

ESSO FLEET NEWS

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The Special Supplement's Effect on Benefits

(Ask Mr. Ed)

Q. Is the Special Supplement pay (provided in Amendment No. 4 of ESA labor contract) part of normal earnings?

A. Yes, and therefore it is subject to all benefits and obligations of normal earnings.

Before we go any further, we'd better define the Special Supplement. For all unlicensed ratings except Chief Stewards and entry ratings, it amounts to \$400 a year, starting last June 1 and \$600 a year, starting next June 1. For entry ratings, the amounts are \$320 and \$480 for the same starting dates.

Now, for the Special Supplement benefits:

1. You can take it out twice a year, Dec. 15 and June 15, or let it go into your Thrift account as a special contribution (as most men do). In the latter case it will build a nice nest egg and earn interest on interest, provided you don't wipe it out with a maximum withdrawal.

2. As part of normal earnings, the Special Supplement increases annuity income when you retire. Example: if you receive the \$600 Supplement for your last 5 years and retire at age 65 with 30 years' service, the Supplement alone will

add \$24 a month to your retirement income. ($30 \times .016 \times \$50$).

3. If the Special Supplement raises your normal earnings into the next higher thousand dollar bracket, you get more life insurance. Example: an AB age 35 with 3 years' service gets \$5,916 a year base pay. Adding the \$400 Supplement to this makes \$6,316 a year and this entitles him to \$14,000 worth of Contributory Group Life Insurance instead of \$12,000.

4. Noncontributory Group Life Insurance (payments to qualified survivors of employees) is increased by $\frac{1}{2}$ the amount of the Special Supplement for each month the payments are made. Example: 34 monthly payments of $\frac{1}{2}$ normal pay, including the Supplement, after 15 years' service.

5. Special Supplement increases sick pay. Example: a 10-year AB on sick pay would now get \$200 in Supplement pay for the first 26 weeks ($\frac{1}{2}$ year) and \$100 in Supplement for the next 26 weeks, if he were sick that long.

6. If you put the maximum 10% of earnings into your Thrift Fund account, the Company's

In the safety cartoon last issue, an UNrealistic sketch showed our Port Safety Committee in a huddle over a ship safety suggestion. Here's the REAL committee about to start a recent session.

L. to r. are: D. A. Hodges, Port Steward; H. W. Bradbury, Asst. Port Engineer; A. B. Randall, Port Staff Assistant; Steve M. English, Repair Superintendent and Committee Chairman; Port Captain F. L. Hooper; Arthur D. Baldwin, Asst. Port Steward, and Leonard

H. Earle, Employee Relations Superintendent (Fleet Personnel).

Something appears to have put the Committee in a jovial mood. Perhaps it was the 110-day stretch (June 11 - Sept. 29) when there were no lost-time accidents in the Fleet. Or, the 41.6% reduction in lost-time accidents during the first 9 months this year, compared with 1965 (12 accidents in '65, 7 this year). Or — maybe they were just saying "cheese."



6% contribution applies to the Special Supplement, too. For an AB, this is now at the rate of \$24 a year, increasing to \$36 a year on June 1, 1967.

To add it all up then, the Special Supplement means not just the amount of the Supplement itself but more retirement income, possibly more low-cost life insurance, larger survivor benefits, higher sick pay and larger Company contributions to your Thrift account.

(It might also be mentioned here that all the above increases in benefits would apply, in proportion, to a man who sails as Oiler in vessels with automated boilers and earns an additional \$576 a year.)

The obligations of the Special Supplement are that it is subject to income taxes, FICA tax. Thrift Fund and group insurance deductions the same as other normal income.

Because most men put the Special Supplement in their Thrift accounts, there may be a tendency to forget it—the out of sight, out of mind sort of thing. Actually, a 10-year AB should consider his \$33.34 a month Special Supplement just as much a part of his normal income as his \$67 a month continuous service pay. Thus, his normal earnings are not \$520 a month but \$553.34 now and increasing to \$570 on June 1, 1967.

