

ESSO FLEET NEWS

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ESA Representatives Meet With Management

As reported in the last issue of the FLEET NEWS, a conference between officers of the Esso Seamen's Association, ships' representatives and Marine Division management was held in the Port of New York Office, Bayonne, on March 15-16.

Joseph Andreae, in his opening remarks for the Marine Division, stated that competition was increasing in the marine transportation business, not only from other shipping companies but also from pipelines. He said that Humble was not part of the new Colonial pipeline group and we believe tankers can do better than pipelines.

"The only way to compete effectively," Mr. Andreae said, "is to

operate efficiently and still reduce costs. Our two major costs are involved in the construction of ships and the manning of them. Therefore, it is necessary to consider reduced crew complements and larger ships. Management is hopeful that we can do this and move larger volumes of oil per unit and per man."

Mr. Andreae also explained why the Marine Division was a little long on tonnage at present, why the *Achilles* and *Mayflower* were chartered and that in 1964 it is planned to add to the fleet a bareboat chartered vessel manned by Humble employees.

Harold R. Smith, presented the Association's opening remarks and expressed the hope that great bene-

fit would result from the exchange of ideas at the conference.

Sydney Wire expressed the regrets of General Manager John D.

"Later, Mr. Andreae remarked that the new ship planning was still in the very early stages and that any changes in personnel would be gradual. He praised the efficiency of our seagoing employees and said that Humble's marine operations were the admiration of the tanker industry world-wide. Mr. Wire added that the Colonial pipeline was no reason for Marine employees to panic. "We intend to run tankers just as long as we can compete effectively," he said.

THE CONFERENCE DELEGATES. (Clockwise at left table, from lower left) C. Leo Whyte, Port of New York Office; George F. Leonard, Pumpman, Esso Lexington; Donald W. Ayers, DM, Esso Lima; Captain Frank L. Hooper, Port Captain; Ralph Maupin, FWT, Esso New York; Willem Kuyl, ESA Treasurer; George J. Redepinning, ESA Secretary; Frederick F. Newton, Sr. Asst. Port Engineer; Maurice Wishnoff, ESA Co-Chairman; Andrew T. Nemechek, OS, Esso Zurich; Winfield A. Scott, Baytown Marine Office; M. K. Hattaway, Electrician, ex-Esso Raleigh; Johnnie W. Jernigan, Oiler, Esso Washington; Frank A. Hudy, DM, Esso Scranton, and Willard W. Mitchell, Pumpman, Esso Miami.

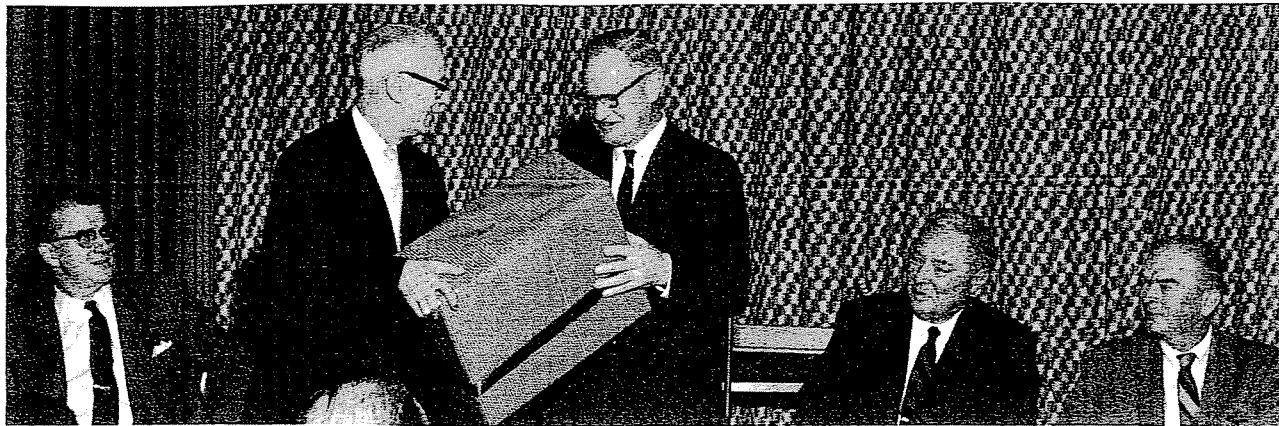
(Seated at far table, l. to r.) Paul J. McEwan, Head, Seagoing Personnel Section; Sydney Wire, Assistant General Manager; Joseph Andreae, Assistant General Manager. Captain M. Breece, Manager, Operating Dept.; Leonard H. Earle, Employee Relations Adviser; Captain A. Larson, Manager, Port of New York Office; Edwin C. Fischer, Head, Annuities & Benefits and Claims Section, and John W. Bennett, Head, Ships' Payroll Section.

