



# CATHOLIC MARITIME NEWS

January 2005

Vol. 62, No. 1

## WOMEN SEAFARERS: *Changing the tide*

### Women's Work Is in All Three Departments

*This article is reprinted from the November 2004 edition of The "Seafarers' Log," a publication of the Seafarers International Union.*

Women in the late 1800s smashed the blockade that once prevented them from working in the male-dominated U.S. maritime industry.

At that juncture, women worked primarily as stewardesses, hairdressers and in other similar capacities aboard passenger ships. When those vessels were taken over by the government, after the U.S. entered World War II, many of those women lost their jobs. They were required to relinquish their positions when their vessels returned to U.S. ports after Dec. 7, 1941.

One of those women, says the [www.usmm.org](http://www.usmm.org) website, was Betty Jackson. Jackson, in correspondence to President Franklin D. Roosevelt about the plight of women mariners, said: "We are not afraid of the dangers and we are willing to put up with any inconvenience as long as we can be reinstated and go back to sea."

Her calls for women to be allowed to return to their professions and serve the country during the war were met by deaf ears. Admiral Emory Scott Land, head of the Maritime Commission and War Shipping Administration, replied to Jackson and said simply that there were no provisions on wartime ships for women crew members. Although Jackson's request was turned down, official records show that three women were awarded the merchant marine combat bar after their ships were torpedoed, and four women were POWs.

Fast forward to the present and it's evident that the old ideologies regarding women and their supposed "place" in the maritime industry have changed. Some 200 years after women initially broke into the maritime business and more than 50 years following pleas by pioneers like Jackson to allow them to remain there, today's women merchant mariners, especially those in the SIU, are fast becoming trailblazers.

An excerpt of the International Labour Organization study "Women Seafarers: Global Policies and Practices" appears on page 4:



Women mariners prominently are represented in jobs found within each of a vessel's shipboard departments.

While little information exists about the number of women who sailed under the SIU's banner at its inception in 1938, figures since 1951 paint an unmistakable portrait of significant progress. Overall membership went from 19 in 1951 to its pinnacle in 1993 when 693 women sported the SIU colors. In 1951, seven women held deck department ratings, two worked in the engine department and 10 served as stewards. Today's numbers for the same ratings are 72, 10 and 309, respectively, with another 39 sailing in entry ratings not confined to one department.

"The number of women in the SIU definitely is growing now compared to when I joined three years ago," said **Natalie Nunes**, a steward department member who joined the union in 2001 in the port of Honolulu. Nunes recently upgraded to chief steward at the Seafarers-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Md.

"When I first came to school here as an apprentice, there were only three women in 200 students. Now that number is about one in three, so the landscape is changing," Nunes said. "Another difference is that women now are going into work areas that previously were dominated by men to include management. I think this is good news not only for women, but also for the union and the maritime industry as a whole because women can do any job that men can."

A native of Honolulu, Nunes has sailed aboard the *USNS Charlton* and the *USNS Watson* as well as aboard SIU-contracted passenger ships. She returned to the *USNS Pomeroy* after completing requirements for her chief steward certification.

"Working at sea is challenging because you are away from your family and for the most part away from civilization as well," Nunes said.

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## President's Column ...



### Women Seafarers

This issue of *Catholic Maritime News* focuses on women seafarers. Over the last year, we have seen the publication of a major study, and a recent story in the *Seafarer Log*. In addition, AOSUSA elected to its Administrative Board Sr. Joy Manthey, an unlimited master in inland waters. As the presence of women on ships becomes more common, we in AOS need to become aware of the

special needs and concerns that women bring.

In 2003, the International Labour Organization published the result of its study. Entitled *Women Seafarers: Global Employment Policies and Practices*, the ILO contracted with the Seafarers International Research Center, in Cardiff, Wales. The findings highlighted well known impressions, pointed out new findings, and raised concerns about special issues that must be addressed in a spirit of justice.

First, kudos must be given to our friends in maritime ministry, Deacon Maria Jimenez and Rev. David Mesenbring of Seaman's Church Institute - Fort Lauderdale, and Dr. Ricardo Rodriguez-Martos of AOS-Spain. These folks are mentioned in the preface as being of great assistance in gathering the data that made up the report.

