

Inlandboatmen's Union Marine Engineers' Beneficial Association Masters, Mates and Pilots



Earling Walli - IBU

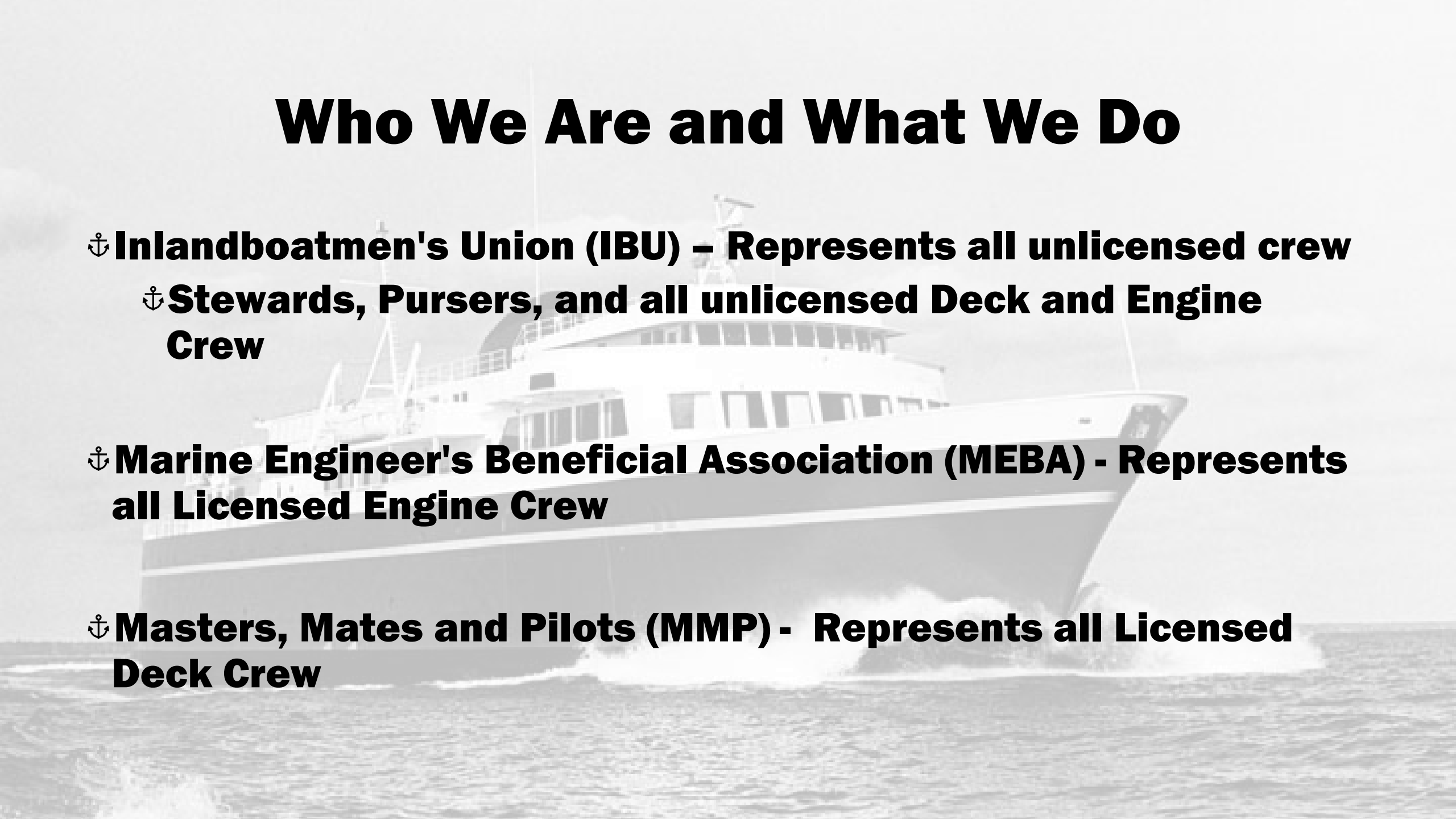


Jeff Duncan - MEBA



Capt. Mike Murray

Who We Are and What We Do

- 
- ⚓ **Inlandboatmen's Union (IBU) – Represents all unlicensed crew**
 - ⚓ **Stewards, Purser, and all unlicensed Deck and Engine Crew**
 - ⚓ **Marine Engineer's Beneficial Association (MEBA) - Represents all Licensed Engine Crew**
 - ⚓ **Masters, Mates and Pilots (MMP) - Represents all Licensed Deck Crew**