(Clockwise at right table, from lower left) Mitchell McEwan, Oiler, Esso Florence; Charles L. Holladay, Baton Rouge Marine Office; John M. West, Second Cook, Esso Bridgeport; Philip W. Lally, UM, Esso Gettysburg; Demetrios Georgiou, MM, Esso Gloucester; D. W. Camp, FWT, Esso Greenville; Francis L. Picou, AB, Esso Huntington; Alexander M. McDonnell, AB, Esso Jamestown; Samuel T. Abbott, AB, Esso Chattanooga; Joseph S. Burkart, Norfolk Marine Office; William H. Trueheart, Jr., MM/2nd Pumpman, Esso Bermuda; John T. Seiler, DM, Esso Boston, and Samuel W. Royal, AB, Esso Bangor.

(Standing, l. to r.) Thomas J. McTaggart, Port Engineer; Edward A. Kohn, ESA Co-Treasurer; John J. Collins, ESA Adviser; Harold R. Smith, ESA Chairman; Louis L. Vincent, Wiper, Esso Baltimore; Harold L. Gordon, Boston Marine Office; DeWitt A. Hodges, Port Steward, and James A. Zoufal, Port of New York Office.

Also attending was O. Ralph Heeter, Machinist, Esso Chester.





Port Engineer T. J. McTaggart (standing, right) is presented with a gift (slide projector) by Captain M. Breece, Manager of the Operating Department, on behalf of fellow employees. The occasion was a luncheon at the Houston Club, March 22, to honor Tom for

his 30 years of outstanding service with the Company.

Seated, l. to r., are: Thomas W. Moore, a Vice President of Humble; John D. Rogers, General Manager of the Marine Division, and Nelson Jones, a Director of Humble.

Rogers at being unable to be present and mentioned that this was the first joint conference with ship representatives from every ship in the fleet. "If it proves successful," Mr. Wire added, "perhaps similar meetings can be held in the future."

Following the opening remarks, the sessions were devoted to informal discussions, questions and answers, of which the following are extracts.

Q. How many men will man the new ships, if and when they are built?

A. About 25 to 30 is contemplated.

Q. Is there any likelihood of Humble selling or chartering its existing fleet?

A. No.

Q. Will surplus seagoing employees be given an opportunity to fill vacancies in Inland Waterway or Refinery operations?

A. It is hoped that retirements, resignations, etc., will eliminate the possibility of surplus employees. Also, since planning is only beginning on the new ships, it will be some time before they could be put into service.

Q. When would pipelines affect other fleets?

A. Probably in 1964.

Q. Are operations on the West Coast contemplated by the Marine Division?

A. Not at the present time. There is no tanker movement required in the Company's West Coast operations at present.

A number of questions were asked relating to temporary employees and seniority (Ordinary Seamen sailing as Messmen, Wipers or Firemen). It was pointed out that temporaries became regular employees (and entitled to join Company benefit plans) when a regular job was available. The seniority policy, as provided in the collective bargaining agreement, is being fol-

lowed but frequently men entitled to a job are not available.

Q. Why aren't replacement lists posted on ships' bulletin boards?

A. This will be done.

Q. Will the Company reassign a man to a vessel if the Captain requests it?

A. Yes, unless it means holding the man too long on fleet reserve. In some cases, pumpmen are exceptions.

Q. If a man is assigned to a vessel in Mobile from Baton Rouge, does he get bus or rail transportation?

A. Rail, but he may go by bus if he chooses. Bus fare is provided from Baton Rouge to Baytown because rail service is infrequent and is via New Orleans and Houston. A choice of air or bus transportation is given to men traveling from Baytown to Baton Rouge.

Q. How does a man get his transportation money back?

A. A form is available from the Master. Upon reporting aboard, men should request a form to claim a refund. However, paid leave transportation only applies to the employee's base port when he leaves a vessel at another port. It is not paid to his home.

Q. How does one change his base port?

A. By sending in a new W-4 form showing an official home address which is nearer to another base port. A change in base port may also be requested by letter without a change of residence but no more than once a year.

Q. Are excess baggage charges paid?

A. Yes.

Q. Does the 60-30 rule for retirement (60 years old, 30 years' service) still exist?

A. Yes.

Q. Does the Company want a man to use the U. S. Public Health Serv-

ice instead of a private hospital when he is covered by hospitalization?

A. It makes no difference to the Company.

Q. Is leave of absence time deductible as Company service?

A. Yes, if over 30 days.

MAINTENANCE AND CURE

Q. What is "maintenance and cure"?

A. Maintenance and cure is the subsistence, lodging and medical care received by a seaman who becomes ill or injured aboard a vessel until he is fit for duty or maximum improvement is reached. In general, maintenance and cure is paid when disability benefits are not. For example, if an employee were an outpatient at a southern port, he would be paid \$8 a day maintenance and cure plus the wages he would have earned until the vessel discharged cargo at a northern port. If he were hospitalized, he would receive unearned wages to the end of the voyage and then, if a regular employee, disability benefits.

