereby certify that I am not now, nor have I been for the five (5) years last past, convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Titles II or III of the Landrum-Griffin Act, or conspiracy to commit any such crime.

"However, with respect to any of the crimes specified below wherein a conviction occurred on or after October 12, 1984 or wherein an appeal was pending from such conviction on or after that date I hereby certify that I have not been convicted of or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury or violation of subchapter III or IV of Chapter 11 of Title 29 U.S.C. or any felony involving abuse or misuse of such person's position or employment in a labor organization or employee benefit plan to seek or obtain an illegal gain at the expense of the members of the labor organization or the beneficiaries of the employee benefit plan or conspiracy to commit any such crimes or attempt to commit any such crimes, or a crime in which any of the foregoing crimes is an element; for a period of 13 consecutive years last past, or, if so, I have received legal permission from the appropriate governmental agency excusing me from compliance with this prohibition. Proof of any such legal permission is attached to this certification."

(c) The nominating letter must reach National Headquarters no earlier than the commencement of the May National Headquarters regular membership meeting and no later than the commencement of the June National Headquarters membership meeting of the election year.

(d) In the case of any regular election for any office of this Union any member has the right to nominate himself or any other member provided that where a member has been nominated by another member the nominee must, within two (2) weeks after receipt of notification that the member has been nominated, submit the required letter of acceptance in the same form and containing the same information as required in the case where a member has nominated himself.

(e) Notice as to the time for nominations for candidates for each election shall be sent by email to the last known email address of each member, and published in the AMO newspaper (if any) and electronic newsletter (if any), no later than 15 days nor more than 30 days prior to the commencement of nominations.

**Section 2.**

**Credentials Committee**

(a) A Credentials Committee consisting

of five (5) members and two (2) alternates, members in good standing, who are in attendance shall be elected at the regular June membership meeting.

No National Officer or candidate for office or position shall be eligible for election to this Committee. The Committee decisions shall be by majority vote with any tie vote being resolved by a majority of the membership at special meetings called for this purpose at the National Headquarters Committee Members shall elect a Chairman.

(b) After its election, the Committee shall assemble at National Headquarters as soon as practicable and shall receive all nomination letters in the care of the National President or his designee. It shall determine whether the person has submitted his nomination correctly and possesses the necessary qualifications. The Committee shall prepare a report listing each nominee and his book number under the office or position he is seeking. Each nominee shall be marked "qualified" or "disqualified," according to the findings of the Committee. Where a nominee has been marked "disqualified," the reason must be stated in the report. The report shall be signed by all the Committee members and be completed and submitted to National Headquarters in time for the next regular membership meetings after their election. At the meetings, the report shall be read and incorporated in the minutes.

(c) When a nominee has been disqualified by the Committee, the nominee shall be notified immediately by mail that can be tracked (such as U.S. Postal Service Express, Certified or Priority Mail) or private delivery services (such as UPS, DHL or FedEx) to the nominee's listed home and mailing address, or by email to the nominee's listed or last known email address. The notice shall state the reason(s) for such disqualification. A disqualified nominee shall have the right to take an appeal to the membership from the decision of the Committee. Such appeal must be in writing and must be forwarded to National Headquarters not later than 14 days after the date of the mailing of the notice of disqualification. In all events, the postmark date or date on the certified mail, U.S. Postal Service Express Mail or its non-fax private courier equivalent or email shall govern. In any event, without prejudice to his written appeal, the disqualified nominee may appear in person before the Committee within two (2) days after the date on which the certified mail, U.S. Postal Service Express Mail or its non-fax private courier equivalent or email is received, to correct his application or argue for his qualification.

(d) The Committee's report shall be prepared early enough to allow the disqualified nominee to appear before it and still reach National Headquarters in time for the next regular membership meeting.

(e) A majority vote of the membership at

this meeting shall, in the case of such appeals, be sufficient to overrule any disqualification by the Credentials Committee, in which event the individual so previously disqualified shall then be deemed qualified. Unless so overruled, the Committee's report shall be final.

(f) Each member of the Committee shall be paid the rate of \$600.00 per day and reimbursed for legitimate out-of-pocket expenses.

(g) If the Credentials Committee finds there is only one (1) person qualified for any elective office or position, that person shall be declared to have been elected without the necessity of an election.

(h) Unless otherwise provided for a specific office, in the event the Credentials Committee determines there is not a qualified candidate for an office or position, the National Executive Board shall designate a member in good standing to fill the office or position until the next general election. Upon such designation being accepted, the provisions of Article XI, Section 2(g) shall govern the selection of the designee.

**Section 3.**

**Balloting Procedure**

(a) (i) The National President, subject to the approval of the National Executive Board shall, not later than June 1st of each election year, designate an independent mailing and balloting service to administer the election. The duties of such independent mailing and balloting service shall include supervising the printing and mailing of the ballots, ensuring the secrecy of and inaccessibility to the Depository during the election, mailing of duplicate ballots and receipt of written requests from members, supervising the ballot collection and tallying procedure with the Tallying Committee and to take such other measures as the independent mailing and balloting service may deem necessary to ensure a fair and impartial election. In the event the independent mailing and balloting service is unable to fulfill its duties as determined by the National Executive Board, the National President shall replace the independent mailing and balloting service with another such service.

(a) (ii) The National President shall receive reports of the proper and timely preparation of ballots by the independent mailing and balloting service. The ballots so prepared shall be the only official ballots. The ballots may contain general information and instructive comments, not inconsistent with the provision of this Constitution. All qualified candidates shall be listed alphabetically within each category. No write-in votes shall be permitted. All qualified nominees shall receive 15-days notice of the date, time, and location of the mailing of ballots together with a sample ballot. Objections to the sample ballot must be made by the candidate

aggrieved and received by the National President within 7 days of receipt of the sample ballot by the candidate.

(b) The ballot sent to members in good standing shall be enclosed in an envelope which shall have on its face the word "Ballot." This envelope, with ballot enclosed, shall be enclosed in an outer envelope, which shall have on its face an official number which shall correspond with an official number assigned to each member. Lists of the names of the membership, together with the corresponding official numbers, shall be made available to the Tallying Committee for the purpose of checking, at the time of the count, the voting eligibility of members whose ballots have been received. The official numbers shall be consecutive, commencing with Number 1. A sufficient amount of envelopes and ballots shall be printed and distributed. A record of the ballots, by amount, shall be maintained by the independent mailing and balloting service and reported to the National President.