Full Time Entry Level Minimum Qualifications

Steward – Approx. \$18 - \$22 Per Hour

- Merchant Mariner Credential with endorsements including Steward /Food Handler
- Basic Safety Training
- USCG Medical Certificate
- Transportation Worker Identification Card
- Alcohol Server Card or TAPS
- Vessel Specific Training and Certifications
- Passenger RO/RO Certification
- Equal Employment Opportunity (EEO)/Preventing Sexual Harassment Certificate or Respectful Workplace Certification may be substituted
- DEC issued State of Alaska Food Worker Card
- Basic HCT Curriculum
- Maritime Security Awareness on-line course Security 101 course may be substituted
- Marine Evacuation System Certification
- Pre-employment Drug Test
- 1008 hours (approximately 6 months) experience in the Stewards Department with AMHS
- Two AMHS performance evaluations, one of which must be within the past 6 months, by two different Chief Stewards which indicate high acceptable performance level or higher to be considered permanent
- For LeConte and Aurora, Stewards must have minimum of intermediate skill level using computerized Point of Sale Systems

Full Time Deck and Engine Department Additional Minimum Qualifications

Watchman

- Merchant Mariner Credential with endorsements
 - Ordinary Seaman
 - Lifeboatman (PSC)
 - Proficiency in the Use of Survival Craft
 - Security Awareness
 - Crowd Management
- Hazmat Basic
- Maritime Security Awareness on-line course
- Security 101 and VSO 201 courses may be substituted
- Two performance evaluations by two different Supervisors which indicate high acceptable performance level or higher

Wiper

- Merchant Mariner Credential with endorsements
 - Wiper
 - Lifeboatman (PSC)
 - Proficiency in the Use of Survival Craft
 - Security Awareness
 - Crowd Management
- Hazmat Basic
- Maritime Security Awareness on-line course
- Security 101 and VSO 201 courses may be substituted
- Two performance evaluations by two different Supervisors which indicate high acceptable performance level or higher

Additional Requirements for Unlicensed Supervisors

Chief Steward

- **Merchant Mariner Credential with endorsements**
 - Lifeboatman (PSC)
 - Proficiency in the Use of Survival Craft
 - Security Awareness
 - Crowd Management
- **AMHS Requirements**
 - Current Alcohol Manager
 - Supervisors HCT
 - Academy for Supervisors
 - Marine Evacuation Slide Certification

Boatswain

- **Merchant Mariner Credential with endorsements**
 - Able-Bodied Seaman Unlimited
 - Lifeboatman (PSC)
 - Rating Forming Part of a Navigational Watch
 - Proficiency in the Use of Survival Craft
 - Fast Rescue Boat
 - Vessel Personnel Having Designated Security Duties
 - Crowd Management
 - Advanced Firefighting Certification
- **AMHS Requirements**
 - Forklift Compliance
 - Supervisors HCT
 - Hazmat Basic
 - Marine Evacuation Slide Certification

MEBA Minimum Qualifications

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

MMP Minimum Qualifications

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

MMP Pilotage

⚓ Southeast Alaska Pilotage

⚓ 20 primary pilotage areas

⚓ 7 secondary areas

⚓ Prince William Sound

⚓ 3 primary areas

⚓ 4 secondary areas

⚓ Southwest Alaska Pilotage

⚓ 5 primary areas

⚓ 7 secondary

⚓ Washington State Pilotage

⚓ 3 pilotage areas

⚓ **Total Pilotage Areas = 49**



Additional Requirements for Chief Engineers and Masters

Chief Engineers

- **Merchant Mariner Credential with endorsements**
 - Chief Engineers Motor Propelled vessel (any HP)
 - Requires multiple Coast Guard tests to advance to this level with seetime requirements with each advancement
 - Leadership Skills Assessment
- **AMHS Requirements**
 - Academy for Supervisors Certification
 - Forklift Compliance
 - Supervisors HCT Curriculum
 - BioSystem Multi-Gas Meter Qualification

Masters

- **Merchant Mariner Credential with endorsements**
 - Master Unlimited Oceans or Inland AGT License
 - Requires multiple Coast Guard tests to advance to this level with seetime requirements with each advancement
 - Leadership Skills Assessment
- **AMHS Requirements**
 - Academy for Supervisors Certification
 - Supervisors HCT Curriculum
- **Pilotage (a few examples)**
 - Matanuska and Columbia:
 - SE Primary, SE Secondary & Washington = 30 areas
 - Tustumena:
 - SW Primary, SW Secondary, PWS Primary & PWS Secondary = 19 areas
 - Kennicott:
 - SE Primary, SE Secondary, SE Other, SE Western, PWS Primary, PWS Secondary & SW Primary = 49 areas

