



THE FEDERAL MARINER

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Maritime Unions, NOAA Negotiate on Shore Leave Entitlements

Representatives from the Seafarers International Union, AGLIW (SIU), the Marine Engineers' Beneficial Association (MEBA), and the International Organization of Masters, Mates and Pilots (IOMMP) met with NOAA representatives during August 2016 to negotiate on behalf of NOAA wage mariners about their shore leave entitlement.

Shore leave is leave which is accrued by most federal mariners working for federal government agencies. Shore leave is a category of leave which is accrued in addition to other types of leave to which federal mariners are entitled (such as sick leave and annual leave).

Prior to these negotiations, NOAA licensed and unlicensed wage mariners had questions and concerns about the accrual and the consistent application of shore leave to wage mariners sailing in the NOAA fleet. Over the last several years, the Seafarers, MEBA and MMP unions and NOAA representatives have been

trying to reach a resolution about grievances and differences in the interpretation of the statutory regulations which cover shore leave. Using an interest-based bargaining (IBB) process, the parties were able to reach a tentative agreement over the course of several meetings held at NOAA's headquarters located in Silver Spring, Maryland.

IBB negotiations are the preferred method of negotiation for the Seafarers' Government Services representatives. These negotiations require parties to develop employee and agency interests, and use problem-solving techniques rather than traditional positional bargaining which can often lead to breakdowns in talks. IBB negotiations allow for the development of the most creative and "employee positive" outcomes to simple as well as complex bargaining issues.

In addition to developing tentative new collective bargaining agreement language, the parties were able to resolve some out-

standing shore leave grievances and address other important issues.

Negotiating on behalf of the unlicensed wage mariners represented by the SIU were Kate Hunt and Sam Spain, Government Services Representatives; and Deborah Kleinberg, Counsel. Representing MEBA were Tracey Burke, Government Services Representative; Mark Gallagher, Contracts Representative; and Nils Djusberg, MEBA Counsel. Representing IOMMP was Randi Ciszewski, Government Services Representative.

Negotiating on behalf of NOAA were Troy Frost, Deputy Director of Marine Operations, Laura Young, Administrative Officer; and members of the NOAA Workforce Management Office and the Department of Commerce Office of the General Counsel.

RADM David Score, Director of Marine and Aviation Operations and the NOAA Corp as well as RADM Anita Lopez, Deputy Director Office of Marine

and Aviation Operations and the NOAA Corps briefly attended the negotiations to share their thoughts and goals as well as to support the IBB negotiation process used by the parties.

After negotiations, Hunt summed up the outcome of the meetings: "We believe these meetings were extremely productive. The tentative agreement reached will provide more opportunities for NOAA wage mariners to accrue shore leave in a fair and consistent manner. Once the agreement is signed it must go to the Department of Commerce for agency head review. There are a number of steps which still need to be completed, but if all goes well, we hope the agreement will be in place by January 2017."

The SIU will keep NOAA crews updated as new information becomes available.

Know Your Benefits and How to Secure Them

Federal 2017 Open Season Starts November 14, 2016

Federal mariners should note that the dates are set for this year's annual open season for selecting health, dental and vision insurance for you and your family. Open season begins Nov. 14 and ends Dec. 12, 2016.

New premiums were scheduled to be announced on September 28, 2016. Overall, employees paid an average of 7.4% increase in their premium costs in 2016.

The Federal Employee Health Benefits Insurance (FEHB) is a group of various insurances available to federal mariners and their families. Health insurance is vitally important to you and your family, especially if you are injured overseas. It is very helpful to have a health insurance plan that will cover medical expenses abroad

if you are a federal mariner sailing on vessels which travel outside the continental United States (OCONUS).

One of the most important benefits for federal mariners is overall, comprehensive health insurance coverage for you and your family. A good place to start learning about your health care options (there are more than 200 health care plans to choose from) is the Office of Personnel Management website (opm.gov). This is a free website which will have 2017 materials available soon. Health plans that you are interested in learning about also have their own webpages.