(c) Such outer envelope shall be addressed to the Depository designated by the National President pursuant to Article VIII, Section 1. (f) of the Constitution to ensure the secrecy of the ballot and shall be held in safekeeping by the Depository, which shall be in the same County where National Headquarters is located. The Depository shall be secured and paid for by the Union. During the balloting period, the Depository shall only provide access to the designated independent mailing and balloting service. At the conclusion of the balloting period, the depository shall only provide access to the designated independent mailing and balloting service and elected Tallying Committee. The outer envelope shall have a return address to a post office box in the same county in the state where National Headquarters is located. In addition, only the independent mailing and balloting service shall have access to the designated post office box selected by the National President. The independent mailing and balloting service shall take ballots returned to the post office box as undeliverable to National Headquarters and oversee the remailing of the return envelope, affixing the most recent address for the member whose original ballot envelope was returned to the designated post office box.

(d) The ballots shall be secret and must be cast by mail. Ballots which contain the signature of any voter or other distinguishing marks shall be void.

(e) Ballots shall be sent to the member's last known residence or last known mailing address, as indicated in the records at National Headquarters, unless Members request their ballots be sent to them aboard their vessels.

(f) A member shall be entitled to write to the independent mailing and balloting service, c/o National Headquarters, for a duplicate Ballot and receive same by mail provided he states in his letter that

he has not received his ballot or that his ballot has been lost or mutilated so that it can not be used. All duplicate ballots shall be marked either by color or serial number to identify them as such. Duplicate ballots shall be counted unless the original and duplicate ballots mailed to the member are both cast, in which event neither shall be counted. Each duplicate sent by the independent mailing and balloting service shall be recorded on a list maintained by the independent mailing and balloting service. The list shall be included in the election records, which are to be preserved in accordance with Article XI, Section 4(j).

(g) All members shall be mailed ballots on August 1st of the election year, unless August 1st falls on a Saturday or Sunday, then the ballots will be mailed on the previous Friday; the ballots are to be returned as provided in subparagraph (h) herein. In order for the member's ballot to be counted, the member must be in good standing for the quarter in which the ballot cast is to be counted, with such standing established not later than November 30th of the election year.

(h) Voting shall thereupon commence and continue through December 1st inclusive. If December 1st falls on a holiday, or a Sunday, balloting shall end on the next succeeding business day. Ballots received after December 1st or the next succeeding business day shall be disqualified. Members who become in good standing after September 1st but on or before November 15th shall be mailed a ballot, which must be received by mail on or before December 1st or the next succeeding business day, if December 1st is a Sunday or Holiday, in order to be counted.

(i) Elections shall be held at regular four (4) year intervals for National Officers. Elected National Officers begin their terms of office as of midnight December 31.

#### **Section 4.**

##### **Ballot Collection, Tallying Procedure, Protests and Special Votes**

(a) A Tallying Committee consisting of five (5) members and two (2) alternates, in good standing, shall be elected from those in attendance at special meeting called by the National President, or the National Officer officially in charge designated by the National President, at Headquarters on the Wednesday morning in the week preceding the week of Thanksgiving for the express purpose of electing a Tallying Committee. Five (5) members and two (2) alternate shall be elected at Headquarters. No National Officer or candidate for office or position shall be eligible for election to this Committee. The Committee Members shall elect a Chairman and Secretary.

The elected Tallying Committee shall, with the independent mailing and balloting service, proceed to the Depository in Dania Beach, Florida with an empty ballot box prior to the closing

of the depository on the day of the regular December meeting.

The independent mailing and balloting service and the Tallying Committee shall remove all the ballots from the Depository, count the ballot envelopes and place them in the empty ballot box in the presence of any member in good standing who may be observing.

The independent mailing and balloting service and the Tallying Committee shall then seal this box and return it to National Headquarters, where it shall remain sealed and in the custody of the independent mailing and balloting service and Tallying Committee until such time as the ballot box is opened and the ballots are checked and counted.

(b) The independent mailing and balloting service and the Tallying Committee are charged with the tally of all the ballots and preparation of a report setting forth in complete detail the results of the election, including a complete accounting of all ballots and ballot envelopes, and reconciliation of the ballots and ballot envelopes with the rosters and verification lists of membership. The report shall clearly detail all discrepancies discovered and shall contain recommendations for the treatment of these discrepancies. The independent mailing and balloting service and all members of the Committee shall sign the report, without prejudice however to the right of any Committee member to submit a dissenting report as to the accuracy of the count and the validity of the ballots, with pertinent details.

Only members in good standing shall be entitled to be present as observers at the tallying of the ballots.

(c) The independent mailing and balloting service and the Tallying Committee are also charged with the receipt and evaluation of written protests by any member who claims an improper denial of his or her right to vote. If they both find the protests invalid, they shall dismiss the protests and so inform the protesting member, by email or overnight mail on the day of dismissal.

If they both find the protests valid, and the vote or votes can affect the outcome of the election, the independent mailing and balloting service and the Committee shall order a special re-run election for the office so affected on such terms as are practical. If the Tallying Committee and independent mailing and balloting service disagree on ordering a special re-run election, a special re-run election shall be subject to approval or disapproval by a majority of the membership at the next regularly scheduled membership meeting at Headquarters. The report of the independent mailing and balloting service and the Committee shall include a brief summary of each protest received, the name and book number of the protesting member, and a summary of the protest's disposition.

(d) The independent mailing and

balloting service and the Tallying Committee shall commence the ballot count on the same day as the ballots are collected and shall complete the count as soon as possible. The independent mailing and balloting service and the Tallying Committee may, at their sole discretion, retire for the evening even though their task has not been completed and shall return to a sealed box all ballots and envelopes and ensure the custody and security of the ballots and envelopes until the resumption of their duties by the committee the following day no later than 9:00 A.M.

Each member of the Committee shall be paid the rate of \$600.00 per day and reimbursed for legitimate out of pocket expenses.

The proceedings of the independent mailing and balloting service and the Committee, except for the actual preparation of the report and dissents, if any, shall be open for observation to any member in good standing.

The independent mailing and balloting service and the Tallying Committee shall file a tally of the Ballots cast within 24 hours after the completion of the ballot count.

(e) The December regular membership meeting at Headquarters in the election year shall be held in recess by the National President or National Officer officially in charge designated by the National President until the independent mailing and balloting service and Tallying Committee have completed their work.

