

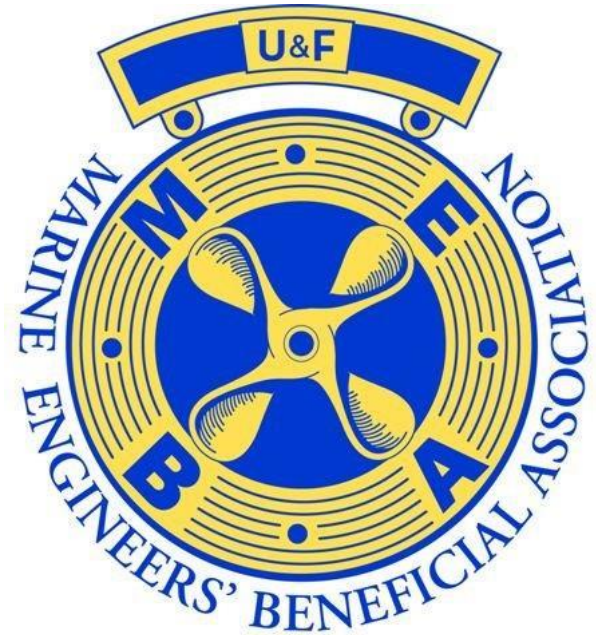
Masters, Mates and Pilots, Inland Boatman's Union and Marine Engineers' Beneficial Association



Shannon Adamson - MMP



Earling Walli - IBU



Ben Goldrich - MEBA

Unlicensed Crew Count

• **Total Members – 303**

Steward and Purser Dept

- **Steward bid holders – 68**
- **Chief Stewards – 9**
 - **Second Steward – 4**
- **Purser bid holders - 18**
- **Chief Purser – 10**
 - **Senior Purser – 3**
 - **Junior Purser - 4**

Engine and Deck Dept

- **Engine bid holders – 30**
 - **Junior Engineer - 10**
- **Deck bid holders – 96**
 - **Boatswains - 12**
- **Relief Bid Holders – 93**

Permanent Licensed Crew Count

MM&P Members

⚓ **Total Members – 78**

⚓ **Captains – 17**

⚓ **Chief Mates – 18**

⚓ **2nd Mates – 15**

⚓ **3rd Mates – 28**

MEBA Members

⚓ **Total Members – 58**

⚓ **Chief Engineers – 20**

⚓ **1st Ast. Engineers – 12**

⚓ **2nd Ast. Engineers – 13**

⚓ **3rd Ast. Engineers – 11**

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 Entry Level Minimum Qualifications

- Office Assistant 1 - Approx. \$17 per hour
- High School diploma or Equivalent

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 and Managerial 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 and Managerial 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 – 78**
 - ⚓ **Number of positions 75**
- ⚓ **Captains – 17**
 - ⚓ **Number of positions - 18**
- ⚓ **Chief Mates –18**
 - ⚓ **Vacancies - 1**
 - ⚓ **Number of positions 16**
- ⚓ **2nd Mates – 15**
 - ⚓ **Vacancies-2**
 - ⚓ **Number of positions 17**
- ⚓ **3rd Mates – 28**
- ⚓ **Losing an additional 4-6 high level deck officers this summer**
 - ⚓ **13 in 4 years**