Another excellent resource can be purchased from the Washington Consumer Checkbook Organization. This year the non-profit will be publishing the 38th edition of its Guide to Health Plans for Federal Employees, touted as the most comprehensive resource available for researching FEHB plans. It is available in print and online. The ratings include plans operating nationwide and regionally throughout the United States.

According to the Washington Consumer Checkbook's website, the ratings consider many factors too numerous to mention here in their entirety, but here are just a few: plan premiums, catastrophic limits and estimates of out of pocket costs for medical expenses, a comparison of out of pocket costs on the actual coverage allowed by plan, and each plan's coverage of low, average and high medical expenses. Ratings also cover plan quality and provide data on enrollee satisfaction with the plan's services including ease of getting needed care, customer service, claims processing and other factors. The group also rates dental and vision services. The guide will also provide detailed consumer advice on which plan options may work best in different situations, providing information consumers may not have considered.

To learn more about this guide and how you can purchase a copy, visit www.checkbook.org and look for the Federal Employee Health Care Guide on the main page.

Other benefits federal mariners are eligible for are include a Flexible Spending Account (FSAFEDS), which

allows mariners to save money for health care expenses with a Health Care or Limited Expense Health Care FSA. These savings accounts help you pay for items that typically aren't covered by your FEHB Plan, the Federal Employees Dental and Vision Insurance Program, or other health insurance coverage.

FSAFEDS also offers an account for families with young children or elder care expenses – the Dependent Care FSA. This account allows you to set aside money to pay for your day care expenses.

There may be some tax advantages to put some savings in FSAFEDS. The money contributed to your FSAFEDS account is set aside before taxes are deducted, so depending upon your income you may be able to save about 30 percent on your federal taxes. The average tax savings for a person earning \$50,000 who contributes \$2,000 into an FSA account is approximately \$600. That means you get \$2,000 worth of health care purchasing power while paying approximately \$600 less in federal taxes.

Eligible employees can enroll in FSAFEDS each year during the Federal Benefits Open Season (the November/December timeframe). Open Season enrollments are effective January 1 of the following year. Current enrollees need to enroll each year to continue participating in FSAFEDS. Enrollment does NOT carry forward year to year.

For more information on the FSAFEDS benefit you can visit www.FSAFEDS.com ([external link](#)) or call 1-877-372-3337. TTY 1-866-353-8058.

Federal employees may also select benefits from the Federal Employee Dental and Vision Program (FED-VIP). In 2016 there were several national and regional plans offering dental and vision benefits.

The Office of Personnel Management website has information about the 2016 dental plans and will be placing information on its website for the 2017 plans soon. For further information, you can visit the website:

<https://www.opm.gov/healthcare-insurance/dental-vision/plan-information/>

The decisions you make regarding health care coverage can mean the difference in spending or saving thousands of dollars. Make sure you know all you can about purchasing your benefits during this year's Open Season.

CIVMAR NOTE

The SIU and MSC are working towards standing up a joint labor-agency safety committee. Currently MSC and the union are working on safety and health issues as they arise.

The SIU has several goals for this committee; one of the most important is to address issues which are brought up by CIVMARS. An example of one way the committee will work: An issue was brought to the SIU's attention by CIVMARS concerned about shipboard use of hard hats. This is an item the SIU is addressing with MSC Safety and LER representatives. After the committee develops language and policy agreements, the issue will go before the SMS Steering Committee for review and analysis prior to implementation in the fleet.

Emergency issues, timely notification of accidents, incidents, health and safety concerns are topics which will be addressed by this committee. We encourage CIVMARS to be involved in the work of the Safety Committee. If you have information or concerns you would like to make note of you may contact the SIU union representatives or send an e-mail to:

siufedmariner@seafarers.org

President's Column

Welcome New MSC Commander

I attended the recent ceremony in Norfolk, Virginia, where Rear Admiral Dee Mewbourne took the helm of the U.S. Navy's Military Sealift Command. I'm looking forward to working with Admiral Mewbourne to promote the interests of MSC CIVMARS and working in partnership with the agency as we have in the past, to make CIVMARS' lives easier and safer. I'm optimistic that Rear Admiral Mewbourne will work hard to get to know MSC CIVMARS and to learn about the wide range of important issues which impact the CIVMARS day in and day out as they ensure that MSC remains capable of fulfilling its mission across the world.