Q. Do disabled temporary employees receive maintenance and cure?

A. Yes.

Q. Do disabled temporary employees get transportation?

A. The Company will pay transportation to the marine hospital nearest to his home.

Q. Will the Company pay for a specialist?

A. Yes, when the Company sends a seaman to a specialist for diagnosis.

Q. Would an injured Deck Dept. man, for example, receive disability benefits if he was fit for duty in another department and a job was available?

A. If the man could work in another department, he would be expected to take that job rather than continue on disability benefits. He would,

however, be paid benefits which when added to his wages would equal his normal pay.

NEW PAYROLL SYSTEM

Q. How many payoffs will there be per month under the new payroll system?

A. Two.

Q. How many days' pay will a man receive each year?

A. 365.

Q. When will the new payroll system be put into effect?

A. It is presently estimated for mid-1962.

Q. What will the new payroll voucher look like?

A. It will be similar to present vouchers but contain additional information.

Q. Will a man going on 40 days paid leave receive two draw checks while at home and the third automatically while he is on a ship or on fleet reserve?

A. Yes.

Q. Is it possible to show how much interest is paid on a loan so that this may be deducted on income tax returns?

A. An annual interest statement for employees with Thrift Plan loans is being considered by the Company.

Q. Isn't there a better way to keep track of overtime?

A. New weekly overtime sheets are to be supplied. Three copies will be made—one to be sent to the office, one kept aboard ship and one to each man working overtime.

(A request was made that department heads sign for all overtime worked under their supervision before they leave a vessel.)

Q. Could the gate, particularly at Baytown and Baton Rouge, be notified when there is a change on the sailing board so that men need not return earlier than the board time?

A. A letter will be sent to vessels requesting officers to notify the gate regarding sailing board changes.

TAFFRAIL TALK

The *Esso Scranton* is scheduled to make a voyage to India. She is due in Good Hope April 13, Baton Rouge the 14th, then Freeport April 21, Suez Canal May 8, Bombay the 18th and Calcutta the 31st. Her cargo will consist of ten grades of lube oils and one solvent.

Miss Diane Marie Peregrin has received the first Walter C. Teagle Nursing Scholarship to be awarded to a daughter of a seagoing employee. Miss Peregrin will attend the Bayonne Hospital School of Nursing. Her father, Charles Peregrin, Second Asst. Engineer in the *Esso New York*, has close to 30 years' service in the fleet.

A 48-page booklet entitled "Fallout Protection—What to Know and Do About Nuclear Attack" has been issued by the Department of Defense, Office of Civil Defense. Available at U. S. Post Offices, the booklet gives the facts about the dangers of a thermonuclear attack and tells what people can do to protect themselves.

Torrance Inman, Second Mate in the *Esso Baltimore*, prepared an interesting report of the vessel's maneuvers and movements during the storm of March 6-7-8 for the New Orleans Marine Weather Center. At 1900, March 6, the *Baltimore* was 45 miles due east of Ocean City, Md. Wind was whole gale force with gusts of 65 mph. and seas 35 to 40 ft. high. "Over a period of 27 hours," Mr. Inman

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W. E. Gardner, Editor.

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said, "with engines turning at 50 rpm., course 045° and the wind dead ahead to two points on our port bow, a southerly drift of 48 miles was experienced."

Esso Chattanooga to be Sold

Humble has agreed to donate the *Esso Chattanooga* to the Esso Education Foundation. It is understood that the Foundation is negotiating to sell the vessel to Sea-Land Services, Inc. The Foundation makes grants to hundreds of colleges to promote higher education and it is contemplated that the proceeds from the sale of the *Chattanooga* will be used for this purpose. Delivery of the vessel to the Foundation is to be made in June. This is earlier than had been contemplated because the buyer's offer to the Foundation was contingent on delivery by June 30.

President Signs Job Training Bill

A new law to provide for the training of up to one million workers during the next three years came into being on March 15 when President Kennedy signed the Manpower Development and Training Bill. The President promised prompt action to get the program started.

The Act authorizes \$5 million this fiscal year to organize the program. In the 1963 fiscal year (starting July 1, 1962) funds will be increased to \$100 million and to \$165 million each in the following two years.

To enter the program a worker must apply at his local Federal employment office. There, he will be interviewed and tested and if he is eligible, may be referred to a training group. Jobless persons and heads of farm families with incomes of less than \$1,200 a year will receive first priority.

A family man with three years' working experience will be given a training allowance equal to the unemployment compensation of his state. Persons receiving training away from home may

be paid up to \$35 per week subsistence allowance and a travel allowance of not over 10 cents a mile.

