



# THE FEDERAL MARINER

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## CMPI 610 Negotiations Conclude, Implementation Already Underway

*This article is part of a series describing the Civilian Marine Personnel Instruction (CMPI) 610 negotiations covering the hours of work and premium pay instruction for CIVMARS working aboard Military Sealift Command (MSC) vessels. As noted previously, this Instruction does not impact CIVMAR base wages. The instruction covers only what CIVMARS earn when working during overtime, premium and penalty time aboard MSC vessels.*

The SIU and MSC recently completed negotiations over CMPI 610. The completion of negotiations marks the culmination of a roughly two-year process in which the two parties engaged in a series of negotiating sessions using the interest-based bargaining (IBB) method. Also participating in these negotiations were licensed and unlicensed CIVMARS who served as subject matter experts. CIVMARS attended negotiations in person and also participated in the talks via conference call and written surveys. CIVMAR comments and suggestions throughout the negotiation process were extremely helpful, bringing the most up-to-date shipboard experience to the attention of the negotiators. CIVMAR comments helped to frame the new work rules. Additionally, in most of the bargaining sessions, the parties were assisted by several FMCS Mediators. This was especially helpful when the negotiations entered the most difficult phases.

Concurrent negotiations between MSC, the Marine Engineers' Beneficial Association (MEBA) and the International Organization of Masters, Mates & Pilots (MM&P), the unions representing the agency's licensed CIVMARS, also have concluded.

MSC Commander Rear Admiral Mark Buzby delivered the completed Instruction to the Office of Civilian Human Resources (OCHR) who reviewed and approved the document for the Secretary of the Navy. The Instruction has an October 2012 implementation date.

As the negotiations concluded, the parties conducted a thorough financial analysis to ensure, as accurately as possible, that the financial negotiation goals noted below would be met. Much earlier, at the start of negotiations, the parties adopted detailed ground rules and goals to



Union representatives met with Seafarers aboard dozens of vessels to help introduce the updated CMPI Instruction. Above, mariners on the *USNS Robert E. Peary* are pictured with SIU Government Services Division Representative Kate Hunt (front, holding booklet.) Below, the *Peary* (foreground) conducts an underway replenishment with the *USS Hue City* in the Arabian Gulf in late September.

guide them through the difficult and complicated bargaining and implementation process.

Additionally, as this is the first time in a quarter century that the entire Instruction has been revised, certain protections were agreed to and will go into effect as the Instruction is implemented. Both of these topics are discussed in greater detail below.

### Negotiation Goals

The goals of the negotiations were to:

1. Ensure that CIVMARS would be fairly compensated by the new work rules;
2. Ensure that the changes would be cost-neutral for MSC. This means that MSC would not have to pay much

more money to implement the rule changes or save significant amounts of money by cutting pay through work rule changes;

3. Develop work rules that would be applied fairly and consistently on every vessel;
4. Streamline the Instruction, to delete repetitive, confusing and inconsistent language that was found throughout the previous Instruction.
5. Develop work rules covering unlicensed CIVMARS which could be applied whenever possible to both coasts; and
6. Develop a document that is easy to read and allows CIVMARS to find the information they are looking for quickly and efficiently.

### Program Protections

The protections built into the implementation of the new CMPI 610 include reviewing CIVMAR feedback and other shipboard documents as well as evaluating payrolls in a timely manner to ensure that CIVMAR wages have not been impacted significantly – in a negative or positive way, or in a way that was not anticipated by the parties. The SIU and MSC have also agreed to meet yearly to review the financial impact of the rules for the next five years.

As in the previous CMPI 610 there is a mechanism to dispute or grieve a situation where a CIVMAR believes he or she has not been paid accurately for the overtime or premium pay work performed.

There will also be a process to advise the union and the agency if a CIVMAR believes that a specific work rule has resulted in significant pay loss. Once this is brought to the attention of the union and MSC, the parties will reconvene to determine whether the new rule creating the impact needs to be revised.

The new rules will have to be implemented for several months before CIVMARS, the SIU and MSC will be able to determine whether there is a significant impact one way or the other. This is because premium pay



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### Passion and Truth Trump Money In Debate Over Union Rights

It's been a busy year for the union representing unlicensed mariners at NOAA, ACOE, MSC and MARAD. In addition to the successful CMPI 610 negotiations that resulted in a simpler, more effective at-sea payment system for CIVMARS, the SIU also helped ACOE win a new contract all while continuously fighting for fair working conditions and good pay for federal mariners nationwide. Our members can certainly attest to the benefits of being part of the SIU family.