Michael Sacco

Since its inception, SIU has worked to ensure safe working conditions for federal mariners and commercial-sector seafarers alike. To bring a sharper focus on shipboard safety, MSC and the SIU are standing up a joint labor management safety committee (see the CIVMAR Note on page one). There is nothing more important than keeping CIVMARS safe. We encourage every CIVMAR to

keep the SIU aware of your shipboard conditions, especially if you are concerned about an unsafe situation or practice.

Get Out the Vote

While I hope that most SIU Government Services Division mariners read the *Seafarers LOG* in addition to the *Federal Mariner*, I understand that not everyone manages to see every issue. So for anyone who missed this sentiment earlier in the year, let me repeat that I respect everyone's right to their own opinions and their own political views. I also understand that politics brings out emotions, and that reasonable people can disagree on the worth of a particular candidate.

Federal mariners have an in-depth understanding of how different presidential administrations may impact government agency budgets and policies. Policy decisions made by the president and the people the president appoints to run agencies throughout federal government will have an impact on you, your family, your wages and working conditions as civil service employees.

With that in mind I urge every federal mariner to know the facts about the current presidential candidates. Don't get distracted by the hype and hyperbole that surrounds every presidential race. For many reasons, including those published in this issue, the SIU endorsed Hillary Clinton at the beginning of the year. I still firmly believe she is the right choice for America's working families. We've been working with the Clinton campaign to help them understand the needs and concerns of federal mariners and their families.

The job security of many federal mariners depends on maintaining pro-maritime and pro-worker laws and programs. Our SIU Government Services Division members definitely understand that we work in a heavily regulated industry. Federal agencies which operate vessels are often subject to even greater regulation than private sector vessels. Each agency has the ability to add its own Instructions and Guidelines and other requirements to monitor and guide federal mariners' work aboard these vessels.

Educating the legislators and other elected representatives who oversee those regulations is a never-ending job for all of us. That's why your union carries this important message to virtually every level of government, from the White House to the state legislatures to the local town halls. That's why we're so heavily involved in politics, working with both major parties, and it's why I've spent a lot of time this year encouraging members to get out the vote in November.

Educate yourself on your senate and congressional representatives. If you're unsure about the legislative votes of your current members of Congress which impact working men and women, you can learn more about their voting record by visiting: www.aflcio.org/Legislation-and-Politics/Legislative-Voting-Records or just search for "afl cio voting records."

It's critical that we help get out the vote on behalf of other pro-worker candidates in the House and Senate, as well as at the state and local levels. Our livelihoods depend on who ends up shaping and developing the laws by which we all must live.

SIU Directory

Michael Sacco, *President*

Augustin Tellez, *Executive Vice President*

David Heindel, *Secretary-Treasurer*

George Tricker, *Vice President Contracts*

Kermet Mangram,
Vice President Government Services

Chester Wheeler,
Asst. Vice President Government Services

Navy Christens CIVMAR-Crewed USNS Yuma at Austal USA in Mobile

New jobs for members of the SIU Government Services Division are on the horizon following the Aug. 20 christening of the *USNS Yuma* in Mobile, Alabama.

The *Yuma* is the eighth of 10 expeditionary fast transport vessels (EPF), formerly identified by the Navy as joint high-speed vessels or JHSV's. The ceremony took place at the Austal USA shipyard, where the entire fleet has been built.

The ship's sponsor, former Secretary of Homeland Security and Arizona Gov. Janet Napolitano, headlined the group of shipyard officials, naval guests, civic leaders, community members and Austal employees who attended the ceremony beneath the hull of the *Yuma* in its final assembly bay.