Licensed Bids vs. Vacancies

MMP Bids vs Vacancies

- ⚓ **Total Member – 68**
 - ⚓ **Number of positions 75**
- ⚓ **Captains – 14 -- 5 more on Probation**
- ⚓ **Number of positions - 20**
- ⚓ **Chief Mates –13 – 2 on Probation**
 - ⚓ **Vacancies - 6**
 - ⚓ **Number of positions 19**
- ⚓ **2nd Mates – 1G**
 - ⚓ **Vacancies-1**
 - ⚓ **Number of positions 17**
- ⚓ **3rd Mates – 30**

- ⚓ **Lost high level deck officers in the past 5 years.**
We've lost 32 Deck Officers.

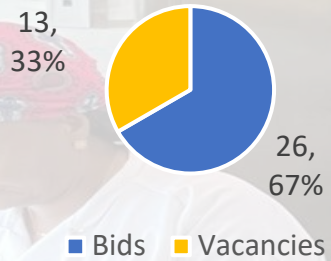
MEBA Bids vs Vacancies

- ⚓ **Total Members – 58**
 - ⚓ **Number of positions – 73**
- ⚓ **Chief Engineers – 20**
 - ⚓ **Vacancies - 1**
 - ⚓ **Number of positions - 21**
- ⚓ **1st Ast. Engineers – 12**
 - ⚓ **Vacancies - 4**
 - ⚓ **Number of positions -16**
- ⚓ **2nd Ast. Engineers – 11**
 - ⚓ **Vacancies - 3**
 - ⚓ **Number of positions -16**
- ⚓ **3rd Ast. Engineers – 11**
 - ⚓ **Vacancies - 7**
 - ⚓ **Number of positions -18**