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**

⚓ **No crew currently assigned to Hubbard**

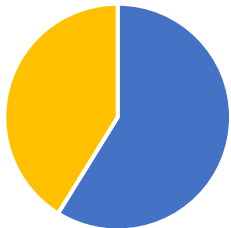
IBU Vacancies

Purser



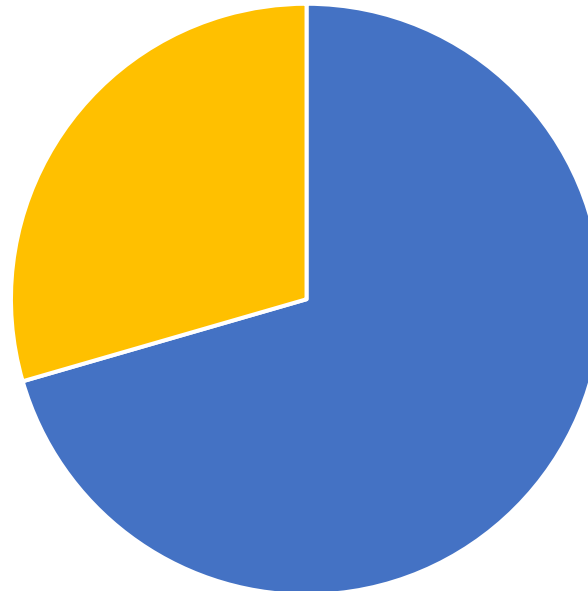
■ Bids ■ Vacancies

Engine



■ Bids ■ Vacancies

Total



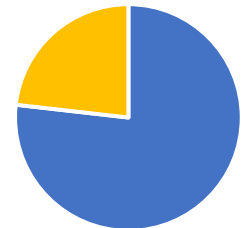
■ Total Members ■ Vacancies

Stewards



■ Bids ■ Vacancies

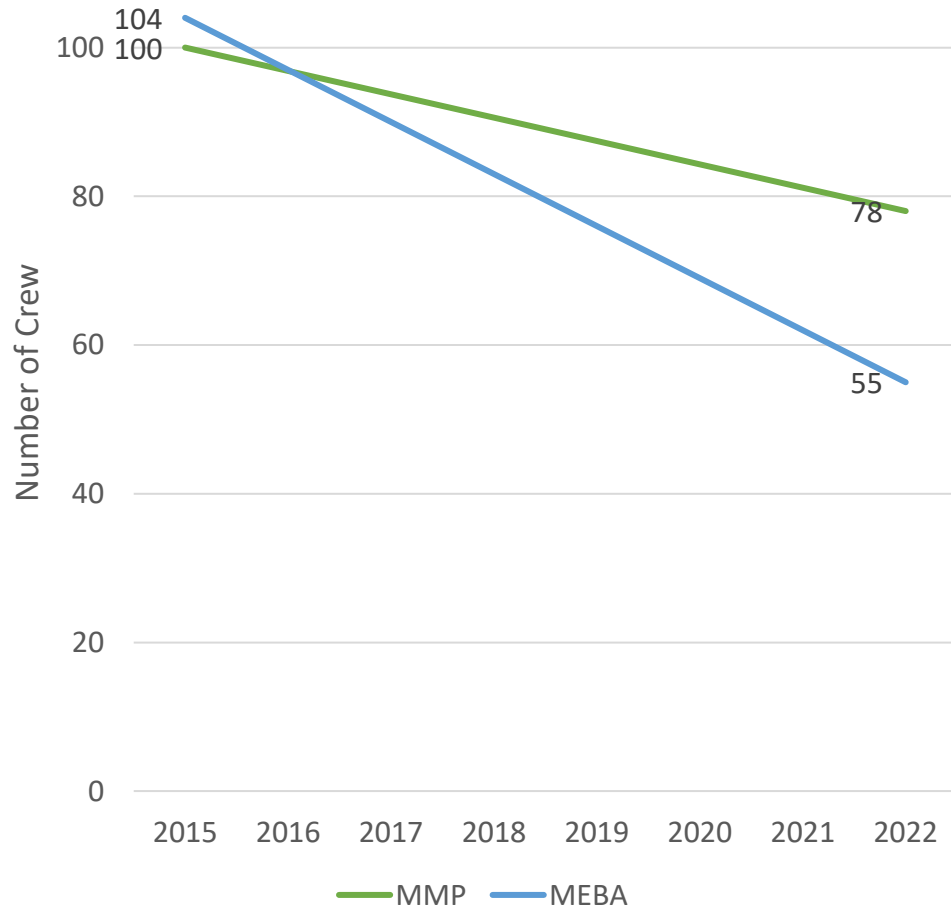
Deck



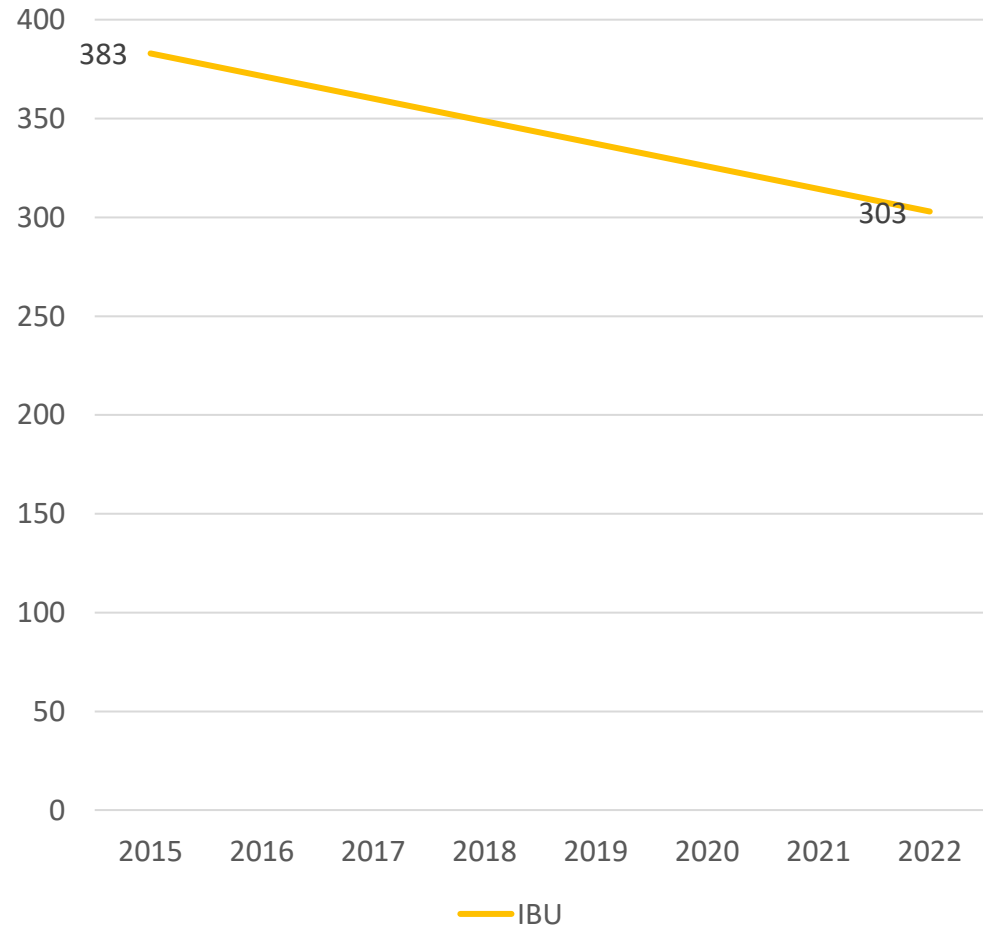
■ Bids ■ Vacancies

2015 to 2022 Retention Trend

MMP and MEBA Retention



IBU Retention



Why Do Mariners Work for AMHS?

⚓ The 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

⚓ 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**

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**
- **Lack of year round work**
 - **Invest in employees**
 - **Work constantly in the summer and are not utilized in winter**
 - **Crew members seek other employment in the winter and do not return in the summers**