"As a former governor of Arizona, I am especially pleased to sponsor a ship that bears the name of a city whose history is synonymous with the arc of American history," said Napolitano, who currently serves as the president of the University of California. "For generations, Native Americans flourished on the land that makes up present-day Yuma, and the Spanish explorers who made contact with them in the 16th century were among the first to arrive in what is now the United States. In later years, the trail that led thousands of people to California during the Gold Rush ran right down Yuma's present-day Main Street."

Like its sister ships, the *Yuma* is a 338-foot, shallow-draft, aluminum catamaran that can sail at an average speed of 35 knots. According to the Navy, the vessel "is designed to transport 600 short tons of military cargo.... The ship is capable of operating in shallow-draft ports and waterways, interfacing with roll-on/roll-off discharge facilities, and on/off-loading a combat-loaded Abrams Main Battle Tank. The EPF will include a flight deck for helicopter operations and an off-load ramp that will allow vehicles



Former DHS Secretary Janet Napolitano christens the *USNS Yuma*. (Photo courtesy Austal USA)

to quickly drive off the ship. The ramp will be suitable for the types of austere piers and quay walls common in developing countries. EPF's shallow draft (under 15 feet) will further enhance littoral operations and port access. This makes the EPF an extremely flexible asset for support of a wide range of operations including maneuver and sustainment, relief operations in small or damaged ports, flexible logistics support, or as the key enabler for rapid transport."

The first of the SIU CIVMAR-crewed EPF vessels, the *USNS Spearhead*, has logged more than 100,000 nautical miles since its maiden voyage in 2012. At press time, the *Spearhead* was on its fifth deployment.

Procedure For Absentee Ballots

Elections for the SIU Atlantic, Gulf, Lakes and Inland Waters are scheduled for later this year. In the case of members eligible to vote who believe they will be at sea during the Nov. 1 through Dec. 31, 2016 voting period or who otherwise think they will need absentee ballots, absentee ballots will be available.

The SIU constitution ensures that members who are eligible to vote and who find themselves in this situation may vote. Procedures are established in the SIU constitution to safeguard the secret ballot election, including the absentee ballot process.

Here is the procedure to follow when requesting an absentee ballot:

1. Make the request in writing to the SIU office of the secretary-treasurer, 5201 Auth Way, Camp Springs, MD 20746.
2. Include in the request the correct address where the absentee ballot should be mailed.
3. Send the request for an absentee ballot by registered or certified mail.
4. The registered or certified mail envelope must be postmarked no later than midnight, Nov. 15, 2016 and

must be received at 5201 Auth Way, Camp Springs, MD 20746 no later than Nov. 25, 2016.