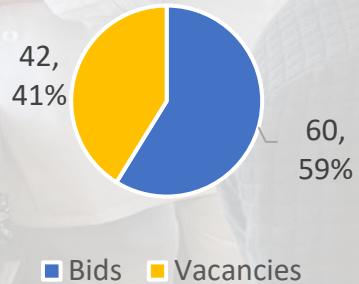
IBU Vacancies

as of 2021

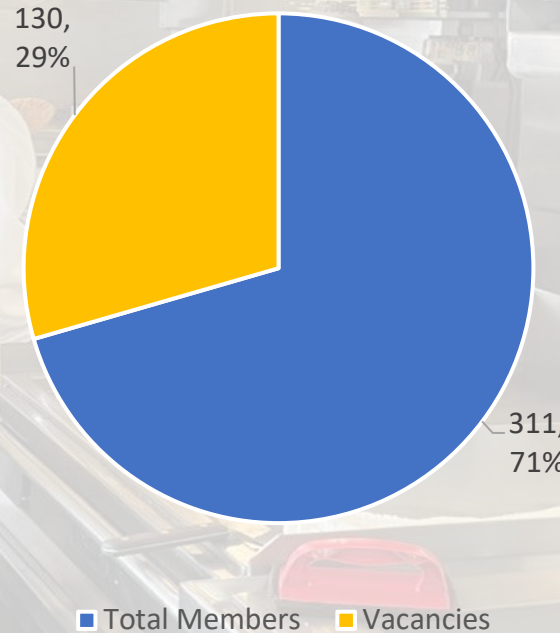
Purser



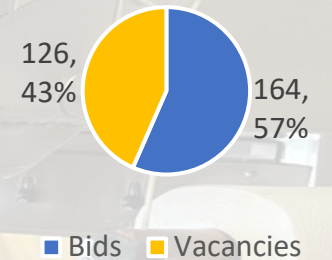
Engine



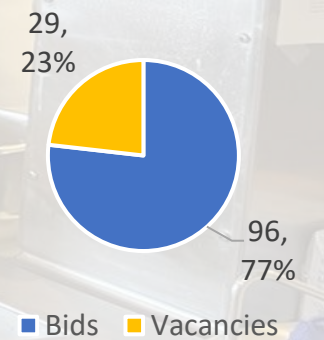
Total



Stewards

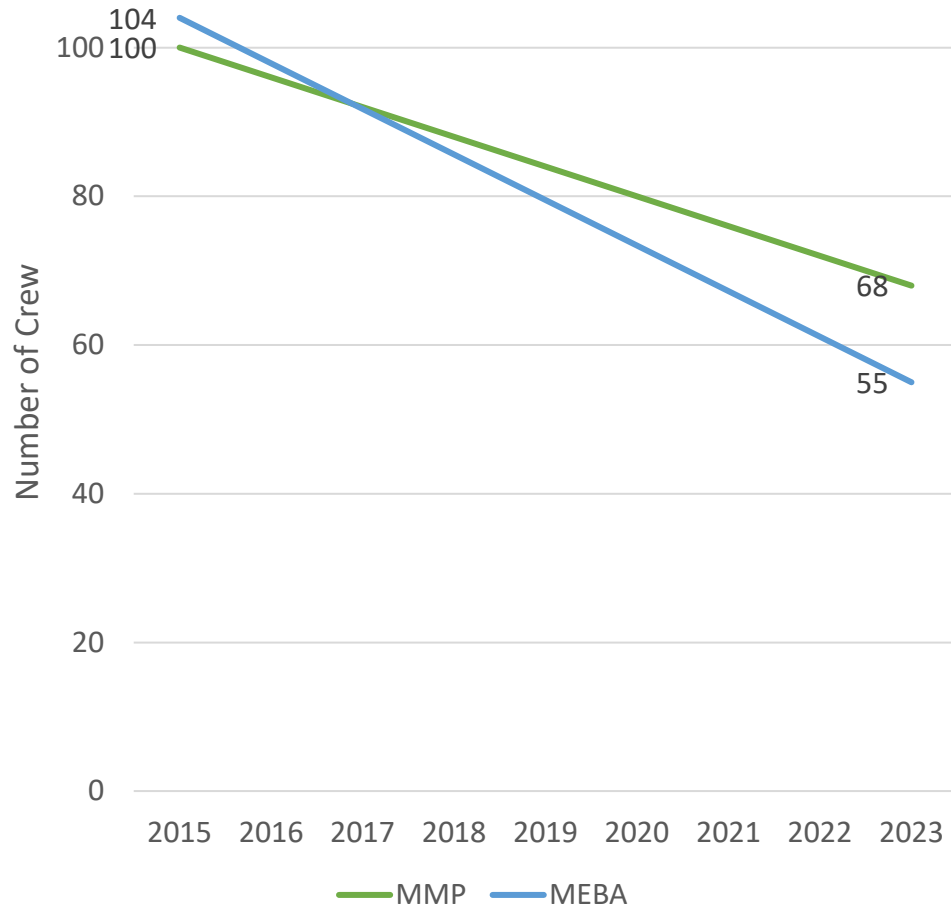


Deck

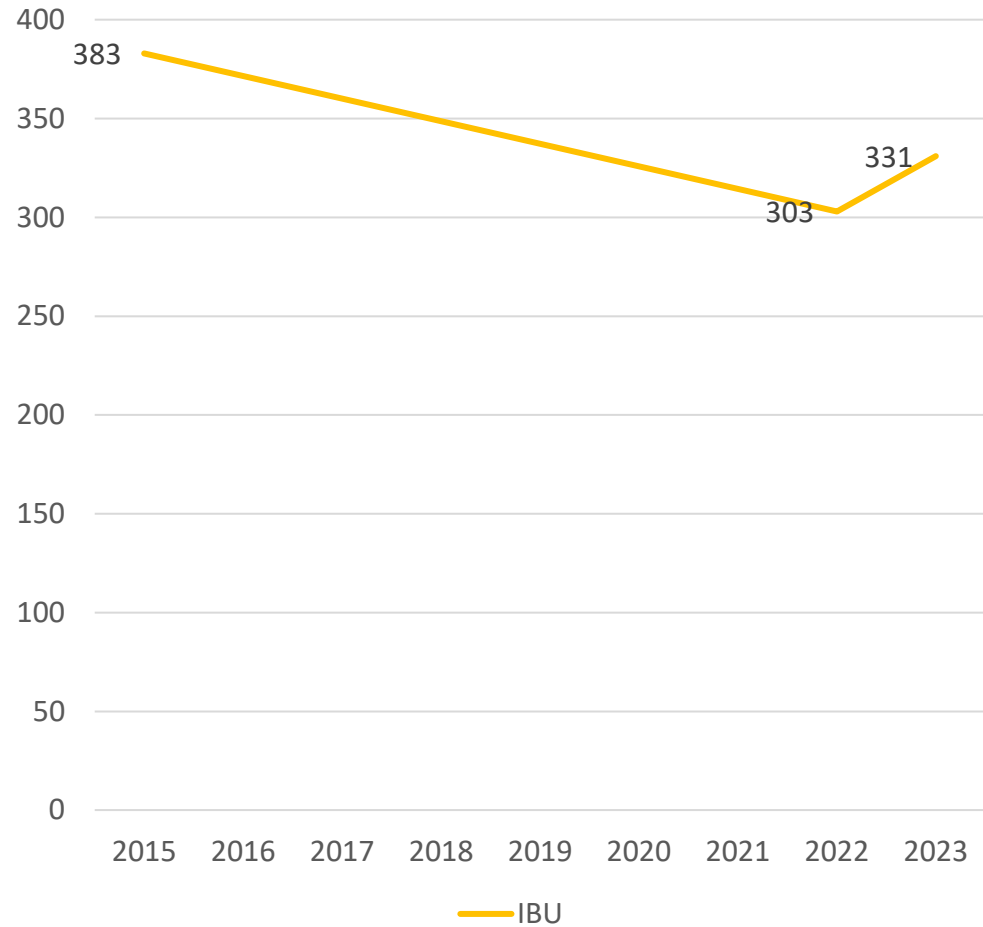


2015 to 2023 Retention Trend

MMP and MEBA Retention



IBU Retention



WHY DO MARINERS WORK FOR AMHS?



THE SCHEDULE SOUTHWEST

Flexibility and the ability to take longer periods of time off

Predictable working schedule that is printed 3-4 times per year for licensed crew and bi-monthly for unlicensed crew

Rare in the maritime industry, with the required qualifications, to have this schedule

SOUTHEAST

The 2 week on and 2 week off or
1 week on and 1 week off schedule

12 hours/day, 14 days/month
=168 hours/month.

Average 42 hours per week as compared to a regular 40 hour work week



Why are They Leaving?

- **Scheduling issues**

- **Increased Work Schedules in the form of Holdovers and Call Backs**

- **Members end up working a 350 hours per month and still have 144 hours to go before being relieved**

- **Untimely vacation approvals IBU**

Air travel – no other Maritime companies requires the employee to pay for their air travel

- **Invest in employees**
 - **Wages comparable to Black Ball – WSF**

- **"Payroll Issues"**

- **Sleep Schedule – 6 on 6 off 6 on 6 off and so on for two weeks**

- **Wages aren't keeping up with inflation or other comparable company. AMHS is the lowest paid employees to all comparable**

- **Lack of communication and respect – Low Morale**

- **They feel their input and opinions are not valued or listened to**

Where are They Going?

🚢 **Retirements**

🚢 **Other companies such as Washington State Ferries, Black Ball, west coast tugging companies and offshore companies**

🚢 **More lucrative positions are available**

🚢 **More reliable time off**

🚢 **Holdover has become an issue**

🚢 **Increased job security**

Where are They Going?

MEBA Union Hall Postings

 **Engineer jobs are going unfilled due to AMHS' reputation**

 **These Officers are choosing other posting due to payroll issues and holdovers among other things**

For MMP - Pilots Associations (SEAPA, SWPA and AMP)

 **Since a majority of pilotage is already required by AMHS, the transition to the Pilots' Associations is relatively easier**