Second, the report challenges us as AOS ministers to speak out in a spirit of Christian justice and morality at those areas of the industry that harbor sin as part of maritime tradition. This is explicitly clear in the area of physical, sexual and verbal harassment that women face on ships. This section was particularly disturbing to read since so many of the women seafarers and those who were alleged to have been harassing them came from predominantly Catholic or Christian countries, and we can assume were Catholic or Christian themselves.

Harassment of those who are perceived as weaker, either because of physical stature or position on the vessel is a sin. I believe that as maritime ministers we often give a free ride to inappropriate actions of mariners under the guise of "that is just the way it is." However, to read about the real pain and intimidation that women seafarers must endure calls for us to change our *laissez faire* attitude, and in its place proclaim the Catholic life of chastity to Catholic seafarers. There is absolutely no place in our Catholic tradition that allows one to lay aside their Catholic moral vocation when they receive their z-card.

To help our readers understand the seriousness of this issue, and the importance of evangelizing our seafarers, we have reprinted a section from *Women Seafarers* that specifically ad-

*Continued on the next page*

### ***Please Pray for:***

- All those affected by the tsunami and those helping in recovery efforts.

- Wallace Granger, retired NMU mariner, and member of AOS Group - Diocese of Beaumont.

- Mr. Raynaldo Camacho, mariner from the M/V Jumbo Vision, who died suddenly of an aneurysm while en route to Port Arthur, Texas.

## US DOT Announces Departure of Maritime Administrator Captain William G. Schubert

U.S. Transportation Secretary Norman Y. Mineta announced the resignation of Captain William G. Schubert, Maritime Administrator of the Department's Maritime Administration. The Secretary praised Schubert's accomplishments and service to the Nation during a three-year tenure.

"Bill brought real life maritime experiences directly to his job as Administrator and he has been a tremendous asset to the Department," Secretary Mineta said. "He was a strong advocate of the nation's vital maritime transportation system."

Captain Schubert managed a large-scale activation of the Maritime Administration's Ready Reserve Force in support of Operation Iraqi Freedom and Enduring Freedom. He also worked to eliminate trade barriers for American ocean shipping companies doing business in China by successfully negotiating a historic maritime agreement between the United States and China, Mineta added.

The Deputy Administrator of the Maritime Administration, John Jamian, will assume the role of Acting Maritime Administrator during the White House selection process for a new Administrator. Captain Schubert's resignation is effective February 12, 2005 with plans to return to his hometown of Houston, Texas for opportunities in the private sector.



Capt. William G. Schubert

### Continued from previous page

dresses the effects of sexual harassment.

A disturbing area of the report dealt with the sexual relations between crewmembers on cruise ships. Sadly, the report takes a tone that this is a neutral issue in the sense that the report just reports this issue, but does not make any conclusion on the positive or negative effect of inter-crewmember sexual relations. However, the report then notes that this neutral activity places a burden on the cruise lines to offer contraceptives, condoms, and abortifacients (morning after pills). It also notes that women seafarers who become pregnant are often immediately repatriated, with few options for maternity leave, maternity support or options on returning to work after their pregnancies.

The neutral tone of this section should be worrying to AOS maritime ministers because as the report notes in passing, women often have to return home to their husbands and families and explain where this child came from, they may lose their position on the ship, and they may open themselves up to contraction of numerous sexually transmitted diseases. (This last point is not brought up in the report, and is a curious oversight.)

The report recommends that shipping lines should "stock a supply of the emergency contraceptive or 'morning after' pill, which should be made readily and confidentially available to all women seafarers, subject to standard medical guidance." Such a recommendation fails

## WOMEN'S WORK \_\_\_\_\_continued from page 1

"You can be gone for days on end, and being the only woman in a house with 30 guys potentially could be nerve-racking. It really does not bother me, though, because I think of them as my brothers, and they have always been nice and very respectful to me.

"I love what I am doing and I can't begin to thank the SIU for the success I have had," Nunes concluded. "I know I would not be where I am if it was not for the union. Being in the SIU is like a dream come true for me, because I love my job and I definitely plan to stick around for a lot of years."

Nunes reflections about choosing a maritime career were echoed by Phase III Steward Department Trainee **Jamey Russell**. A newcomer to the union, Russell came aboard this year in January in Anchorage, Alaska.

"I was the only female in a crew of 27 on my training ship, the *Sealand Defender*, and I really did not have any major problems working with the men," Russell said. "They all treated me as an equal and showed me the utmost in terms of respect, so I really did not have any problems.