The meeting shall be officially reconvened in order to receive the preliminary report including the tally of the independent mailing and balloting service and Tallying Committee. A majority of the membership, at that meeting, may order a recheck and recount where a dissenting report alleging a miscount or the counting of an ineligible ballot has been issued by one (1) or more members of the Tallying Committee.

(f) The candidate or candidates receiving the highest vote shall be deemed elected. In the event of a tie vote for office, the National President shall, within 10 days, direct a runoff election among the candidates receiving the tie vote; the runoff election shall be a mail ballot referendum conducted for a 90-day period in accordance with the provisions of this Article.

(g) Any challenge to the conduct of the election of National Officers (other than appeals by disqualified nominees for candidacy governed by Section 2 of this Article) shall be made not later than 20 days from the date of the preliminary report and tally of the Tallying Committee. Such challenge must be in writing and signed by the complaining member or members and shall be sent by mail that can be tracked (such as U.S. Postal Service Express, Certified or Priority Mail) or private delivery services (such as UPS, DHL or FedEx)

to the National Executive Board, in care of the National President. The National Executive Board shall hold hearings and shall make its decision on such challenge within 30 days after the conclusion of the hearings all within 60 days after receipt of the challenge. If a recount is held pursuant to subparagraph (e) of this Section and a challenge to the conduct of the original count shall have been made prior to the decision to hold such recount, the challenge shall be deemed null and void. After the recount, if any, the complaining member or members may renew such challenge in accordance with subsection (g) of this Article.

(h) The decision of the National Executive Board may be appealed by the complaining member or members, in person or in writing, to the membership at the first regular membership meetings which next follow the receipt by the National President of written notice of appeal. The written notice of appeal must be received within 20 days after the date of mailing or notification of the decision of the National Executive Board to the challenging member. If the notice of appeal is received by the National President less than five (5) business days before the first such regular membership meetings, then the appeal shall be presented to the next regularly scheduled membership meetings. A majority of the members voting at such meetings shall control. The action of the National Executive Board and the membership on any such appeal shall be final.

(i) The final report by the independent mailing and balloting service, the Tallying Committee and the National President, under this Article, shall be entered in the minutes of the next membership meeting.

(j) The National President is directed and authorized to issue other directions as to the election procedures as are required by law. These directives shall be part of the election procedures of this Union. The National President is specifically charged with the post-election preservation and retention of all election records, including the ballots, as required by law.

## **Section 5.**

### **Installation into Office**

(a) The candidate elected shall be that person receiving the highest number of votes cast for the particular office or position. Where more than one (1) candidate is to be elected for a particular office or position, the proper number of candidates receiving the successively highest number of votes shall be declared elected. It shall be the duty of the National President to advise each candidate which candidate or candidates were elected within seven (7) days of receipt of the final report of the Tallying Committee and the independent mailing and balloting service.

(b) The duly elected National President, National Secretary-Treasurer, National

Executive Vice President, and National Vice Presidents, elected shall take their respective positions and assume the duties thereof at midnight December 31st. At that time, the terms of their predecessors shall expire. This shall not apply where the successful candidate for National President cannot assume his office because he is at sea, in which event the provisions of Article VIII, Section 1(l) dealing with succession shall apply until such office is assumed.

(c) Before assuming office, all elected Officials, shall take the following oath:

"I....., do hereby sincerely pledge my honor to perform the duties of my office as described by the Constitution, and to uphold this Constitution to the best of my ability. I will deliver to my successor in office all books, papers and other property including all computer files, hardware and software of this Union that may be in my possession at the close of my official term. Further, I do solemnly swear (or affirm) that I am not a member of any organization which advocates the overthrow of the Government of the United States by force, violence or other subversive or unconstitutional methods, and during my term of office, I will not knowingly aid or support the activities of any such party or organization.

"All this I solemnly promise with the full knowledge that to violate this pledge is to stamp me as a person devoid of principle and destitute of honor."

## **Section 6.**

Incumbent officials of the Union shall continue to hold office until successors are elected, qualified and installed.

## **Section 7.**

### **Vacancies Occurring Between Credentials Committee Report and Start of Election**

(a) In the event a candidate for contested office who has been found "qualified" by the Credentials Committee dies, becomes permanently incapacitated, withdraws as a candidate, or becomes disqualified following issuance of the Credentials Committee Report and prior to commencement of balloting, and only one qualified candidate remains for the office, the commencement of balloting for National Officers and National Executive Board members shall be postponed to October 20th of the Election Year to allow additional nominations with notice to all members by email and by mail at their last known address for the contested office(s) in which a death, withdrawal, permanent disability or disqualification has occurred, and all other contested offices. Additional nominations for that elective office as ordered by the National Executive Board shall occur in September of the Election Year. The previously elected Credentials Committee shall reconvene in early October and issue a supplementary Report in time for the October Membership meeting. The election of all contested Offices shall be conducted

from October 20th when ballots are mailed to December 21st inclusive. If either date falls on a holiday or Sunday, balloting shall commence or end, as the case may be, on the next succeeding business day. Ballots received after December 21st shall be disqualified. The Tallying Committee shall be elected as provided in Article X, Section 4 (a) of the Constitution and proceed to collect the ballots at the Depository in Broward County, Florida in the morning on the next business day after the close of the balloting period. The Tallying Committee shall pick up the ballots and tally same as specified in Article X, Section 4 and issue its report, along with a dissenting report, if any, to special membership meetings called solely for this purpose prior to December 31st of the Election Year at Headquarters.

(b) If a vacancy shall occur among the candidates for a contested National Office caused by death, permanent incapacity, withdrawal or other disqualification of a candidate subsequent to 12:01 a.m. on the date the balloting period commences and prior to 12:00 midnight on the date the balloting period ends in the Union's Election year, such vacancy shall not be filled and the votes cast for such deceased, incapacitated or otherwise disqualified candidate shall be counted by the Tallying Committee. If such candidate shall have received the highest number of the votes cast, a vacancy shall exist in that office and shall be filled in the manner provided in this Constitution for vacancies in office occurring by reason of death after election and assumption of the National Office as provided in Section 1 and Section 5 of Article VIII of this Constitution by the National Executive Board with the designated successor taking office on the date the vacancy is deemed to exist.

(c) In the event a candidate for Elective Office, who has either been declared elected by the Credentials Committee pursuant to Article XI, Section 2(g) of the American Maritime Officers National Constitution or who has received the highest number of votes cast as reported by the Tallying Committee and independent mailing and balloting service dies, is permanently incapacitated or otherwise disqualified before being installed in Office, the Office shall be deemed vacant and filled in accordance with this National Constitution.