 **The licensure is comparable**

 **Pilots positions are significantly more lucrative**

Washington State and Black Ball Ferry Wage Comparison



AMHS



WASHINGTON STATE FERRIES



BLACK BALL FERRY LINE

- Comparable WSF Masters make \$83.38
- Comparable AMHS Masters \$54.71

- WSF Chief Mates make \$51.44
- AMHS Chief Mates \$46.62

- WSF 2nd Mates make \$48.07
- AMHS 2nd Mates make \$39.04

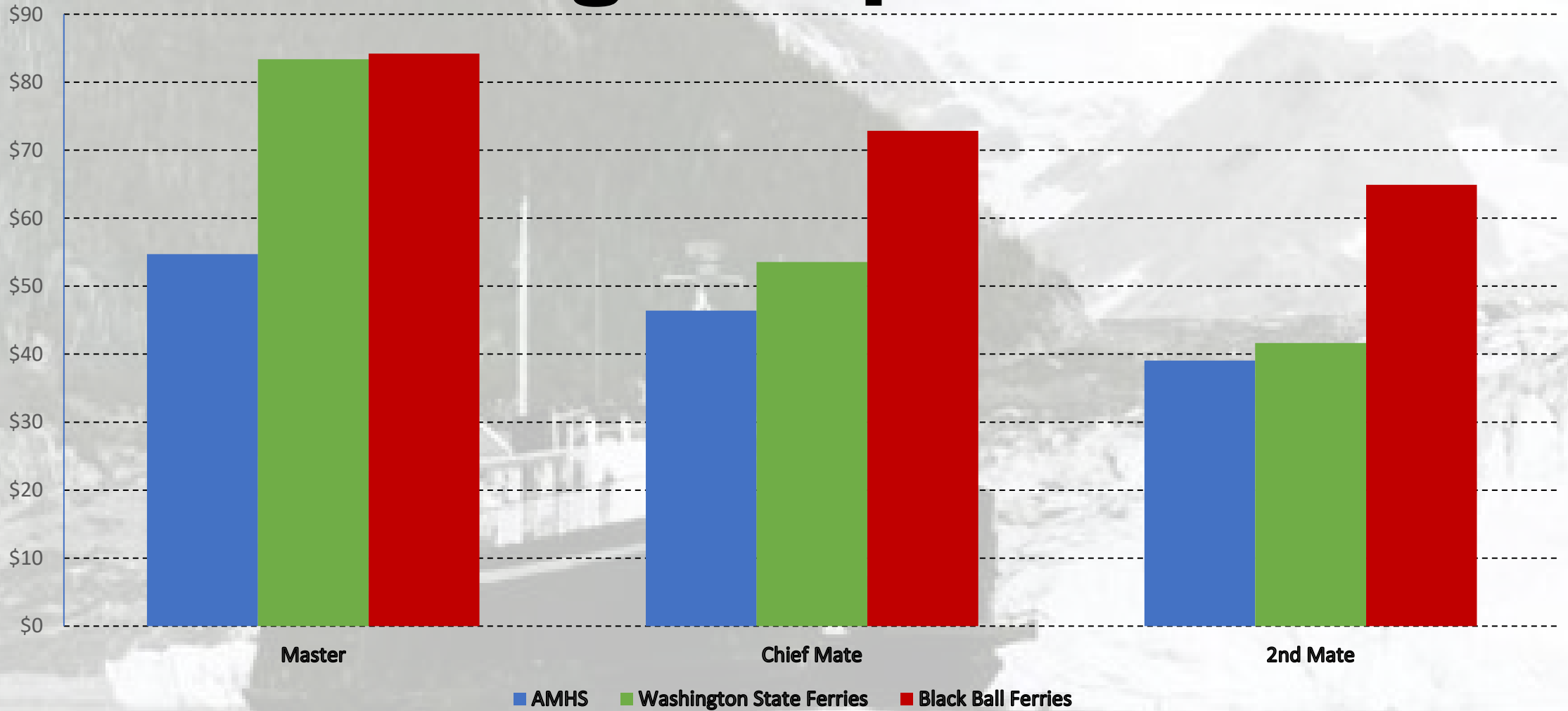
- Black Ball Masters make \$84.21
- AMHS Masters \$54.71