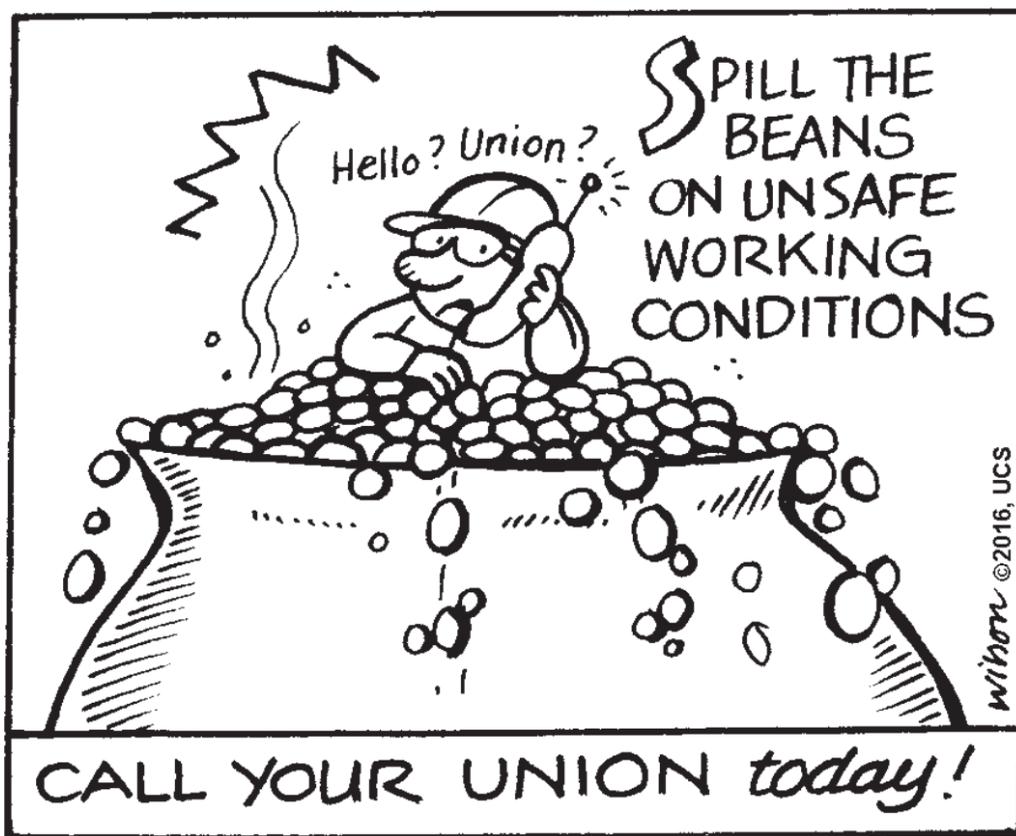
5. The secretary-treasurer, after confirming eligibility, will send by registered mail, return receipt requested, to the address designated in the request, a ballot, together with an envelope marked "Ballot" and a mailing envelope no later than Nov. 30, 2016.

6. Upon receiving the ballot and envelope, vote by marking the ballot. After voting the ballot, place the ballot in the envelope marked "Ballot." Do not write on the "Ballot" envelope.

7. Place the envelope marked "Ballot" in the mailing envelope which is imprinted with the mailing address of the bank depository where all ballots are sent.

8. Sign the mailing envelope on the first line of the upper left-hand corner. Print name and book number on the second line. The mailing envelope is self-addressed and stamped.

9. The mailing envelope must be postmarked no later than midnight, Dec. 31, 2016 and received by the bank depository no later than Jan. 5, 2017.



Rear Adm. Mewbourne is New MSC Commander

The *USNS Lewis B. Puller*, crewed by members of the SIU Government Services Division, hosted the change-of-command ceremony for the U.S. Military Sealift Command (MSC) on Aug. 25 in Norfolk, Virginia. SIU President Michael Sacco, Secretary-Treasurer David Heindel, Vice President Government Services Kermet Mangram and Government Services Representative Sam Spain were in attendance.

The ceremony marked Rear Admiral Dee L. Mewbourne's first day as the new commander of the MSC, as Rear Admiral T.K. Shannon officially retired after a long career capped off by three years at the agency's helm. Gen. Darren W. McDew, commander, U.S. Transportation Command, and Adm. Philip S. Davidson, commander, U.S. Fleet Forces Command, were the guest speakers.

According to the Navy, "During Shannon's term as MSC commander, he expanded the expeditionary fast transport (T-EPF) class to seven ships, with four of them forward deployed. Under his leadership, the vessels' mission expanded from fast-transport cargo to a larger, multi-mission theatre security cooperation and intelligence, surveillance, and reconnaissance platform. Additionally, he oversaw the introduction of the Navy's first expeditionary sea base (T-ESB) and expeditionary transfer dock (T-ESD) platforms into the maritime seabasing concept.

"Serving as the commander of MSC and working with our team of mariners, Sailors and shore-based civil servants has truly been an honor," said Shannon. "I look forward to seeing our talented team of professionals continue to do our nation's important work providing sealift and maritime transportation."

Mewbourne grew up in Ormond Beach, Florida, and graduated in 1982 from the United States Naval Academy. He was designated a naval flight officer in December 1983 and later earned a master's degree in business administration from Colorado State University.