"From my perspective, women are just as capable as doing every job on a ship that men do," she continued. "When you get right down to it, we're all equal. We all do the same work and we expect the same pay."

A native Alaskan, Russell hails from Soldotna. She saw the SIU as an avenue through which she could honor her mother's wishes. "My mother told me that if something ever happened to her, it would be my responsibility to take care of my two younger sisters," she shared. "I certainly wanted to be able to honor my mom's wishes and thanks to the SIU, now I can.

"My family members are very proud of me and all that I have accomplished," she continued. "They are encouraging me to continue sailing and take advantage of every opportunity the SIU affords me to improve myself." *Continued on page 9*

to take stock of what takes place after the reception of such an abortifacient.

Finally, the report makes an important recommendation that we at AOS can implement at our centers to significantly assist women seafarers in their special needs. The report notes:

"It was also observed during the collection of data that missions to seafarers do not always take women's needs into account by making feminine hygiene products available in their shops. Thus in both sectors of the industry (*ed: merchant & cruise*), women seafarers are largely dependent on the opportunity to go ashore and on having enough time to travel to local supermarkets to purchase these items."

Certainly, we can do a number of small things in our mission stores to assist women seafarers in a discreet manner!

Finally, we have reprinted an article from the November issue of the *Seafarer Log* about the number of women ratings in the U.S. merchant marines. Though women are a significant minority, what this article points out, and what we have witnessed in our visits to the U.S. Merchant Marine Academy and the Great Lakes Maritime Academy, the future points to many more positions being filled by women, and the United States being a leading employer of women seafarers.

# Stories of Sexual Harassment in the Maritime Industry

In many cultures, socio-sexual interaction is initiated by men, who may, therefore, see such behaviour as acceptable and “normal.” Problems aboard ship arise both when superordinates make advances to subordinates, perhaps without appreciating the pressure that this places on them, and when colleagues behave inappropriately, that is, when their advances are unwanted and their behaviour is offensive or threatening. These problems can be exacerbated by the context of shipboard life where people are confined and unable to leave settings in which they are uncomfortable and are, in addition, unable to gain access to external sources of support. As one woman starkly commented:

*“I am alone in a world of men, so anything can happen out at sea, where I cannot shout for help.”*

The impact of sexual harassment of any form on women on board ship can be considerable and can have a direct impact on their work as well as on their personal well-being. One woman described a series of incidents that occurred when she was a young cadet:

*“When I got up at quarter to 12, to go up to the bridge to work, he was lying down on his side - you could see him from my door - totally naked and he was masturbating, holding a magazine. So my natural instinct was that he was drunk. So I just walked off. But it kept on happening, on and off, for about two or three days. So it really freaked me out when one day he turned his head and smiled at me. So I kind of got scared. I started coming up late for my watches and I asked my senior to come down to pick me up.”*

Women cope with harassment on board in a number of ways. Often they withdraw from social situations, perhaps choosing to avoid going to parties and general on-board events or choosing to leave such occasions early.

*“When you go to a barbecue party, for example, and you sit there and drink a beer and eat something, and you feel that some of them are drinking too much, then I try to go back to my cabin and just leave it all behind.”*

Some women resort to locking themselves in their cabins for security at night. One woman described how she learned the “hard way” to lock herself in every evening. Having woken up to find a crew member molesting her in her bed one night, she stopped leaving her cabin door unlocked and became extremely concerned with her safety:

*“I now know that I must lock my door before I go to sleep, and I check it at least three times. And it’s awful to think that you have to lock yourself away, but it’s a fact of life.”*

Some women take drastic means to avoid being harassed, altering and “de-feminizing” their appearance. One woman engineer described how she shaved her head on board in order to appear as “unattractive” to her male colleagues as possible. She explained:

*“If I don’t look too feminine and don’t act too femininely, I should be OK. And that’s the mentality I have.”*

As these examples illustrate, women on board ship are prepared to go to some considerable and arguably unacceptable lengths to avoid being harassed by male colleagues. Inappropriate male behaviour is often, therefore, left unchallenged and unmodified and may, as a result, be frequently repeated. Companies could play a role in highlighting the unacceptability of some male behaviour by introducing policies on sexual harassment and by supporting women when incidents are brought to their attention. Ashore, company policies on sexual harassment are increasingly common, but on board cargo ships they are virtually unheard of. In the cruise sector, policies on sexual harassment are more likely to exist. Some larger employers were reported to have strong policies in place which emphasize the lack of tolerance of any form of sexual harassment.