A Lot of Living

Some years ago a book with a sub-title "A Little Land — A Lot of Living" gained considerable popularity. It wasn't written about any particular location but the idea seems to aptly describe Cecil E. Walker's circumstances.

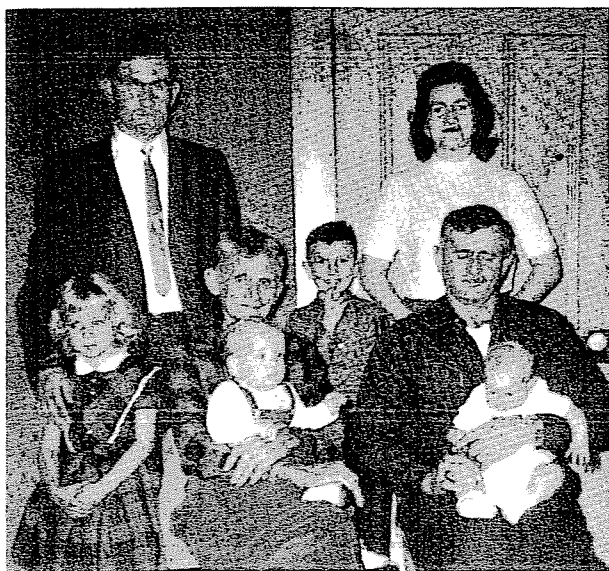
Cecil is an AB in the *Esso New York* and has his own place in Old Trap, N. C. The house is a "prefab" unit for which he built a foundation and improved with a little neighborly assistance. He is close by Albemarle Sound, where there are plenty of striped bass (has pictures to prove it) and the Pasquotank River, where there are mullet. When these are running, they are caught in nets and best enjoyed roasted on a stick over a beach fire.

Another Old Trap attraction is the hunting — for rabbit, quail, duck and geese.

As is common for young men in that area, Cecil joined the Coast Guard when he was 22 and put in six years (1939-45), serving in the Atlantic and Pacific. He sailed in freighters for several years, then joined the *Esso Linden* as AB and has been with us ever since. By the end of this year he will have ten years of Company service.



Cecil E. Walker



Four generations of the Walker family. Cecil is at right, holding his grandson, Eddie Meekins, five months old. Others are, l. to r.: daughter, Earlene, 7; son, Lloyd, a Marine scheduled to go to Okinawa; father, Vivian, 82, of Elizabeth City, N. C.; grandson, Wayne; son, Carl, 9, and daughter, Carol Meekins.

RECENT RETIREMENTS

CHIEF ENGINEER HARRY C. FREEMAN. First Asst. and Chief in the *Esso Florence* for the past two years, Harry left the ship Feb. 8 for his last paid leave before retiring March 1. "The officers and all of the fellows in the crew gave me a splendid send-off," Harry said. "A speech, a signed testimonial for good wishes, a fine decorated cake and a gift to buy a dog. When I acquire her, she'll be named 'Florence'. I thank them for everything."



In his 27 years in the fleet, Mr. Freeman served two years in Steward's Dept. ratings and then went from the bottom to the top in the Engine Dept. From Sept. 1941 to Oct. 1957 he was an engineer officer in diesel ships—Jr. Engr. in the *Peter Hurl*; Third, Second and First Asst. in the *E. T. Bedford* for two wartime years, and Chief in the *Esso Pittsburgh*, *Esso Bolivar* and *Esso Augusta*. When the diesels went out, Harry worked up again from Third Asst. to Chief in the turbine jobs.

Married and living in DeBary, Fla., the Freemans have a daughter, Eva and two grandchildren.

As to the future, Harry has a complete workshop at home and an assortment of hobbies, one of which is studying the stock market. Another project, perhaps a little vague at present, is to write a book on "How to Retire and Live Long". We join his friends in hoping this will be a true-life story.

FIREMAN - WATERTENDER HAGOOD BRADDOCK has always lived in South Carolina and just because he is retired (March 1) he is not going to change. He has bought a home on the Santee River, near Manning, S. C., where he can hunt and fish, work around the house (he used to be a carpenter) and relax. Perhaps do some traveling, too.



Mr. Braddock has two sons, James and Walter, both of whom were at Pearl Harbor on Dec. 7, 1941. Hagood, on that date, was Fireman-Watertender in the *Frederic R. Kellogg*, enroute from Aruba to New York.

Mr. Braddock joined the Company as Wiper in the *E. J. Sadler* on June 20, 1932, after sailing in Gulf Oil and Walker & Daley tankers. He served as Fireman and FWT throughout the War. In fact, more than 20 of his 27 years, 11 months of credited service were in those ratings. His last ship was the *Esso Washington*.