- BB Chief Mates \$72.87
- AMHS Chief Mates \$46.62

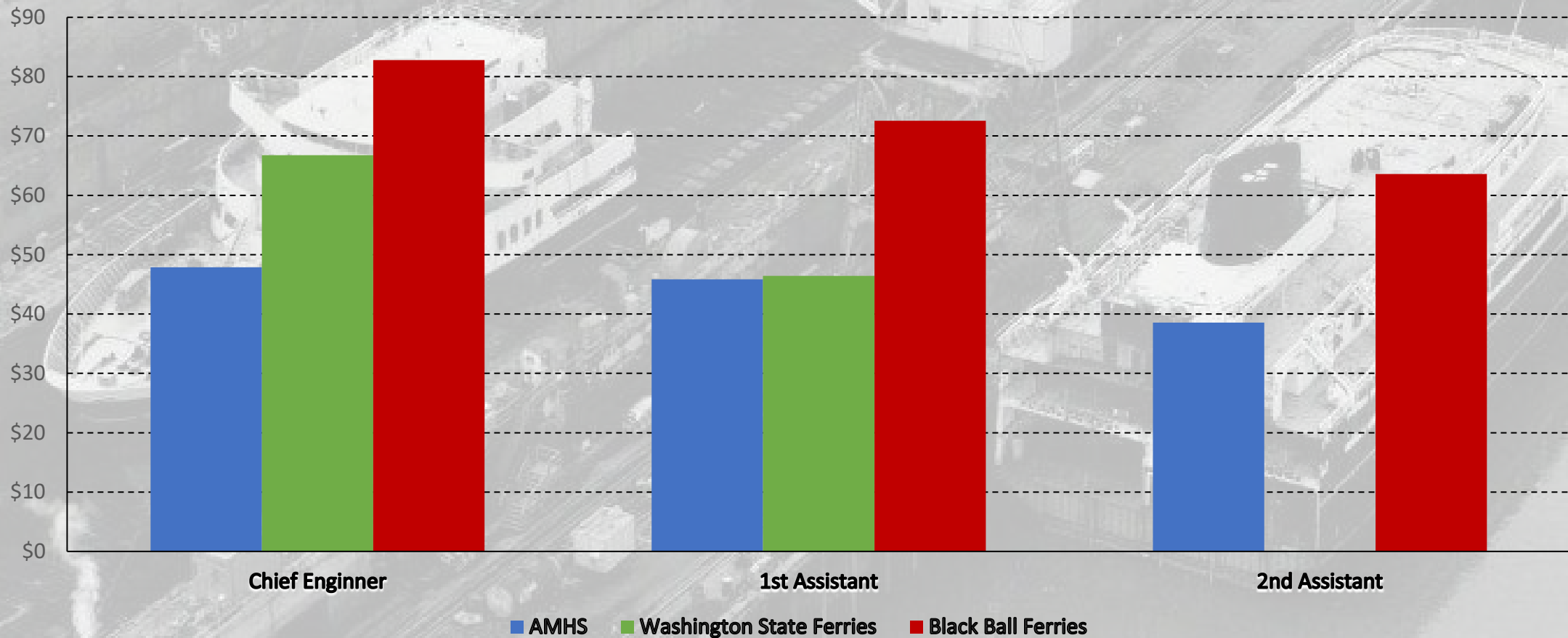
- BB 2nd Mates make \$64.92
- AMHS 2nd Mates make \$39.04

Black Ball 2nd Mates make \$64.92 and AMHS Masters make \$54.71!

Masters, Mates and Pilots Wage Comparison



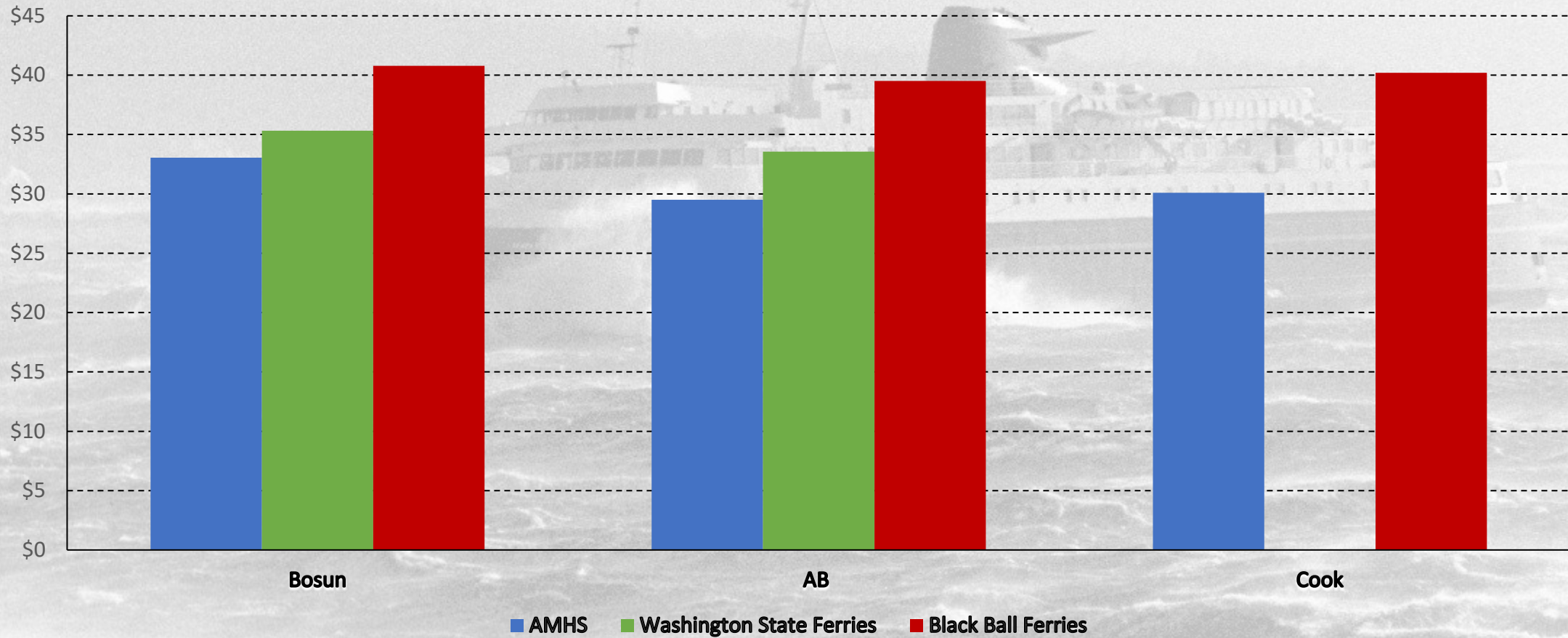
Marine Engineers Beneficial Association Wage Comparison