## **ARTICLE XII Other Elections**

### **Section 1.**

#### **Financial Committee**

Each Financial Committee shall consist of three (3) members in good standing who shall be elected at the National Headquarters meeting at the second regular membership meeting held after the close of the six (6) months and year end of the Union's fiscal year for which the Committee is to make the required audit. If no quorum is present on that date, a special meeting shall be called

within one (1) week for the sole purpose of electing a Financial Committee. No member shall be elected unless in attendance at the meeting. A member may not serve on the Financial Committee if the member is an AMO National Officer or employee, or a relative or business associate as defined by the National Executive Board, of any AMO National Officer or employee of AMO.

## **Section 2.**

### **Trial Committee**

**Any** Trial Committee shall be elected at a regular membership meeting at National Headquarters, where the trial will take place. It shall consist of five (5) members in good standing, of which three (3) shall constitute a quorum. No National Officer or employee may be elected to serve on a Trial Committee. No member who intends to be a witness in the pending trial may serve, nor may any member who cannot, for any reason, render an impartial decision. It shall be the duty of every member to decline nomination if he knows, or has reason to believe, any of the foregoing disqualifications apply to him. The members of this Committee shall be elected under such generally applicable rules as are adopted by a majority vote of the membership. No member shall be so elected unless in attendance at the meeting.

## **Section 3.**

### **Negotiating & Strike Committees**

(a) The members of the negotiating Committee shall be elected by a majority vote of the membership in that fleet for the contract being negotiated. Notwithstanding anything to the contrary in this Constitution, the National Executive Board may be constituted as the Negotiating Committee.

(b) The National Executive Board shall decide when any strike shall begin and end. The National Executive Board will act as the Strike Committee. The National President shall act as Chairman and may designate a working committee of not less than two (2) National Executive Board members and two (2) rank and file members, all of whom shall report to the full National Executive Board as needed. The Strike Committee shall be charged with the preparation, execution and termination of a strike plan binding on all members and other persons affiliated with this Union, when approved by the National Executive Board.

## **Section 4.**

Unless otherwise specified herein, all Committees shall be elected when and as required.

## **Section 5.**

Reading Clerk and Recording Secretary  
At each official regular or special

membership meeting held at Headquarters, the membership shall by majority vote elect a Reading Clerk and a Recording Secretary, who shall serve in such capacity for that meeting only.

### **ARTICLE XIII Code of Trial by Charges**

#### **Section 1.**

All violations of this Constitution, laws, rules, regulations of this Union shall be tried by this Union unless otherwise specified in this Constitution, and if charges are proven, the penalties imposed shall be enforced by this Union.

#### **Section 2.**

When a member of this Union is accused of an offense which, if proven, would subject him to a penalty, the proceedings shall be conducted in accordance with the following rules:

(a) The accusation shall be made in writing and be signed by two members in good standing. It shall state the charges and the specifications upon which these charges are based. The accusation shall also specify the time and place of the alleged offense as nearly as can be determined. Once the charges and specifications are received at National Headquarters, the charges shall be reviewed by AMO's General Counsel to determine whether they allege a violation of this Constitution. If General Counsel opines the charges do not allege a violation of this Constitution, the charging parties shall be so informed and provided a copy of the General Counsel's opinion and the matter shall proceed no further. If General Counsel determines the charges allege a violation of this Constitution, the National Secretary-Treasurer shall notify the accused of the charges and specifications and provide the accused with a copy of the charges. At the discretion of the National President, and depending upon the gravity of the alleged offense, the accused shall be given the opportunity to sign a Waiver of Trial in lieu of a trial within 30 days of notification and accept the penalty proposed in the waiver. The proposed Waiver of Trial shall be provided by a member of the National Executive Board to the accused as directed by the National President. If the accused does not sign the Waiver of Trial, the charges and specifications shall be processed in accordance with this Article.

(b) The charges and specifications shall be presented to the membership at the next regularly scheduled monthly membership meeting at Headquarters, with the charging parties and the accused being given equal time, as determined by the presiding officer, to address the membership. If the charges are accepted for trial by a majority vote of the attending members, the National Secretary-Treasurer shall notify the accused member immediately that charges will proceed to a trial before a Trial Committee at a date and time to be determined by the Trial Committee. The

trial shall take place at National Headquarters not less than 30 days from the date the notice to the accused is mailed on a date and at a time determined by the Trial Committee, with at least 15 days advance notice to the accuser and the accused. In the event the accused does not attend the hearing, the Trial Committee may proceed in his absence.

(c) No other persons other than the accused, accusers and their advocates, who must be members in good standing, shall be present at the trial without the consent of the Trial Committee. The Trial Committee shall be entitled to have legal counsel present.

(d) Each witness shall be examined separately and apart if desired by the accused or accuser and all testimony shall be transcribed. The cost of the copies of the transcript shall be borne by the Union.

(e) At the hearing, the Trial Committee shall give the accused, the accuser, or their advocates, an opportunity to present evidence or argument as to the guilt or innocence of the accused, as set forth in the charges and specifications.

(f) The Trial Committee shall within 30 days of the close of the hearing issue its decision as to the guilt or innocence of the accused and the penalty, if any, to be imposed.

(g) The Decision and Recommendation of the Trial Committee shall be submitted to the membership at the next regularly scheduled monthly membership meeting at Headquarters. The record, including the transcript, if any, shall also be transmitted by the Trial Committee for review at the meeting and shall be posted on the Union's website at least 10 days before the meeting. The members of the Union present at the meeting, shall decide by majority vote upon the guilt or innocence of the accused. If the accused is found guilty, the members present at the meeting shall determine by majority vote whether to impose or reduce the penalty decided upon by the Trial Committee.

(h) The Committee shall have power to summon and interview persons and subpoena relevant papers on behalf of the parties and to procure from the National Secretary-Treasurer such summons and subpoenas in a form as may be necessary for that purpose, and may adjourn the hearing from time to time at its discretion.

### **ARTICLE XIV Penalties**

#### **Section 1.**

Any member found guilty in accordance with the procedures of this Constitution shall be subject to the degree of punishment as follows:

(a) Public reprimand.

(b) Fined for each proven offense.

(c) Fined for each proven repetition of offense.

(d) Suspended pending reinstatement.

(e) Suspended for a stated period up to a maximum of two years.

(f) Suspended pending payment of dues, fines or assessments.

(g) Dropped from the roll of membership.