- **Payroll Issues**

- **Sleep Schedule**

- **Wages aren't keeping up with inflation**

- **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

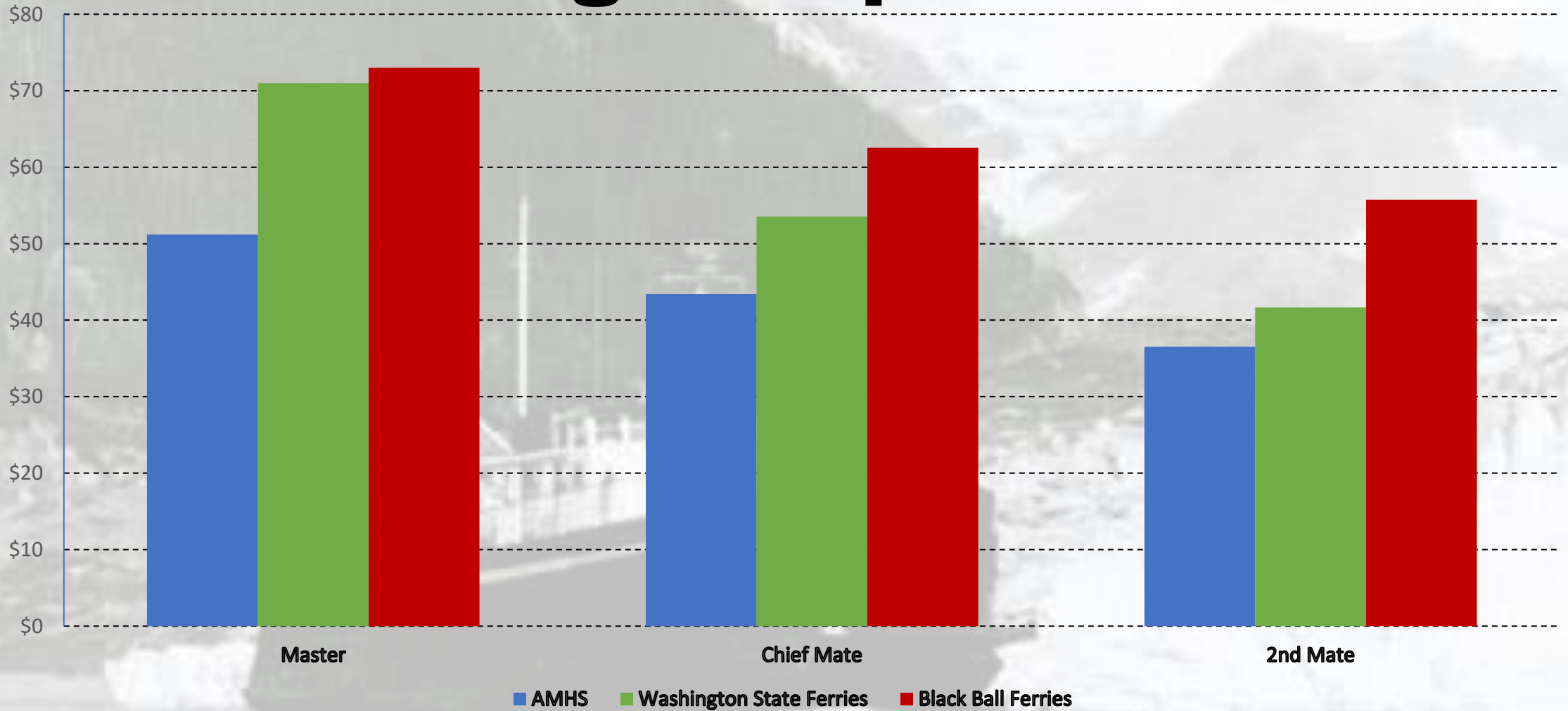
- WSF Masters make on average 23% more than AMHS
 - In the highest category – 33% more
- WSF Chief Mates - 27% more
- WSF 2nd Mates – 14% more

- WSF Chief Engineers on average make 35% more than AMHS
 - In the highest category – 53%
- Will receive an additional 3.25% pay increase on July 1, 2022