Even those who are against labor unions would admit life is better for unionized workers. When compared to their non-union counterparts, union workers earn considerably more money, have better benefits and enjoy a more secure retirement plan. According to a 2011 study by the Bureau of Labor Statistics, the median weekly earnings alone for union workers are 28 percent higher than non-union workers.

You would think this was a bad thing, judging by the attacks unions have endured in recent years. From the anti-labor tactics employed by Wisconsin Governor Scott Walker, to the influx of anti-union political campaign rhetoric and candidates, it seems like the demonization of unions is everywhere.

Despite the obvious benefits unions have for workers and the economy, millions of dollars are being spent by corporations and the candidates they support to convince people that unions are actually harmful. With enough money, these forces hope they can deceive working people into thinking that higher wages and better benefits are against their interests.

These tactics come from corporations at a time when profits have never been higher. It's no coincidence that the salaries of CEOs have skyrocketed over the last 30 years, while union membership has dropped. Seeing what they perceive to be vulnerability in the labor movement, corporations have increased their efforts to reduce the rights of workers as a way of ensuring profits and executive salaries continue on their upward trajectory.

They then attempt to convince those same non-union workers that their diminished wages and benefits are the fault of unions guaranteeing higher wages and benefits to their members, not the executives who lowered workers' wages while raising their own. This strategy works to demonize unions while turning non-union workers' dissatisfaction over stagnant wages and benefits away from those who are actually responsible.

For anti-union forces, it's all about reducing union membership and the higher wages and benefits that come with that membership. Lower wages and benefits for workers mean a larger slice of the pie is available to fund higher wages and benefits for executives. Thirty years ago, the average CEO received 42 times the average worker's pay. Today, the average CEO receives 380 times the average worker's pay.

The good news, however, is facts side with unions. A strong union workforce enjoys greater productivity and higher living standards. The more workers earn, the more money is injected back into the economy. Higher wages and better benefits are directly correlated to a better economy and more jobs. It's hard to argue against that.

Thanks to President Franklin Delano Roosevelt's aggressive support for unions, productivity and median household income increased by more than 100 percent in the three decades following World War II. That push for unionization was felt as strongly in the public sector as it was the private sector.

"Organizations of government employees have a logical place in government," Roosevelt wrote in a 1937 letter to National Federation of Federal Employees President Luther Seward. "The desire of government employees for fair and adequate pay, reasonable hours of work, safe and suitable working conditions, development of opportunities for advancement, facilities for fair and impartial consideration and review of grievances, and other objectives of a proper employee relations policy, is basically no different than that of the private industry."

Unfortunately, Roosevelt's passion for unions would not be shared by many of his successors. Union membership decreased over the years and so did the economic benefits that come with it.

From 1980 to 2008 productivity increased 75 percent while income increased only 22.6 percent. If it weren't for the large drop in union membership during that period, median wages would be nearly 43 percent higher than they are today.

That shows how important it is to tackle anti-union efforts head on. As more people hear about what unions really mean to workers and the economy, support for anti-union tactics and politicians will fade. The reason anti-union forces have spent millions – possibly billions – of dollars demonizing unions is because it's a lot harder to convince people of a lie than to simply tell the truth. It takes a lot of money to get falsehoods to stick.

The case for unions may appear obvious, but places like Wisconsin and actions throughout the federal government show there is still much to be done to ensure the future of American workers, both at sea and ashore. Unions may not have the unlimited bank accounts of these corporations, but they have the dedicated support of the members who are living better lives because of their union membership. Union workers are the living example of the benefits of union membership, and they are able to make a better case for unions than anyone.

The more rank-and-file members out there fighting disinformation, the less effective the anti-union attacks are. It's hard for people to see unions as evil when they see the kind of passion they inspire in members and the quality of life that feeds that passion.

And that's the difference between those for and against unions. The corporations may have the money, but unions have the passion. Both agree that higher wages and good benefits are appealing to workers – it's just that anti-union advocates see that as a bad thing. What they fail to realize is union workers aren't getting too much; non-union workers simply aren't getting enough.

Take a look at the accompanying sidebar to see the issues the SIU is currently working on for unlicensed CIVMARS.