(h) Dropped from the roll of membership with fine or fines charged to his account.

#### **Section 2.**

In no case shall the fine for each proven charge exceed the amount of the guilty member's Group initiation fee in effect at the time the decision of the Trial Committee is issued. Suspended members who are not reinstated at the expiration of such period shall then be dropped from the roll of membership. In cases where members are fined, they may be suspended pending payment, or they may be given 60 days before such suspension is enforced.

#### **Section 3.**

Members are not required to pay dues during the period of disciplinary suspension. If members are dropped from membership for any reason, and such persons desire reinstatement, they must pay all their indebtedness to this Union and make application for reinstatement.

### **ARTICLE XV Publications**

#### **Section 1.**

The Union may publish such pamphlets, journals, newspapers, magazines, email bulletins, periodicals and general literature in such manner as may be determined by the National Executive Board. The National Executive Board by majority vote may determine the requirements for approval of any such publication as a communication of this Union. The National Executive Board shall approve any such communication and shall determine the exclusive means and medium of distribution to the membership, the public, or to other parties.

#### **Section 2.**

(a) The AMO and its National Officers, shall not print, publish or distribute any mailing list or email distribution list of its members and shall not give, sell or otherwise provide any names and addresses (mailing or email) of its members to anyone except for the independent mailing service, National Officers and employees distributing communications of this Union, Pension, Medical, Safety & Education, Vacation Plan and other Plan employees for the purpose of distributing Plans communications to members and

applicants.

(b) The AMO, its National Officers, employees and members shall not use the name of AMO or the logo of this Union. The publication or production of any book, pamphlet, circular, other printed matter, clothing or attire, electronic mail, website, social media posting or content, or other electronic transmission of information containing any advertisement whatsoever by any person or persons is not authorized by AMO unless approved by the AMO National Executive Board.

### **ARTICLE XVI Bonds**

National Officers, whether elected or appointed, as well as all other employees of this Union, shall be required to be bonded under such terms and conditions as may be determined, from time to time, by the National Executive Board, provided however, that elected National Officers whose responsibility it is to handle the liquid funds of this Union, or who are empowered to convert securities in their possession into cash, shall each be required to furnish a bond at the expense of the Union in an amount required by law but not less than \$500,000.00; such bond is to be executed by a reliable surety company and approved by the National President. The bond, when furnished, shall be placed in the custody of the National President, who shall in turn be responsible for ascertaining that such bond is kept in force throughout the term of office of such elected National Officers. No elected National Officer or union employee who is charged with the responsibility of handling funds and assets of the Union may assume office or employment or remain in such office or employment unless a satisfactory bond is in force and effect. It is expressly provided that the amount and content of the bond and the National Officers to be covered thereunder shall, at all times, be consistent and in compliance with provisions of any applicable law in force and effect.

### **ARTICLE XVII Expenditures**

#### **Section 1.**

Policies or specific instructions with regard to expenditures to be made or expenses to be incurred shall be determined by the National President in accordance with this Constitution.

#### **Section 2.**

As determined by the National President, monies may be appropriated from the treasury of the Union for political purposes which are permitted by law. Political expenditures that could subject the Union to federal unrelated business income taxation are prohibited.

### **ARTICLE XVIII Income**

#### **Section 1.**

The income of this Union shall include

receipts from dues, initiation fees, assessments, contributions, loans, interest, dividends, gifts, bequests, realized capital gains, as well as income derived from any other legitimate source.

#### **Section 2.**

No member shall be required or permitted to pay or deliver any sum of money to any Union representative without obtaining a receipt, signed and dated by an authorized Union official. It is the duty of the member to demand such receipt in lieu of an official Union receipt to be issued to the member by Headquarters at a later date.

#### **Section 3.**

No assessment shall be levied except after a vote of the members in good standing conducted under such rules as may be determined by the National Executive Board, subject to these conditions:

(1) The ballot must be secret;

(2) The assessment must be approved by a majority of the valid ballots cast;

(3) Reasonable notice of the intention to vote upon such proposed assessment at Membership meeting shall be given prior to the Membership meeting.

#### **Section 4.**

All payments by a member or applicant of this Union shall be applied to the monetary obligations owed to this Union by the member or applicant, commencing with the oldest as measured from the date of accrual of such obligation. The period of arrearage shall be calculated accordingly. All payments to this Union not made in person, shall be forwarded to the National Secretary-Treasurer at Headquarters. Payments made by electronic means or credit card shall be deemed made when credited to the Union's account.

### **ARTICLE XIX Formulation of Shipping Rules**

#### **Section 1.**

Shipping Rules, containing the details for registration and dispatch to and assignment of jobs and rules governing conduct and procedure shall be issued by the National Executive Board. Shipping Rules shall be Union policy.

#### **Section 2.**

The National Executive Board may make special exceptions or rules for any company or vessel for organizational purposes.

#### **Section 3.**

Each Violation of the Shipping Rules shall result in the issuance of a fine amounting to two (2) quarters of dues.

### **ARTICLE XX Quorums**

#### **Section 1.**

The quorum for a regular or a special meeting at Headquarters shall be five (5) members in good standing.

#### **Section 2.**

The quorum for a National Executive Board meeting shall be a majority of its members in person or through communications media.

#### **Section 3.**

The quorum for any committee meeting shall be the majority of the elected or appointed members in good standing.

#### **Section 4.**

The decisions, reports, recommendations or other functions of any segment of the Union requiring a quorum to act officially shall be that of the majority of the quorum present at the officially called or required meeting and shall not be official or effective unless the quorum requirements are met.

### **ARTICLE XXI Meetings**

#### **Section 1.**

The National President, or, an elected official designated by the National President or if the National President is incapacitated, an elected official designated by the National Executive Board, shall call and convene a regular monthly membership meeting on the first Wednesday of every month except in the months of January, June, July, and September when the membership meeting will be held on the second Wednesday. The meeting shall be at National Headquarters. The convening officer may, in his or her sole discretion, cancel, postpone, or move the location of a membership meeting only for exigent circumstances such as hurricane or flood watches or warnings, states of emergency declared by governmental authorities, or damage to the National Headquarters premises. This meeting shall commence at 1:00 P.M. local time. In the event a quorum is not present at 1:00P.M. local time the National President or National Officer officially in charge designated by the President shall postpone the opening of the meeting until a quorum is present, but in no event later than 1:30 P.M. local time. If a quorum is not present by 1:30 p.m., then the meeting shall be cancelled and the Order of Business shall be carried over to the next monthly membership meeting.