Inlandboatmen's Union

Wage Comparison

as of 2021



Union Recommendations to Retain and Recruit Crewmembers

- **Work Crew Members**
 - **Create security that there will be a correct paychecks on time**
- **Utilize Union Halls for certain positions**
 - **These can be filled on an as-needed basis**
- **Address Payroll and Labor Relations Issues**
- **Allow Union Dispatching - IBU**
- **Adjust AMHS Determined Minimum Qualifications to Facilitate Bidding**
 - **This can be done now - IBU**
- **Set Up A Training Fund for Entry Level Unlicensed Positions**
 - **Offer training for free with a 2 year commitment - IBU**
- **Change Shipyard Schedules for Unlicensed**
 - **Incentivize regular crew that are familiar to stay for yards**
 - **Create a way to prevent crews from being trapped away from their families for months at a time**
- **Recruit at Job Fairs, High Schools, Maritime Academies, etc.**

Collective Bargaining Agreements

- **Industry Standard Contracts**

- **There are provisions that aren't standard in most State contracts**

- **Travel provisions, general schedules and dispatching**

- **These contracts are not complicated in comparison to industry standards**

- **Comparing maritime contracts to most state employee contracts is an apples to oranges comparison**

- **No Automatic Pay Increases**

- **We are the only represented groups in the State without Step and Merit**

- **Wages are only increased during negotiations**

- **Reflection of 60 years of bargaining**

- **Initially based on Washington State Ferries contract**

- **Union involvement with AMHS precedes the first ferry's inception**



Partnerships for the Future

- **Let us work together to create innovative solutions to everything from training to ridership**
 - **Fill the ships!**
 - **Real Dynamic Pricing**
 - **Creating a better shipboard experience**
 - **Special Sailings, Coffee Bar, Paid WiFi, etc.**
 - **Work with us to:**
 - **Respect the employees**
 - **Invest in the employees**
 - **Utilize the employees**
- 
- A large cargo ship is shown sailing on the ocean. The ship is white with a dark hull and has several masts and antennas. It is moving from left to right, leaving a white wake behind it. The background is a clear blue sky and the ocean surface is visible.

Customer Survey Responses

Very pleasant employees

Very nice staff and very helpful

I love riding the ferry

Great as always.

Meals were great and staff has wonderful customer service

Crew in the cafeteria was warm and welcoming to our grandchildren and really helpful to me as I wrangled them for breakfast.

Staff was awesome and helpful

Thank you AMHS.....me my family have always enjoyed and appreciated the professional service that you provide....look forward riding AMHS again soon and hopefully for generations to come the crew was very professional

Was given courteous and friendly service and all onbaord were attentive and safty was 100% priority

Patient , kind , and helpful . The employees of Alaska Marine Highway assure their assistance of loading us safely when boarding our vehicles on board . No complaints!

The entire crew of the M/V Kennicott on my sailing was stellar and beyond compare, from the moment I boarded until the time of disembarkment. They had been through a long ordeal with weather in Kodiak and Homer, yet were courteous and helpful always.

Love the ferry It is the only way to travel and depend on it as my transport. It is Alaska's roads for local people and hope it doesn't turn into a priority for visitors only.

Please no more cancellations

Crew members were helpful and friendly.

Everybody pleasant and helpful

It was a rough ride but the captain did a great job and got us to Haines safely.

Captain made tough decision to push through strong winds and seas with the help of the crew keep us all safe and on time. Bravo!

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

Captain Mike Murray

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