Michael Sacco

### How the SIU Helps CIVMARS

From answering employment-related questions on issues such as security clearances, promotions and safety, to helping CIVMARS who have received disciplinary charges from MSC, the SIU works on many policy issues. Here is a partial list of what the union is working on right now to help its members.

**CMPI 330** – This is another section of the Civilian Marine Personnel Instruction, like CMPI 610, however it applies to policy for MSC CIVMARS.

**CIVMAR uniforms** – MSC is looking at requiring federal mariners to wear uniforms. The SIU will negotiate certain elements such as who will pay, what the uniform will consist of and how CIVMARS will get them.

**Computer access** – The SIU is addressing continued computer access problems for forward deployed CIVMARS.

**OCONUS hotel standards** – The SIU and MSC will negotiate hotel standards that ensure CIVMARS who are assigned hotels outside the United States will not be placed in inadequate quarters.

**Fall protection** – The SIU will negotiate a policy for fall protection. MSC has indicated it will apply a weight limit for CIVMARS who may need to go aloft using fall protection harnesses.

**Off-duty comp time** – MSC has not provided compensation for CIVMARS traveling during off-duty hours. The SIU will address this and work to get compensation for CIVMARS.

**Relief system** – SIU is negotiating with MSC to develop a more effective and expedited relief system to ensure CIVMARS who apply for relief can leave the vessel in a timely manner.

### MSC Commander Asserts United States Depends on Strong Merchant Marine

The commander of the U.S. Military Sealift Command (MSC) reminded delegates at the Seafarers International Union of North America convention in September that America's military depends on a strong, reliable U.S. Merchant Marine.

Rear Adm. Mark Buzby, MSC commander, addressed the gathering Sept. 11, emphasizing the "spirit of cooperation and partnership built on trust" that exists between his agency and American maritime labor.

"We could not do it without you," Buzby said. "We absolutely must have the strong minds and strong backs of your membership to help us execute our mission: our vital part of national security and national defense."

A current example of cooperation between unions and the agency, Buzby noted, is a revised agreement covering thousands of civil service mariners. He added that agreement, known as the CMPI 610, is the first major revision in 25 years to address critical issues faced by mariners.

"The real story, though, is the cooperation, respect and partnership between MSC and the unions – the Seafarers chief among them – that showed again through this negotiation process," Buzby said. "It was long and hard and went on for at least two and a half years, if not three. The end result is an agreement that everyone involved can use and understand and, most importantly, can be fairly compensated by."

Buzby specifically praised SIU Assistant Vice President Government Services Chet Wheeler, Representative Kate Hunt and

Counsel Deborah Kleinberg for being "absolutely key to the quality agreement that was struck. Seafarers are very well-served by these professionals." Government service representatives, along with MSC representatives, recently visited ships to explain the updated instruction.

The commander said he also recently approved the agency's strategic plan for the next five years – and the convention delegates were the first people outside of MSC to hear about it. Buzby said the plan identifies four "high-level goals," including providing task-ready ships; developing, enhancing and enabling the agency's work force; focusing on the customer so our armed forces benefit; and managing organizational change and growth, in part because "I have every expectation that MSC will have more missions and more responsibility in the coming years, but with a smaller budget."

"Our combined efforts work toward maintaining a strong U.S. maritime industry that's critical to our continued leadership in a world that depends on the seas and the maritime trade," he continued. "None of it will happen without U.S. Mariners manning the lines."

In a separate speech of his own to the 2012 SIUNA Convention, retired Vice Adm. Al Herberger, who served as deputy commander of the U.S. Transportation Command, also praised the work of U.S. Mariners.

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SIU President Michael Sacco (right) and Secretary-Treasurer David Heindel (left) are pictured with MSC Commander Rear Admiral Mark Buzby at the convention.

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# AFL-CIO: Federal Workers, Families Being Forced to Sacrifice Too Much

They do jobs of vital importance for the American people, but the nation's 2.6 million federal civilian workers are being "substantially" underpaid in the name of deficit reduction, the AFL-CIO Executive Council said in a recent statement.

Referring to the fact that federal workers earn an average of 24 percent less than their private-sector counterparts, the council said federal employees are simply forced to sacrifice too much. Federal workers are the ones who administer Social Security and Medicare benefits, enforce wage and safety standards and provide support to the military, among many other duties.