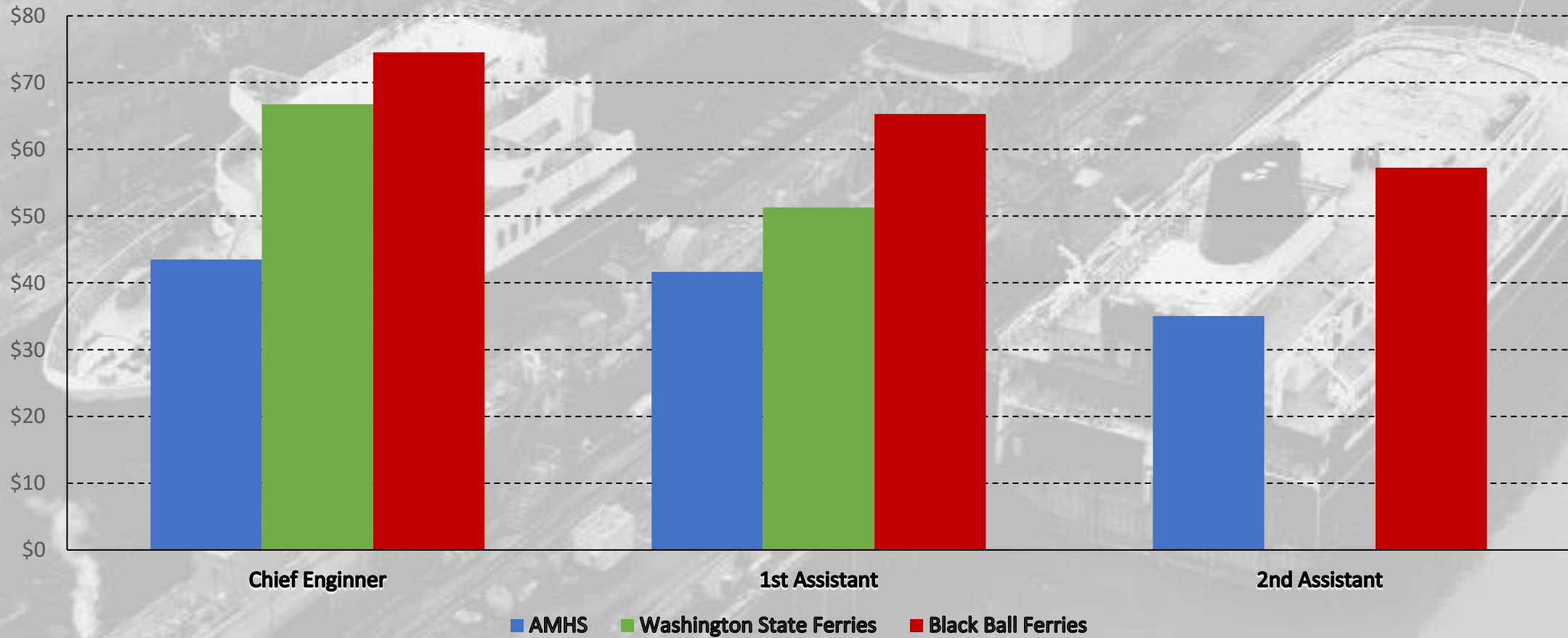
- Black Ball Masters make on average 41% more than AMHS
- BB Chief Mates - 48% more
- BB 2nd Mates - 53% more
- **BB 2/M vs AMHS Master -108.9% higher**

- Black Ball Chief Engineers make on average 71% more than AMHS
- BB 1st Engineers - 57%
- BB 2nd Engineers - 63.0%
- **BB 2nd Engineers vs AMHS C/E - 31.6% higher**