#### **Section 2.**

Special membership meetings can be held at Headquarters and called only by the National President or as directed by the National President, or if the National President is incapacitated, by the National Executive Board.

#### **Section 3.**

##### **Meeting Chairman**

(a) The Chairman of each meeting at Headquarters shall be the National President or a National Officer designated by the National President. The Chairman shall keep order under rules of order specified in this Constitution.

(b) The Meeting Chairman may cast a vote only in the event of a tie.

#### **Section 4.**

##### **Order of Business**

1. Call to Order
2. Election of Recording Secretary and Reading Clerk
3. Obligations
4. Reading of the Minutes of previous meetings
5. Communications and action taken
6. Resolutions and action taken
7. Shipping and Registration Report
8. Ships' Activity Report
9. Report on Applications for Membership
10. National Secretary-Treasurer's financial report.
11. Election of the Financial Committee or Financial Committee Report
12. Charges and Election of Trial Committee, and other special Committees
13. Report of National Executive Vice President and National Officers
14. National President's Verbal Report
15. Unfinished Business
16. New Business
17. Good and Welfare
18. Adjournment

#### **Section 5.**

##### **Rules of Order**

1. No motion shall be placed before the meeting unless moved and seconded, or be open for discussion until stated by the Chair. When a motion is before the meeting, the only superseding motions in order are as follows:

- a. To adjourn;
- b. The previous question;
- c. To postpone indefinitely;
- d. To postpone to a specific time;

e. To recommit and refer;

f. To amend;

g. To substitute; and they shall take precedence in the order named, the first three (3) to be decided without debate.

2. If two (2) or more members rise to speak at the same time, the Chair shall decide who is entitled to the floor. No member shall speak longer than five (5) minutes, or more than once upon the same subject or question until all who desire have spoken, or more than twice without permission of the meeting.

3. No motion shall be entertained while a member has the floor, and members making or seconding motions shall rise and address the Chair.

4. No member shall be interrupted while speaking, except for a point of order.

5. If a member, while speaking, is called to order, he shall, at the request of the Chair, take his seat until the question is decided; then, if in order, he may proceed.

6. Unless an appeal is taken, the decision of the Chair shall be final upon all points of order. A majority of all members present and entitled to vote shall be necessary to sustain an appeal. Any member voting in the minority may change his vote to affirmative and give notice that he will move to reconsider at the next meeting.

7. Any three members may call for a division of the house on any question when subject matter permits, and then a call for the ayes and nays by raising of hands or standing in place shall be ordered by the Chair.

8. When the ayes and nays shall have been taken, the result shall be noted in the minutes.

9. Rules of Order not herein provided shall be decided according to Robert's Rules of Order.

### **ARTICLE XXII Definitions and Miscellaneous Provisions Relating Thereto**

#### **Section 1.**

##### **Incapacity**

Unless otherwise set forth herein, the term "incapacity" shall mean (1) any illness or other condition preventing the affected person from carrying out his duties for more than 45 days within any 60-day period, or (2) suspension from office or membership as provided for in this Constitution or (3) failure to maintain membership in good standing in this Union. Nothing contained in this Article shall be deemed to prohibit the temporary assumption of duties of more than one (1) office, in which event no vacancy shall be deemed to exist with regard to the office of the National Officer as designated by the National President taking over the duties and

functions of the one (1) incapacitated.

## **Section 2.**

### **Vacancy and Vacancy Not Caused By an Incapacity**

Unless otherwise set forth, the term “vacancy” and the term “vacancy not caused by an incapacity” shall be the same, and shall include failure to perform the functions of any office by reason of death, or resignation or expulsion from the Union with no further right to appeal in accordance with the provisions of this Constitution and failure of an elected office holder to maintain membership in good standing at all times, or creation of a new office which is to be elective.

## **Section 3.**

### **Majority Vote of the Membership - Union as A Whole**

When applicable to this Union as a whole, the term “majority vote of the membership” shall mean the majority of all the valid votes cast by members in good standing at an official meeting at Headquarters.

## **Section 4.**

(a) Majority Vote of the National Executive Board

When applicable to the National Executive Board, “majority vote” or “majority vote of the National Executive Board” shall mean a majority of the votes of those entitled to vote.

## **Section 5.**

### **Membership Action**

The term “membership action” shall mean the same as the term “majority vote of the membership.”

## **Section 6.**

### **Titles**

Where the title of any office or position is referred to in this Constitution, all references to it and the provisions concerned with it shall be equally applicable to whomever is acting in such office or position.

## **Section 7.**

### **Election Year**

The “Election Year” shall mean that calendar year prior to the calendar year in which elected officials and other elected position holders are required to assume office.

## **Section 8.**

### **Applicant in Good Standing**

The term “applicant in good standing” shall mean a person seeking admission or readmission to this Union whose dues are paid through the current quarter, who has not satisfied the initiation fee

requirements, and who has been issued a permit number after filing the appropriate application for membership and whose acceptance into membership in this Union is pending.

## **Section 9.**

### **Member**

The term “member” shall mean a person who has filed an appropriate application for membership in this Union, fully satisfied the initiation fee, provided two (2) letters of recommendation from members and has been accepted as a member by the National Executive Board.

## **Section 10.**

### **Member in Good Standing**

The term “member in good standing” means a member whose dues are paid in full before the first day of the current quarter and who is not under suspension or penalty of expulsion as provided by this Constitution.

## **Section 11.**

### **Membership Book and Permit Number**

(a) The term “membership book” shall mean the official certificate issued as evidence of membership in this Union.

(b) The term “permit number” shall mean the official permit number of applicant status issued to applicants upon the applicant’s first employment assignment.

## **Section 12.**

### **Meetings**

(a) All meetings conducted pursuant to this Constitution shall be governed by Robert’s Rules of Order unless otherwise provided for herein.

(b) Whenever the day on which a scheduled Union meeting or action is to take place falls on a holiday, the meeting or action shall be put off until the next business day at the same hour.

## **Section 13.**

### **Calendar Year**

The term “calendar year” shall mean a 12 month period beginning with January 1st.

## **Section 14.**

### **Area**

The term “area” as used in this Constitution shall mean Deep Sea Area, Great Lakes Area and Inland Waters Area.

## **Section 15.**

### **Gender**

Whenever the masculine gender is referred to in this Constitution it shall also be deemed to include the feminine gender.