"Federal employees are substantially underpaid for this important work," the council said in a statement that was released in early August, adding the problem doesn't just apply to wages. "Their health insurance is (also) less generous than that provided by large firms in the private sector."

While pressure to reduce the deficit has resulted in an unprecedented two-year pay freeze for federal workers, the council said many of the most successful private-sector workers have not been

asked to make any sacrifices of their own.

Instead, the council added, federal workers have been unfairly forced to shoulder an economic burden that isn't being asked of anyone at the top of the economic food chain.

"It is often said there must be 'shared sacrifice' to reduce the deficit, but it hardly qualifies as 'shared sacrifice' when nobody else shares in the pain," the council said. "Unlike federal employees, millionaires, billionaires, Wall Street firms and the 1 percent have not been asked to pitch in one dime."

Sen. Ben Cardin (D-Md.) echoed similar sentiments in a statement issued to commemorate the Labor Day Holiday. Cardin, who represents more than 286,000 public-sector workers, said he's alarmed by the anti-worker rhetoric in Washington, particularly against public-sector workers. Facing pressure to reduce the deficit, Congress has put an unprecedented two-year pay freeze on federal workers and limited other benefits.

"Enough is enough! Our public-sector workforce is the best in the world and they deserve our support and our gratitude for making our nation the

greatest in the world," Cardin said. "I am fighting to put an end to the blame game that targets public sector workers for political gain."

Sacrifices by federal employees have already produced \$60 billion in projected budget savings over the next 10 years. A planned 2013 pay adjustment could raise that number to more than \$100 billion.

That's particularly alarming, the council said, when it comes to what federal contractors are allowed to earn. The council concluded the statement vowing to fight any further assaults on the wages and benefits of federal workers.

"All efforts to privatize, outsource, reduce, undermine, politicize, underpay, or undervalue the work performed on behalf of the American people by our federal workforce should be vigorously opposed," the council wrote.

The SIU is an AFL-CIO affiliate, and SIU President Michael Sacco is the longest-serving member on the federation's executive council.

## Understanding Your Benefits And How to Secure Them Open Season 2012 Information for NOAA, ACOE, MARAD, MSC

This year, the federal benefits "open season" runs from Nov. 12 through Dec. 10. During open season, federal mariners may review their respective health benefit plan options and select a health plan that meets those specific needs and the needs of their families.

The U.S. Office of Personnel Management has also announced that premiums for non-postal enrollees in the Federal Employees Health Benefits Program will increase an average of 3.4 percent in 2013.

The Seafarers International Union strongly encourages all federal mariners to review health care plan options carefully. For instance, selecting a plan that provides health care coverage for accidents or illness which may occur outside the United States is important for

all CIVMARS who sail aboard vessels forward-deployed. Currently, the union is negotiating with the U.S. Military Sealift Command (MSC) to ensure that CIVMARS who become injured or ill abroad will receive prompt treatment in medical facilities which offer care similar to the level of care offered by physicians and hospitals located in the United States.

Health care treatment for CIVMARS who become ill or injured while in the service of a vessel abroad is a complicated issue, according to Chester Wheeler, Assistant Vice-President for the SIU's Government Services Division. Along with MSC, the Department of Labor-Workman's Compensation Division and other governmental agency regulations play a part in determining how CIVMARS will

receive treatment and how payments for health care services abroad may be made.

As a result of the union's advocacy and negotiation efforts, MSC determined that it must do more to assist CIVMARS injured outside the United States. MSC has submitted a program to the U.S. Department of Defense, similar to a plan which covers U.S. State Department employees. This plan would allow MSC to pay, as a loan to MSC CIVMARS, health care expenses incurred outside the United States for CIVMARS, until the CIVMARS own insurance, self-pay resources or worker's compensation coverage is obtained by the CIVMAR. The funds laid out by MSC must then be repaid.

While not every hospital abroad takes private health insurance, enrolling in a government-sponsored health care plan

with overseas coverage may help expedite care in the event a federal mariner needs emergency medical treatment.

The U.S. Office of Personnel Management website – [www.opm.org](http://www.opm.org) – is designed to help federal mariners understand health plan coverage options. Each health plan also has its own website that may be reviewed. Other websites which are potentially useful to federal mariners and their family members in comparing plans and analyzing coverage include Consumer Checkbook ([www.checkbook.org](http://www.checkbook.org)) and Plan Smart Choice ([www.plansmartchoice.com](http://www.plansmartchoice.com)).