Fleet Election to Start Soon; Date Set for Bayway Election

A meeting to set up a starting date and voting procedures for a second election contest between the Esso Seamen's Association and the Teamsters will, hopefully, be held before the end of the month at the NLRB office in Newark, N. J. The voting will be by secret ballots, the same or similar to the previous election.

Two other NLRB-supervised elections to determine collective bargaining representatives will be held at the Company's Bayway Refinery and Chemical Plant on Nov. 22. One contest will be between the independent Bayway Employees Salary Union and Teamster Local 866 and the other between the same local and the Bayway Refinery & Chemical Workers Union, an independent and unaffiliated organization. Teamster bargaining rights at Bayway date back to the Refinery strike in the winter of 1964-65.

Negotiations with JSTOA Underway

Jersey Standard Tanker Officers Association and Company representatives started contract negotiation meetings in New York on Nov. 11. The Officers' committee is composed of Donald E. Graham, Jerome J. McElboy, John D. McShane, John T. Murphy and John J. Collins, Adviser.

A Thought for Thanksgiving

"If one should give me a dish of sand, and tell me there were particles of iron in it, I might look for them with my eyes, and search for them with my clumsy fingers, and be unable to detect them: but let me take a magnet and sweep through it, and how it would draw to itself the almost invisible particles by the mere power of attraction. — The unthankful heart, like my finger in the sand, discovers no mercies; but let the thankful heart sweep through the day, and as the magnet finds the iron, so it will find, in every hour, some heavenly blessings, only the iron in God's sand is gold."

— Henry Ward Beecher

Representing the Company are Captain J. G. Moffitt, Operations Manager and Leonard H. Earle, Employee Relations Supt. (Fleet Personnel).

We don't know about the officers but we understand the Company representatives have been preparing for the ordeal by intensive mental and physical conditioning. This has included exercises in the cultivation of patience, stimulants to promote great mental endurance and injections to minimize bleeding from unkind cuts.

Esso Seattle Crew Changes

As we go to press, plans are in process of execution to relieve 7 men in the *Esso Seattle* at Sasebo, Japan, about Nov. 20. One of the men, Chief Steward John J. Fernandes, has been in the ship since she joined the Fleet (May 14, 1964) and is getting off with 442 days of paid leave. He and Chief Mate Patrick J. O'Donnell and Third Mate William A. Wilburn are taking their paid leave transportation in cash instead of tickets, doubtless intending to start spending their vacation time and money in the Orient.

Travel arrangements for the other 4 men being relieved and those joining the ship were made by Ed Cole, of the Seagoing Personnel Section. He had to do part of it 3 times, when the *Seattle* was diverted from Sasebo to Subic Bay, Philippine, Is.

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W. E. Gardner, Editor.

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to discharge part cargo. Her schedule calls for Balboa and Aruba next (Dec. 10 and 13) but the itinerary is so subject to change, we can't count on it.

The Nov. 20 crew changes at Sasebo are as follows:

MEN LEAVING		MEN JOINING
Patrick J. O'Donnell	Chief Mate	Robert G. Kirby
William A. Wilburn	Third Mate	James L. Burke
Peter C. Kessler	Chief Engineer	Keith V. Wintenburg
John J. Fernandes	Chief Steward	Mateus Gonsalves
Eugene E. VanFleet	Able Seaman	Charles E. Woods
John S. Downey	Oiler	Richard J. Chretien
Ismail Muluk	Messman	Derik G. Benson

New Regular Employees

The following temporary employees were transferred to regular status effective Nov. 1:

