

## **NOTICE TO MMP CIVMAR MEMBERS SAILING ABOARD ACOE, MSC AND NOAA VESSELS AND ALL NAVY PILOTS**

*2 October 2006*

As a result of a Rule adopted by the US Department of Labor in June 2006, all Unions that represent employees who work for the federal government are now required to send out a notice to their government employee/members.

There are many benefits and advantages for CIVMAR Masters and Licensed Deck Officers who join the International Organization of Masters, Mates & Pilots. As you know, the International Organization of Masters, Mates & Pilots (IOMM&P) works daily to protect your employment rights. The Union secures yearly CIVMAR wage increases through deep sea contract negotiations. Additionally, without IOMM&P's almost 30 years of recognition, your wages, benefits and inherent right to work in a safe and healthy environment would not be protected. The IOMM&P is your voice. Without the Union, you would have no voice in retaining and gaining benefits from management.

The summary noted below is forwarded in accordance with DoL regulations and is intended to ensure that all MMP members understand the rights and privileges of Union membership and the responsibilities of the Union officers they elect.

### **Union Member Rights**

**Bill of Rights** - Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

**Collective Bargaining Agreements** – As an MMP member you have the right to have input into collective bargaining negotiations. Members and certain nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

**Constitutions, Bylaws, and Reports** - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The documents are public information and copies of reports are available from OLMS and on the Internet at [www.union-reports.dol.gov](http://www.union-reports.dol.gov).

**Officer Elections** – In accordance with the Union's Constitution, Union members have the right to:

- nominate candidates for office
- run for office
- vote in accordance with the Union's Constitution and By-Laws
- cast a secret ballot
- protest the conduct of an election

**Officer Removal** - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships** – A union may not be placed in trusteeship by a parent body except for those reasons specified in the standards of conduct regulations.

**Protection for Exercising CSRA Rights** - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any CSRA right.

**Prohibition Against Violence** - No one may use or threaten to use force or violence to interfere with a union member in the exercise of his or her CSRA rights.

### **Union Officer Responsibilities**

**Financial Safeguards** - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. The union must provide accounting and financial controls necessary to assure fiscal integrity.

**Prohibition of Conflicts of Interest** – A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

**Bonding** - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

**Labor Organization Reports** - Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS
- retain the records necessary to verify the reports for at least five years

**Officer Elections** – Unions must:

- hold elections as required by the Union's Constitution and By-Laws
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers

**Restrictions on Holding Office** - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

**Loans** - A union may not have outstanding loans to any one officer or employee that in total exceeds \$2,000 at any time.

The Union works to make sure that CIVMARS understand their shipboard rights and responsibilities and receive fair treatment from management. For more information about how the MMP can better serve you please contact, Randi Ciszewski, IOMM&P Government Fleet Representative, 700 Maritime Blvd., Suite B, Linthicum, MD 21090. Randi can also be reached via email at [rciszewski@bridgedeck.org](mailto:rciszewski@bridgedeck.org) or via phone at 848-391-8062.