"Building on the legacy of Admiral Shannon, Military Sealift Command will ensure the Navy is ready to



Rear Adm. Dee Mewbourne addresses the audience at MSC's change of command ceremony aboard the SIU CIVMAR-crewed *USNS Lewis B. Puller*. Gen. Darren McDew, commander of USTRANSCOM, is at far left. (U.S. Navy photo by Bill Mesta)

fight and win anywhere in the maritime domain, making America safer for our families today and for future generations," said Mewbourne.

He is an honor graduate of the United States Naval Test Pilot School and completed the Navy's Nuclear Power Program, Air Command and Staff College (ACSC), Joint Forces Staff College and numerous executive educational courses.

Additionally, Mewbourne has deployed supporting Operations El Dorado Canyon, Provide Comfort, Deny Flight, Southern Watch, Iraqi Freedom, New Dawn, Enduring Freedom, and the 2006 Lebanon War.

He has accumulated over 3,600 total flight hours in over 50 various aircraft and over 1,000 arrested landings on 14 carrier decks.

How to Become an SIU Member

Joining the SIU is easy. The union's website – 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:

www.seafarers.org/memberbenefits/civmar.asp

Forms are also available under "union forms" in the SIU membership tab.

Contact Information

Asst. Vice President Government Services Chet Wheeler:

Phone: (510) 444-2360, ext. 17

Email: cwheeler@seafarers.org

Government Services Fleet Representative Kate Hunt:

Phone: (201) 434-6000, ext. 223

Email: khunt@seafarers.org

Government Services Fleet Representative Sam Spain:

Phone: (757) 622-1892

Email: sspain@seafarers.org

Submissions Wanted

Attention all ACOE, NOAA, SBRF-MARAD and MSC federal mariners: Your work on behalf of our government is vital. Your union appreciates all you do in your workplace and on behalf of our nation.

We want your voices to be heard! We want to make sure we are writing about issues and topics that are of importance to all our Government Services units.

Please send your comments, pictures and requests for coverage to:

siufedmariner@seafarers.org

We will do our best to print your photos and publish articles based on your requests.

Be active. Stay involved. Support the *Federal Mariner* and your union!

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Follow us on Twitter: @SeafarersUnion www.twitter.com/seafarersunion

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 - U.S.-based customer service
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¹ Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

² AT&T will apply the Accessory Discount to the prices of select Accessories available through AT&T, which may be modified by AT&T from time to time. The term "Accessory" or "Accessories" means supplementary parts for Equipment (e.g. batteries, cases, earbuds). The Accessory Discount will not apply to Accessories purchased for use with datacentric Equipment such as modems, replacement SIM cards and car kits or to Apple-branded Accessories, and the Accessory Discount may not be combined with any other promotional pricing or offer.

³ The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated. The credit card in this image is for promotional illustration; it does not contain actual cardholder information.

CIVMAR-Crewed Frank Cable Wins Navy Safety Award

The *USS Frank Cable (AS 40)*, a Guam-based submarine tender crewed by SIU Government Services mariners and operated by the Military Sealift Command, was recently named the winner of the 2016 SECNAV Safety Excellence Award. The prestigious honor, announced by the Secretary of the Navy (SECNAV), is presented to the vessel with the best afloat safety program across the entire Navy.

Dr. Janine Davidson, Under Secretary of the Navy, presented the award to the *Frank Cable's* safety officer, Lt. Malia Gonzalez, who accepted on behalf of the entire crew. Gonzalez was also selected by the National Safety Council for an additional award.

"It is a great honor to have our safety team recognized with the SECNAV Safety Excellence Award," said Capt. Drew St. John, the *Frank Cable's* commanding officer. "Throughout the year they proactively worked with the Sailors and Military Sealift Command civilian mariners serving on *Frank Cable*, focusing on education and developing a culture of safety, which has enabled us to execute a demanding schedule while keeping the crew safe. I could not be prouder of all they have achieved."