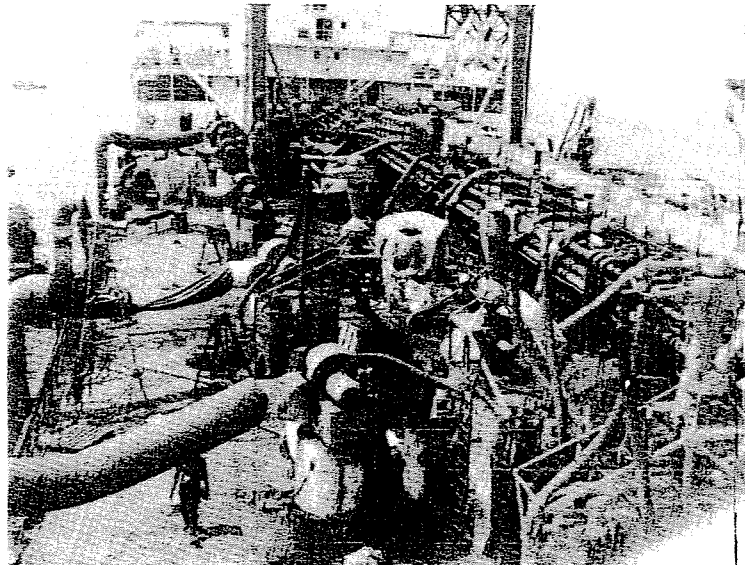
RICHARD J. CHRETIEN	THOMAS I. McMENAMY
AYRES GONZALES	JUAN C. RAZO
TRAVIS W. HAMRICK	ALBERT E. RUSSELL
LEONARD SCHOLATO	

Several other temporary employees are in line to become regulars as soon as they pass a physical examination.

RECENT RETIREMENTS

BOS'N RALPH B. PETERSEN, JR., second senior Bos'n in the Fleet, retired Oct. 1, figuring to get in some annuitant's time on the early side of age 65. For the past 3 years he has been in the *Esso Bangor* and *Esso Huntington* and, with one exception, has been Bos'n since Dec. 1945.

Joining the *Walter Jennings* as OS in April 1932, Mr. Petersen left the Company after 3 months but returned in July 1943 and sailed as AB in 4 vessels throughout the balance of the War



PUMPMAN L. V. HOMAND, who took this picture, says that's the *Esso Boston* under all that gear on deck. The gear is mostly dehumidifying, grit blasting and evacuating, and spray painting equipment used by Newport News Shipbuilding & Dry Dock Co. in coating all 33 of the *Boston's* cargo tanks with Rust-Ban 191. The vessel was in the yard from June 30 to Sept. 1.

years. In all his 23 years, 8 months of credited service he had only 2 sick leaves totaling 20 days.

Mr. Petersen was born in Massachusetts and lives in Gainesville, Fla.

ABLE SEAMAN ERICH HUCK reached the mandatory retirement mark Nov. 1, after 13 $\frac{3}{4}$ years with the Company. His service has been continuous from his first assignment as AB in the *Esso Everett* in Dec. 1952, to his last — AB in the *Esso Baltimore*.

Born in Bremerhaven, Germany, Mr. Huck lives in East Islip, L. I., N. Y. with his wife Maria.

On behalf of the ship's complement, Captain Charles L. Llewellyn (center), Master of the *Esso Gloucester*, receives a Jones F. Devlin Award from Port Captain F. L. Hooper. The Award, sponsored by the American Merchant Marine Institute, is in recognition of 4 years' operation (1962-3-4-5) without a lost-time accident. The presentation was made Nov. 1.

L. to r. are: (front row) Third Asst. Marshall Parsons, Chief Steward Maurice Wishnoff, OM James H. Douglas, Jr., MM/2nd Pumpman Pedro G. Capote, UM James B. Hedgepeth, and Pumpman-Trainee Adrian Martinez.

(Second row) AB Robert T. Williams; A. B. Randall, Port Staff Asst.;

AB William A. West; First Asst. Robert A. Stewart; Captain Llewellyn; Third Mate Robert T. Andreasen;

Captain Hooper; Second Cook George Swan; UM Edmund R. Cannon, and AB Joseph E. Duzant.