Federal mariners who have additional questions are encouraged to call their union representative or email [siufedmariner@seafarers.org](mailto:siufedmariner@seafarers.org).

### How to Become an SIU Member

Joining the SIU is easy. The union's website – [www.seafarers.org](http://www.seafarers.org) – includes printable PDF versions of forms that mariners may use to request and authorize payroll deductions for labor organization dues. The forms are posted at:

<http://www.seafarers.org/memberbenefits/civmar.asp>

Need help or additional information? Contact any of the following SIU Government Services Division officials or email [siufedmariner@seafarers.org](mailto:siufedmariner@seafarers.org): Chet Wheeler, (510) 444-2360, extension 17; Kate Hunt, (718) 499-6600, extension 223; Maurice Cokes, (757) 622-1892.



### Mariners Vital to U.S. Soldiers Around the World

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"During the past 10 years the U.S. military relied on commercial U.S.-flag shipping and worldwide intermodal logistics systems to support U.S. and coalition forces in Iraq and Afghanistan," he stated. "Since 2002, almost 52 million measurement tons of cargo have been delivered to the U.S. coalition forces by sealift."

Citing retired TRANSCOM Commander Gen. Duncan McNabb, Herberger pointed out that sealift has been responsible for delivering more than 90 percent of all the cargo to the Afghanistan and Iraq conflicts, due to the superb volunteer participation of U.S.-flag vessels and civil service mariner working for MSC.

Though he acknowledged it may seem repetitive to express the need to support America's key maritime programs – the Jones Act, cargo preference laws, and the Maritime Security Program – Herberger said the sentiments are worth repeating.

"It remains so important that members of Congress, and those in the executive branch, the media, the American public, understand the important role played by commercial vessels and the civilian, union mariners in ensuring sealift support for U.S. military forces worldwide," he said.



SIU VP Gov't Services Kermett Mangram (left), greets MSC Commander Rear Adm. Mark Buzby following his speech to the 2012 SIUNA convention.

# Thousands in Savings and Aid for Union Members Available Through Union Plus

Potentially, thousands of dollars in financial aid and savings are waiting for MSC, NOAA MARAD and ACOE civil service mariners who are members of the SIU, Union Plus Representative Valerie Cole told the 2012 Seafarers International Union of North America Convention Sept. 11. Those members just have to reach out and grab it.

"Union Plus programs help your members buy their homes, ensure their futures, travel for less and send their children to college," Cole said as she addressed the gathering of convention delegates, union officials and unlicensed apprentices at the Paul Hall Center for Maritime Training and Education in Piney Point, Md. "Hard-working union members and their families deserve unique value, fair terms and exceptional service."

Since its founding by the AFL-CIO in 1986, Union Plus has used the collective bargaining power of unions to provide discounted products and services to union families. Currently, the program offers more than 40 benefits in categories ranging from housing and health care to higher education and entertainment.

"That is the power of belonging to a union," Cole said.

Union Plus has been especially valuable to members in recent years, as the Great Recession has resulted in widespread job losses and financial strain. Union Plus has spent more than \$14 million the last few years to help members who faced financial hardships. More than \$9 million of that went to mortgage assistance for members facing foreclosure on their homes.

"In times of job loss and medical emergency and financial hardship we offer a helping hand," Cole said. "It helps members keep homes if they lose their job, become disabled or can't work."

Aside from helping distressed homeowners, Union Plus also helps those buying homes find competitive mortgage rates and savings on closing costs. First-time homeowners get even more assistance.

Union plus also offers grants for members who are saving for their children's higher education and deep discounts on college preparation courses. Members can take advantage of massive savings on clothing, travel and entertainment and cell phone service as well.

The benefits available through Union Plus run the gamut from discounts for gym memberships and rental cars to savings on AT&T wireless monthly phone bills. In addition, union members who utilize Union Plus benefits have access to a prescription discount card, a credit card, and even a discount for a Hawaiian cruise aboard the NCL *Pride of America* – a vessel that is crewed by SIU members. Union Plus also provides assistance for major purchases, such as mortgages and other loans.

Taking advantage of the various offers presented by Union Plus not only helps save money, but it also helps support businesses that hire union workers. That's an important consideration in any era, but especially during the current economic climate.

It's all about the philosophy of "delivering savings, service and solidarity," Cole said. "That's our foundation and we've been building on it ever since."