During the previous year, the *Frank Cable* had no on-duty class A or class B mishaps and no lost man-hours or limited-duty days resulting from on-duty mishaps



The CIVMAR crewed *Frank Cable* recently earned a prestigious honor. (Photo courtesy U.S. Navy)

while completing the mission. During that timeframe, the *Frank Cable* earned a significant reduction in safety discrepancies. According to the Navy, "The ship and its crew maintained the highest safety standards and adhered to all safety requirements, while completing seven Continuous Maintenance Availabilities, 55 Voyage Repair Avail-

abilities, 17 Remote-Site Fly-Away Teams tasking, encompassing over 2,965 jobs and totaling over 345,000 production man-hours of quality maintenance aboard submarines and surface ships throughout the Pacific theater."

"Protecting our people and assets by managing risk is paramount," said Rear

Adm. Frederick Roegge, commander, Submarine Force, Pacific Fleet. "Recognition like this shows leadership ability and how well you can work together as a team."

The *Frank Cable* is one of two forward-deployed submarine tenders.

OPINION: A MOST CRITICAL ELECTION

Editor's note: The Seafarers International Union has always worked with both major political parties and continues that practice today. We have many friends on both sides of the aisle. Very simply, we back candidates who will support the maritime industry and who will stand with America's working families.

Why It's Important

Federal employees have more at stake in general elections. Not only will the next president and his or her administration impact you and your families in a personal way, but as a crucial part of our country's civil service, the next president will directly impact your job and your work environment.

A candidate's policies on wages, size of government, fair treatment of employees and his or her philosophy about the importance of union representation of government workers are all critically important factors for you. This is true whether you work at NOAA, ACOE, SUI SUN Bay or MSC.

It's up to every person to educate himself or herself carefully. Don't just believe the rhetoric – learn the facts. As author and civil rights activist Maya Angelou said: "When someone shows you who they are, believe them."

Know Some History

Here are just a couple of examples of how a presidential administration can impact federal employees. In 1993, President Clinton signed Executive Order 12871, which stated: Only by changing the nature of federal labor-management relations so that managers, employees, and employees' elected union representatives serve as partners will it be possible to design and implement comprehensive changes necessary to reform government. Labor-management partnerships will champion change in federal government agencies to transform them into organizations capable of delivering the highest quality services to the American people.

On February 17, 2001 within a month of taking office, the Republican administration following President Clinton revoked Executive Order 12871 and all the protections it offered to federal employees.

In 1994, President Clinton signed into law Executive Order 12933. This Executive Order was implemented to protect workers who provided services in federal buildings when a service contract was changed. It required companies who took over contracts from other companies to offer employees who had been working with the previous contractor the opportunity to keep their jobs rather than hiring all new employees.

On the same day he revoked the Executive Order providing partnership throughout the federal government (February 17, 2001), the same Republican president revoked this order and the protections it offered to employees.

Federal mariners may remember when the Republican administration introduced the National Security Personnel System in 2004. This personnel system stripped away many DOD employee rights and the protections the employees had under Title 5 – the statute covering federal personnel which includes many of the rights and protections set in place for the civil service.

More than 20 unions representing federal employees, including the SIU, formed the United Defense Workers Co-

alition to stop the discriminatory and anti-employee NSPS program. It took years of legal and legislative fights to undo this law. In 2009, President Obama repealed NSPS and restored DOD employees impacted by this law to their previous status.

President Obama changed the bleak landscape for federal workers. In 2009, he implemented Executive Order 13522 which stated: Federal employees and their union representatives are an essential source of front-line ideas and information about the realities of delivering government services to the American people. ... Management should discuss workplace challenges and problems with labor and endeavor to develop solutions jointly, rather than advise union representatives of predetermined solutions to problems and then engage in bargaining over the impact and implementation of the predetermined solutions. The purpose of this order is to establish a cooperative and productive form of labor-management relations throughout the executive branch.

Know the Facts

Federal mariners work tirelessly for our country. Some are required to sail into dangerous places and spend long periods away from their families and friends at a great sacrifice.