## **Section 16.**

### **Advocate**

The term “advocate” when used as “advocate” for members during a trial means a member in good standing who acts as an advocate or spokesperson.

## **Section 17.**

### **Suspend and Forgo**

The term “suspend” means to defer to some future date which may not exceed two (2) years.

The term “forgo” means permanently relinquish.

## **ARTICLE XXIII**

### **Impeachment and Removal from Office of Elected National Officers and National Executive Board Members**

## **Section 1.**

### **Charges and Answer**

Charges of misdemeanors in office, malfeasance, misfeasance, nonfeasance, corruption, favoritism, extortion, oppression in office, gross misconduct, habitual drunkenness or impairment due to use of controlled substances, or failure to conform to the AMO National Constitution or to a National Executive Board Policy may be filed by three full-time National Executive Board Members, or by five or more members in good standing of AMO at regular Membership Meetings at Headquarters, against any elected National Officer of the Union. Such charges shall be filed with the National President and National Secretary-Treasurer. The National President or National Secretary-Treasurer shall within 10 days of its receipt mail or send by email a copy to each member of the National Executive Board and to the National Officer or National Executive Board Member so charged. The National Officer or National Executive Board Member charged shall file a written answer to the charge not later than 20 days following the mailing or electronic delivery of the charges by the National President or National Secretary-Treasurer.

## **Section 2.**

### **Trial**

Upon the filing of the aforesaid charges, the National Executive Board shall designate a Trial Committee, consisting of three (3) members who must be full time and paid elected National Officers of the Union. The Trial Committee shall conduct a hearing at a place and time

which it shall designate, provided, however, that the date of the hearing may not be set earlier than 30 days following the mailing of the charges by the National President or National Secretary-Treasurer.

## **Section 3.**

### **Trial of the Accused**

A written record of the hearing shall be made. There shall be full opportunity for examination and cross-examination of all witnesses. The charged National Officer or National Executive Board Member may be represented by an advocate. The Trial Committee shall have full authority to determine the rules of procedure that shall govern all parties. The Trial Committee shall have full authority to direct the charging and charged National Officer(s) or National Executive Board Member(s) to produce or make available to the Trial Committee or its designated agent any relevant books, records or other documents in the possession or under the direction or control of the charging or charged parties, and to direct any such charged parties to submit to examination at the trial.

## **Section 4.**

### **Decision of the Trial Committee**

(a) After a full hearing, the Trial Committee shall render a written decision which shall be filed with the National President and National Secretary-Treasurer, who shall distribute copies to the charged party, the party or parties who filed the charges and to each member of the National Executive Board. Said decision shall either recommend a dismissal of the charges in whole or in part, or a suspension or dismissal from office of the charged party, the taking of action by the charged party, or such other course of action that it deems necessary to obtain compliance with this Constitution or AMO policy.

(b) Any decision which calls for the suspension or dismissal from office of the charged party shall also contain a provision relating to the continued membership of said charged party. In the case of a suspension or dismissal of the charged party from office, the charged party’s membership may be suspended, or in the case of a dismissal, he may be expelled from membership. Also in case of dismissal, the charged party shall be barred from holding any office, position or employment in the Union for five years. In the case of a suspension or dismissal of the charged party, a vacancy shall be deemed to exist and filled in accordance with this Constitution.

(c) The full record of the proceeding shall be kept at AMO National Headquarters.

## Section 5.

### Appeal to the National Executive Board

In the event either the charged party or the charging parties desire to appeal to the National Executive Board, notice of the appeal, together with a memorandum setting forth the exceptions taken and a brief comment, shall be filed with the National President, the National Secretary-Treasurer and the opposing parties within 20 days of the mailing by the National President or National Secretary-Treasurer of the Trial Committee's decision. The opposing party shall have 15 days to make a like filing.

If no such appeal is taken within the prescribed time, the decision of the Trial Committee shall be presented to the membership during the next scheduled membership meeting where, if ratified by a majority vote, the decision shall be final. If found guilty, the members present at the meeting shall vote by majority vote to impose or reduce the penalty decided upon by the Trial Committee.

## Section 6.

### Decision of the National Executive Board

The National Executive Board, (no charged or charging members of the National Executive Board shall be permitted to participate in discussions or vote on this appeal) shall meet at the call of the National President and based on the entire record, shall render its decision as to the acceptance, modification or rejection of the decision of the Trial Committee in the event an appeal has been taken. The National Executive Board may make its decision based on the filings received or may hold a hearing on the appeal and exceptions, as it may choose. Its acceptance, modification or rejection based on the appeal shall be in writing and conveyed to the charged and charging parties within 3 days after making its decision, and presented to the membership during the next scheduled membership meeting where, if ratified by a majority vote, the decision shall be final. If found guilty, the members present at the meeting shall vote by majority vote to impose or reduce the penalty decided upon by the Trial Committee.

## Section 8.

### Criminal or Civil Liability

A decision rendered in favor of or against any accused under the provisions of this Article shall not in any way limit his criminal liability or his civil liability under the law to this Union.

## ARTICLE XXIV Affiliation

### Section 1.

(a) The National President or his

authorized designee, with the approval of the National Executive Board, shall have the authority to affiliate with any other Union, group of Unions or an Association, provided, that the autonomy of AMO is guaranteed and maintained and the National President determines this to be in the best interest of AMO and its membership.

(b) There shall be no merger of this Union with any other Union without prior approval by:

1. A majority vote of the National Executive Board followed by;

2. A majority vote of the members in good standing through membership referenda including voting, tallying and certifying of results by an independent third-party vendor using secure internet, electronic and/or telephone balloting systems.

### Section 2.

The National Executive Board shall have the authority, whenever it may determine it is in the best interest of the membership, to submit to a referendum vote among the membership any issues, policy, or action. Any such referendum shall be conducted through membership referenda including voting, tallying and certifying of results by an independent third-party vendor using secure internet, electronic and/or telephone balloting systems. Details such as timing and length of balloting shall be set by the National Executive Board.

### Section 3.

By virtue of the affiliation of AMO with the Seafarers International Union of North America, AFL-CIO, the President of the SIUNA shall have the right to attend any membership meeting of AMO and its National Executive Board with a voice but no vote concerning the deliberations.

## ARTICLE XXV Amendments

This Constitution shall be amended in the following manner. The National Executive Board may propose and submit to the membership proposed amendments which, if approved by a majority vote of the membership, shall be deemed adopted. Such submission may be made to the membership at the next regularly scheduled monthly membership meeting at Headquarters or by conducting membership referenda including voting, tallying and certifying of results by an independent third-party vendor using secure internet, electronic and/or telephone balloting systems as the National Executive Board may determine.