However, not all women staff are aware of their company’s policy on sexual harassment. Policies appear to be most effective where efforts have been made to convey company policy to employees through company training and induction courses. Such training is often done prior to new staff joining a vessel and usually includes illustrations of unacceptable behaviour and details of company disciplinary procedures. Employees tend to be very positive about the existence and high profile of such policies, feeling that they reduce incidences of sexual harassment and create a more comfortable working environment:

*“On [ship name], we had very good safety. I felt confident there about the sexual harassment issue. We had a very good safety meeting and a safety manager told us to go to him and tell him or his security guys if we heard anything wrong.”*

However, for many women, the strategies disseminating company policy are ineffective. Some employees are given booklets to read, while others are informed of company policy during initial interviews with the company or recruiting agent. The issue is also covered during on-board safety meetings. Some women reported that company policy documentation was available via senior staff. There are, however, women who receive no training on company policy and who are vague about their company’s stance on sexual harassment and on a number of other important issues relating to their employment and well-being. This lack of awareness of company policy is reiterated in our survey data of women seafarers in the cruise sector. Here, women working for the same company, and indeed on the same ship, reported notably different understandings of company policy on sexual harassment.

Our interview data suggest that the simple existence of a company policy is insufficient: to be effective a policy needs to be actively disseminated, with the company showing clear support for it through positive action. The prevalence of sexual harassment was reported very differently in our two sets of data. Nearly all the women in the in-depth face-to-face interviews reported experiencing some form of sexual harassment, but only one in five of the women completing the questionnaires on cruise ships reported having experienced harassment. Since the in-depth interviews included women working in the cruise sector, we can attribute these differences in prevalence to methodological differences: face-to-face interviews are a more sensitive instrument for eliciting and reporting such matters. It should also be noted that many women also reported experiences of harassment of a non-sexual kind, particularly aggressive and abusive behaviour from superiors.

When policies are ineffective in preventing sexual harassment, they also appear to be inefficient when it comes to making staff feel confident enough to make a formal complaint. In the cruise sector, several economically vulnerable women in lower ranks and from developing countries felt wary of making a complaint for fear it would lead to them losing

*Continued on page 9*

This article excerpted from:

**Women Seafarers:**

**Global Policies and Practices**, pp. 54-57

International Labour Organization,

Geneva, Switzerland

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## *The Apostleship of the Sea of the United States of America*

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### *Welcome to the 2005 AOSUSA Conference at California Maritime Academy*

Dear Friends in the work of the AOS:

On behalf of the Administrative Board of the Apostleship of the Sea of the United States of America, I wish to invite you to the *2005 AOSUSA Conference* being hosted at the California Maritime Academy in Vallejo, California, April 5-8, 2005.

Fr. Paul Divine and Robert McKoon of AOS-Oakland have worked hard in preparing for a wonderful four days of prayer, fellowship, education and leisure. Besides the wonderful hospitality that is being afforded us by the California Maritime Academy, the conference will also be highlighted with:

The presence of Stephen Cardinal Hamao, President of the Pontifical Council for the Pastoral Care of Migrants and Itinerant Peoples  
 The presence of Bishop Curtis Guillory, S.V.D., Bishop Promoter of the Apostleship of the Sea of the United States  
 Bishops and the Archbishop from the Bay Area Dioceses/Archdiocese celebrating Daily Mass  
 Mr. Joe Holland, professor at the University of St. Thomas in Miami, and author of *Modern Catholic Social Teaching: The Popes Confront the Industrial Age*, instructing us on our Catholic Social Teachings  
 Mr. Mike Campling: Director - *International Seafarer's Assistance Network*, on the work of ISAN

We will be staying at the *Vallejo-Maritime North Motel 6*, located a few yards from the Academy gate, and down a tree-lined drive from meeting facilities. Please make your own reservations at Motel 6. Rooms have been blocked out under the name of the *Apostleship of the Sea* for this period, and each participant must see to their own reservations. Please refer to the boxed information on the *Registration Form* for all reservation information.

Vallejo can be reached by Amtrak, and by all the major airlines through the airports in Oakland, San Francisco and Sacramento. Oakland will probably be the most convenient, and have the best fares. The International Maritime Center in Oakland has kindly volunteered to assist in transportation, and has prepared a transportation document. However, you may also rent a car, or take a cab from the airport to the Motel 6. Note, though, that Vallejo is approximately 30 miles from the Oakland airport.