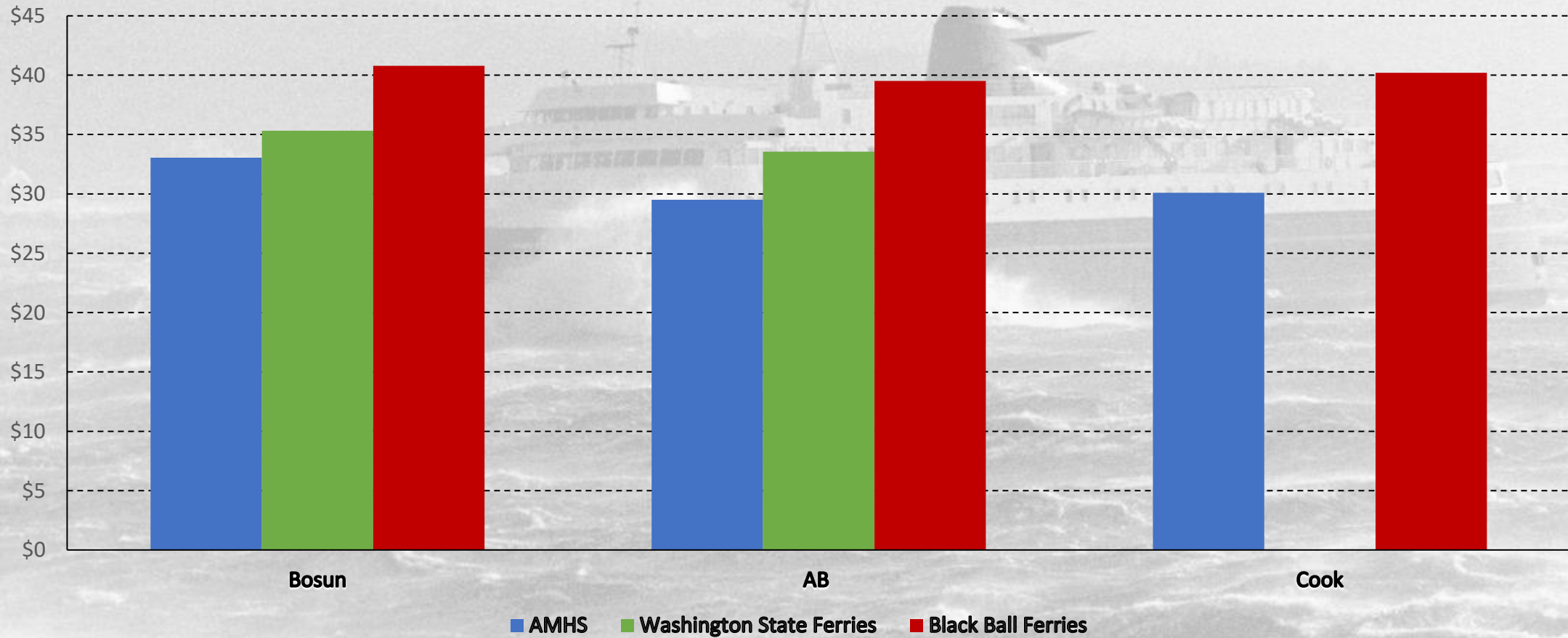
Masters, Mates and Pilots Wage Comparison



Marine Engineers Beneficial Association Wage Comparison



Inland Boatman's Union Wage Comparison



Union Recommendations to Retain and Recruit Crewmembers

- **Work Crew Members Year Round**
 - **Create security that there will be regular paychecks**
- **Utilize Union Halls for certain positions**
 - **These can be filled on an as-needed basis**
- **Address Payroll and Labor Relations Issues**
- **Allow Union Dispatching**
- **Adjust AMHS Determined Minimum Qualifications to Facilitate Bidding**
 - **This can be done now**
- **Set Up A Training Fund for Entry Level Unlicensed Positions**
 - **Offer training for free with a 2 year commitment**
- **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 ferry ship with a white hull and dark upper sections is sailing on a body of water. The ship has multiple decks and a prominent mast. The background is a hazy, overcast sky.

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

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

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

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!

Questions?

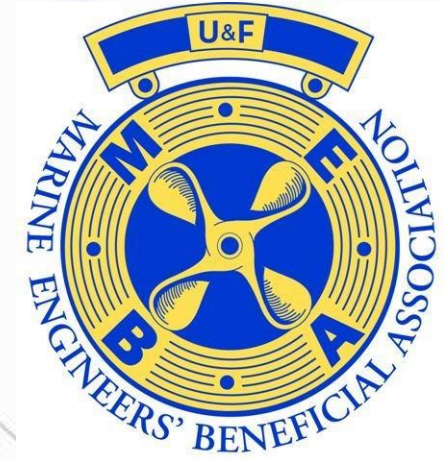
**Thank you for the opportunity to speak.
Please feel free to contact us with any questions.**



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