All members in good standing of the SIU are entitled to apply for Union Privilege and Union Plus benefits. For more information about the programs, SIU members are encouraged to contact their union representatives or visit the Union Plus website: [www.unionplus.org](http://www.unionplus.org).

## CIVMARS Asked to Carefully Read New Instruction

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varies from vessel to vessel. Additionally, while a few of the old rules which have been eliminated may diminish pay under certain circumstances, this change may be offset by new rules which will now provide pay to CIVMARS for previously uncompensated work. CIVMARS comments and financial data will help the parties with this evaluation.

### Organization of New CMPI 610

While the new CMPI 610 still contains a majority of the rules in the old instruction, overall the newly negotiated Instruction is noticeably shorter. CIVMARS will find that the language is much more concise compared to the previous Instruction. The new CMPI 610 is user-friendly and logically organized. It is designed to enable the reader to quickly and definitively answer practically any question regarding a CIVMAR's hours of work and premium pay.

The new CMPI 610 is also organized in a way that is entirely different from the previous Instruction. The new CMPI 610 is now organized by type of work or work event rather than by department and sailing coast. While it may take some time for CIVMARS to adjust to the new format, the document itself is more cohesive and understandable.

For example, one major section deals with premium pay associated with moving cargo. This section covers several scenarios when any CIVMAR, regardless of department, handles or moves any type of item deemed to be cargo. In the previous document, pay provisions regarding cargo were located in several different sections. This required a review of multiple pages and referring to several sections to analyze the cargo work rules.

Many CIVMARS advised negotiators that the language could be confusing and contradictory. In response to those concerns, negotiators included all language pertaining to a specific rule or evolution of work into a specific section. The document now contains a detailed, cross-referenced index which will help CIVMARS quickly locate any CMPI 610-related information they need.

West Coast CIVMAR Bosun Mate **Bob Hoffman**, who participated in the CMPI negotiations, thought such clarity was very important. The CMPI 610's new language, he said, would put an end to having to "fight the same fights year after year" over payment provisions.

That's nothing but good news, added East Coast Deck Department Mariner **Marque Anthony**, who also participated in the CMPI 610 negotiations and saw improvement in the new Instruction.

"Now the unlicensed and licensed (mariners) will be able to understand the sections and all three shipboard departments will benefit from the changes," he said.

### CMPI 610 Roll-Out and Training

While negotiations are complete, work must be done to ensure a successful implementation period. As with any new program, there will be many questions. It is expected that full implementation of the Instruction will commence on Oct. 7, 2012. SIU, MEBA, MMP and MSC representatives have travelled around the world to almost every MSC vessel and CSU holding training sessions and answering questions about the new Instruction.

A DVD has been produced which explains the changes and highlights the important aspects of the new CMPI. These DVDs will be made available to all vessels and each CSU. Each CIVMAR will have available on a CD and the ship's LAN, a copy of the new Instruction and a user guide. The negotiators have also prepared a document which provides a side-by-side comparison of the new and old Instructions.

Other documents describing the new Instruction will also be available, including a "frequently asked questions" document which will be updated as the Instruction is implemented to include the questions which arrive from the fleet.

With the help of unlicensed CIVMARS, this Instruction was negotiated by the SIU with all CIVMARS in mind. In these talks, all participants were on equal footing. Negotiations were transparent and hard-fought. The IBB process required negotiators to reach a consensus on every line and section in this Instruction.

To make implementation of the new Instruction as successful as possible, the SIU asks all CIVMARS to view the DVD and all other training materials as they become available, and be sure to contact the main e-mail address [mccmpi610@gmail.com](mailto:mccmpi610@gmail.com) as well as SIU representatives with questions or concerns.

Lastly, the SIU encourages each CIVMAR to read the Instruction carefully, learn its provisions and refer to it often to ensure you are paid fairly and accurately for work done during overtime, premium and penalty pay periods aboard your vessels.



Mariners aboard the *USNS William McLean* learn about the CMPI Instruction's new provisions and policies.

### Federal Mariners: Update Your E-Address Book!

SIU Government Services Division members should note that there's a new email address for contacting your union. The new address is [siufedmariner@seafarers.org](mailto:siufedmariner@seafarers.org), and it replaces the old [civmarsupport@seafarers.org](mailto:civmarsupport@seafarers.org).

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