Tom Hall Joins Port Staff

Tom C. Hall, who has been sailing as Second and First Asst., and most recently Chief Engineer in the *Esso New Orleans*, was appointed Acting Asst. Port Engineer, effective Nov. 1.



Mr. Hall started his seagoing career as a wiper with Merchants & Miners Trans. Co. in Jan. 1942. He sailed throughout World War II, shipping out with Sinclair, Grace Line and Luckenbach and working up through the Engine Dept. ranks.

Joining the Company in Nov. 1946, Mr. Hall served as Third, Second and First Asst. until Sept. 1957, when he took an educational leave to attend Louisiana State University for a year. After another 9 months in the Fleet, he returned to LSU and in Aug. 1961, was graduated (on the Dean's honor list) with a BS degree in business administration. He has had a Chief Engineer's license since April 1, 1949.

Mr. Hall is a native and resident of San Antonio, Texas but will probably move to the Baytown area soon.

Compliments to the Esso Scranton

There's good news for and about the crew in the *Esso Scranton*. The news for them is that they

should all be home for Christmas. The ship discharged at Bombay, Oct. 21-28 and at Calcutta, Nov. 3-9 and is now on her way back to Baytown, due about Dec. 13. The economics of low foreign freight rates and high U. S. coastwise rates makes it better business to get the ship back on the coast without the delay that a back-haul cargo would involve.

The good news about the men in the *Scranton* is contained in the following letter received Nov. 7 from a 5th grade teacher in Judson (near Longview), Texas:

The Editor
Esso Fleet News

I'm writing you in behalf of my 33 fifth graders who were fortunate enough to adopt one of your ships, the *Esso Scranton*.

I want to commend each and every crewman for the response we have received. Your *Esso Fleet News* has been forwarded to us by many. May I say we have read it carefully, especially the trip through Bombay, India, by Bill E. Tyra, *Esso Miami*.

As we follow the *Scranton* via maps and globes and as we receive daily mail from the crewmen and as we learn more and more about cargo shipping, we have you and your fine Company, Humble, to thank.

The crewmen have sent us tons of information, loads of pictures (even some monsters of the deep pictures), India rupees and postage stamps from every port. Learning how to write letters this way is not so painful.

Yours truly,
Mrs. Carolyn Dauphin
Judson Elementary School
Judson, Texas

P.S. I just don't know how any one thing could have brought so much pleasure to so many at one time. The interest this has brought about is actually contagious.

Well now, how about that?

Daffynitions

FUNGUS — The opposite of a Gloomy Gus.

SERVICE EMBLEM AWARDS



20 YEARS



Daniel P. O'Connor
Second Mate
July 10, 1966



Francis E. Salt
Second Mate
April 22, 1966



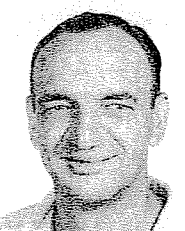
Roy T. Pearson
First Asst. Engineer
July 27, 1966



Eugene B. Stubblefield
Third Asst. Engineer
March 16, 1966



James R. Reesor
Radio Officer
October 3, 1966



Lawrence V. Homand
Pumpman
July 5, 1966



10 YEARS



James E. Hyman
Ordinary Seaman
July 1, 1966

William F. Tracey
Ordinary Seaman
November 11, 1966

OBITUARY

DEWEY E. D. BARR, 67, retired Radio Officer, died Nov. 1 in Freehold, N. J. He is survived by his wife Martha.

Mr. Barr had 18½ years of credited service as Radio Officer in the Fleet between Feb. 1943 and his retirement, Jan. 1, 1963. He shipped out in 5 vessels during World War II and prior to joining the Company, was with the U. S. Army Signal Corps. He had also been an automotive machinist and, as early as 1926, a radio officer with the Clyde Line.