All people should be treated with dignity and respect. All workers should be valued. Our next president should understand these concepts and support employees who make up the great civil service that helps ensure our country will operate successfully.

Donald Trump does not share the values of working families. According to the AFL-CIO, Trump is one of the most anti-worker presidential candidates in American history. In fact, Trump:

- Has not provided any position on protecting the merchant marine, and has on occasion insulted federal employees;
- Has not produced any communications about policies critical to the maritime industry;
- Thinks wages are too high. He does not support a raise to the minimum wage;
- Says he will bring jobs back to the United States, however, Trump-brand products such as ties, shirts, ballpoint pens and body soap are manufactured in faraway places such as Bangladesh, China, Japan and Mexico;
- Says it's acceptable for corporations to threaten to move production away from the U.S. to force down the wages of working people;
- Supports so-called right-to-work (for less) laws which takes away power from working people and their unions;
- Says he is pro-worker yet he refuses to recognize a union election at his hotel;
- Says that he will put his friends, who also hold anti-employee and anti-union beliefs, in charge of trade and other parts of his administration;
- Says he treats his workers well, yet hundreds of painters, carpenters, dishwashers and housekeepers brave enough to come forward, say that Trump owes them money;
- Has overseen his businesses and watched them fail as a result of crushing debt;

- Uses the Trump charitable foundation to pay lawsuit costs and personal items for his own pleasure;
- Has selected a Vice Presidential candidate, Mike Pence, who did everything possible to work against the state civil servants in Indiana. He ensured that Indiana would remain a so-called right-to-work state. Pence opposes raising the minimum wage to livable levels. He opposed a bill that would have raised Indiana's minimum wage from \$7.25 to \$8.25 an hour. Pence signed into law a bill which stops local governments from forcing businesses to raise minimum wages unless mandated by the state or federal government. He also signed into law a bill which repealed Indiana's common construction wage. This hurt Indiana's state employees as it left wages on publicly funded construction projects vulnerable to free-market pay scales rather than in the hands of local boards composed of taxpayers or contractors.
- In comparison, Hillary Clinton has devoted her life's work to improving the lives of working men and women and protecting children. Clinton has:
 - Spelled out in great detail how she will support the Maritime Security Program, the Jones Act, and cargo preference laws – all of which are vitally important to seafarers and federal mariners;
 - Demonstrated the necessary intellect and emotional capacity to govern during difficult times. Clinton is not afraid to study hard and get into the details in order to solve difficult problems;
 - Supported the Equal Pay Act while Senator of New York;
 - Fought and will continue to fight to raise the minimum wage and strengthen overtime rules;
 - Working with 20 other Senators, sent a letter to the previous administration calling on the president to reject exporting jobs overseas, and introduced a resolution calling on the Senate to oppose efforts to outsource jobs;
 - Supports the Employee Free Choice Act and the Employee Right to Choose Act, legislation critically important to employees and their union representatives;
 - Voted against the Central American free trade agreement and will not support the TPP agreement as it is currently proposed;
 - While serving in the Senate, Clinton assisted working people and their unions in negotiating new contracts including the IBEW as it negotiated with the National Grid, RWDSU/UNITE HERE as it negotiated with the Duane Read Drug Store and the IUE-CWA as it negotiated with Caldwell Manufacturing;
 - Helped secure significant funding for New York and the workers impacted by the 9/11 terrorist attacks. She fought for millions of dollars in medical monitoring funds to help workers at Ground Zero and for assistance to affected families and laid off workers;
 - Will encourage companies to invest in workers. Clinton will invest in high-quality training, apprenticeships and skill building for workers.

Which Candidate Will Protect Your Interests?

In the United States we sometimes take our ability to vote for granted. We forget that in other parts of the world people don't have the right to vote, or that their votes do not matter because the election is pre-determined.

For our country and especially for our federal workforce, this election could not be more important. Exercise your right to vote, and remember: When someone shows you who they are, believe them.