## ARTICLE XXVI Internal Appeals Procedure

### Section 1.

Before resorting to any court, tribunal or agency, any member or applicant for membership must appeal any action or

decision taken by any National Officer, concerning the handling or disposition of any contractual grievance pursuant to the procedures set forth in this Article.

### Section 2.

The route of appeal is:

FIRST, to the National Executive Board; by written appeal within 60 calendar days after the member or applicant is notified of the decision or action under challenge; and SECOND, to the membership at membership meetings.

### Section 3.

#### Procedures at Each Level of Appeal

This Section specifies the procedures at each level of appeal.

(a) Appeal to the National Executive Board:

An appeal to the National Executive Board shall be in writing and postmarked not later than 60 days after receipt by the appellant of notice of the action or decision being appealed. The appeal shall be as specific and detailed as possible, and shall include all information available in support of the appeal. The appeal shall be addressed to the National Executive Board, c/o the National President.

The National Executive Board shall appoint a one (1) member Appeals Committee to consider the appeal and make recommendations. This Appeals Committee shall be composed of a member of the National Executive Board, but shall not include as a member any National Officer who has previously participated in the consideration or disposition of the contractual grievance involved.

The appeal and any supporting information shall be forwarded by the National President to the designated Appeals Committee. After a review of the appeal and supporting information, the Appeals Committee may hold a hearing, unless the Committee concludes that no useful purpose would be served by a hearing in which event the Appeals Committee, in its discretion, may make recommendations on the appeal without a hearing. The Appeals Committee shall use its best efforts to complete consideration of the appeal and make a recommendation within 60 days, which, together with the full record, shall be submitted to the National Executive Board. The National Executive Board shall consider the record, together with the Appeals Committee's recommendation, and shall make a decision on the appeal. The National Executive Board shall use its best efforts to render its decision within 60 days of receipt of the Appeals Committee's recommendation, concerning the appeal and supporting documentation. Any National Officer who has previously participated in the consideration or disposition of the contractual grievance involved shall not participate in the deliberations or

decision concerning the appeal in question.

A copy of the decision of the National Executive Board shall be sent to the appellant by the AMO National Secretary-Treasurer by overnight express mail or its private courier equivalent at the last known mailing address of the appellant.

### (b) Appeal to a Membership Meeting

An appeal to the membership at membership meeting of this Union from the decision made by the National Executive Board shall be made by a member in person or in writing and by an applicant in writing addressed to the National Secretary-Treasurer of the AMO within 30 days after the member or applicant is notified by the National Secretary-Treasurer of the decision by the National Executive Board concerning the decision or action under challenge. The appeal will be presented at the next membership meeting. The National Secretary-Treasurer of the Union shall notify the appellant in writing by certified mail, return receipt requested, at the last known mailing address of the appellant within 60 days after the meeting of the action taken on the appeal by the membership.

### Section 4.

Upon receipt of the decision of the membership, the appellant shall be considered to have exhausted his internal appeals.

### Section 5.

The following rules, unless otherwise indicated, shall govern all levels of the appeal procedure:

#### (a) Contents of Appeal

Any appeal should set forth the action or decision being appealed, and should include all information and documents in support of the appeal. The appeal should be as specific and detailed as possible, and must be signed by the member(s) or applicant(s) involved.

#### (b) Calculation of Time

The time limits of Section 3 of this Article begin to run from the time the appellant first becomes aware, or reasonably should have become aware, of the alleged action or decision appealed. In the case of an appeal from a decision of the National Executive Board, the time limit shall begin to run when the appellant first receives notice of the decision. For purposes of this Article, "day" means a calendar day. If mailed, an appeal will be considered filed on the date it is postmarked.

#### (c) Time Limits for Appeal

To be considered, an appeal must comply with these time limits, if no other time limit is specifically set forth in this Constitution: appeal to AMO National Executive Board, 60 calendar days; appeal to AMO membership

meeting, 30 calendar days.

**(d) Extensions of Time**

In the case of any appeal, the National President may waive the time for filing the appeal if warranted by the circumstances and otherwise not prohibited by this Constitution.

**(e) Compliance Pending Appeal**

The decision of the lower tribunal, in all cases, must be complied with before an appeal can be accepted by a higher tribunal in authority, and shall remain in effect until reversed or modified. The National President may, upon written application of an appellant, waive in whole or in part requirements of such compliance where unusual circumstances warrant.

**(f) Counsel**

Any party to an appeal before the National Executive Board shall be permitted representation by legal counsel, or other representative of the party's choice. Unless otherwise specified in this Constitution, legal counsel is not permitted before the membership meeting. The party retaining legal counsel, or other representative, shall bear any cost of such representation. The Appeals Committee, or National Executive Board, as the case may be, shall be entitled to have representation or the assistance of legal counsel, regardless of whether or not any party to an appeal chooses to utilize legal counsel.

**(g) Briefs**

Any party to an appeal may submit a brief or other written statement of position.

**(h) Hearings**

Hearings shall be such as determined appropriate in the discretion of the tribunal considering the issue, and shall bring to light all facts and issues involved. The appellant and appellee (or their representatives) shall be required to appear, with such witnesses as they may choose, and shall answer fully and truthfully all questions put to them. The parties shall be afforded full opportunity to present their respective positions on all matters bearing on the action, decision, or penalty under review. A hearing held by the National Executive Board, through its Appeal Committee, shall be held at a Union office, as close as possible to the locality from which the appeal originates in order to minimize the expense and inconvenience to the parties.

**Section 6.**

It shall be the duty of any member, applicant or group of members or applicants, if aggrieved by any action, decision or penalty imposed, to exhaust fully the member, applicant or group remedy and all appeals under this Constitution and the rules of this Union before going to a civil court or

governmental agency for redress.

**ARTICLE XXVII  
Savings Clause**

The provisions of this Constitution shall be interpreted and applied in accordance with all applicable laws. If any provision of this Constitution shall be declared invalid or inoperative by operation of law or any Court of law, the National Executive Board shall have the authority to suspend the operation of such provision during the period of its invalidity and to substitute a provision which meets the objections to its invalidity and which will be, to the extent possible, in accord with the intent and purpose of the invalid provision. The remainder of this Constitution or the application of such Article or Section to persons other than those as to which it has been held invalid, shall not be affected.