Each day we will have opportunities to pray together. On Wednesday, Thursday and Friday, Mass will be celebrated by our special guest celebrants. We will also pray together Morning and Evening Prayer/Night Prayer. Since the Liturgy of the Hours is part of our treasury of prayer, I ask that you bring your copy of the *Liturgy of the Hours*, or *Christian Prayer* to the conference. If you do not have your own copy of these prayer books, we will be happy to share with one another.

As the weeks progress, we will be updating our conference information through *Catholic Maritime News*, the AOSUSA-Yahoo group, and through emails to the members. So mark your calendars, schedule the volunteers to man your centers, and come West to Vallejo for a wonderful four days.

Your brother in Christ,

Fr. Sinclair Oubre, J.C.L.  
 President

**AOS USA 4th Annual National Conference****April 5-8, 2005****California Maritime Academy  
Vallejo, California****DRAFT AGENDA #2****Tuesday, April 5<sup>th</sup>:**

**1:00 - 5:00** Registration  
**5:00** Social hour  
**6:00** Opening Dinner @ California Maritime Academy  
**7:00** Opening Meeting: AOSUSA President's Welcome, Outline of Conference, Establishment of Resolution Committee & Statement to Mariners Drafting Committee  
**8:00** Night Prayers - Taken From the *Liturgy of the Hours*  
**8:30** Board of Directors Meeting  
**8:30** Hospitality Suite - Days Inn

**Wednesday, April 6<sup>th</sup>**

**6:30 - 8:30** Breakfast @ CMA  
**9:00** Morning Prayer - Chapel (*Liturgy of the Hours*)  
**9:30 - 9:45** Welcome from Staff of California Maritime Academy  
**9:45 - 10:30** Welcome from Cardinal Hamao (Pontifical Council for the Pastoral Care of Migrants and Itinerant Peoples) & Bishop Curtis Guillory (AOS Bishop Promoter)  
**10:30 - 11:00** Approval of 2004 Minutes and Reports: President, Treasurer, National Director  
**11:15 - 11:30** Break  
**11:30** Mass - Bishop Stephen Blair - Bishop of Stockton  
**12:30 - 1:30** Lunch @ California Maritime Academy: Capt. Jack Keever, Master T.V. GOLDEN BEAR II: Education & training of midshipmen  
**1:30** Afternoon Free - Enjoy the Bay Area  
**9:00** Night Prayer (For those Present)  
**9:30** Hospitality Suite

**Thursday, April 7<sup>th</sup>**

**6:30 - 8:30** Breakfast @ CMA  
**9:00** Morning Prayer - *Liturgy of the Hours*

**9:30 - 11:00** Mr. Joe Holland (author: *Modern Catholic Social Teaching: The Popes Confront the Industrial Age*) Part I  
**10:00 - 11:15** Reports: Committee Reports (Shore Leave, Cruise Ship Priest, Fishing, Merchant Marine, Certification, Awards)  
**11:15 - 11:30** Break  
**11:30** Mass - Stephen Cardinal Hamao - President, *Pontifical Council for the Pastoral Care of Migrants and Itinerant Peoples*  
**12:30 - 1:30** Lunch @ CMA - CAPT Robert Brown, SF Bay and Delta Towing Vessel Operator: Personal sea-going career in the tug/towing sector  
**1:30 - 3:00** Mr. Joe Holland: Part II  
**3:15** Mr. Mike Campling: Director - *International Seafarer's Assistance Network*  
**4:00 - 5:30** Small Group Work on *Message to Mariners* & Mtg. of Resolution Committee  
**5:30** Social hour  
**6:30** Supper @ CMA  
**9:00** Night Prayer - *Liturgy of the Hours*  
**9:30** Hospitality

**Friday, April 8<sup>th</sup>**

**6:30 - 8:30** Breakfast @ CMA  
**8:45** Morning Prayer - *Liturgy of the Hours*  
**9:00** Mr. Joe Holland - Part III  
**10:00** Approval of *Message to Mariners* & Report from Resolutions Committee  
**10:30** Approval of Resolutions, *Message to Mariners* & Plans for AOSUSA 2006 Conference @ Texas Maritime Academy  
**11:30** Mass - Archbishop Levada - Archbishop of San Francisco  
**12:30** Lunch @ CMA: Midshipman - Future Plans for a midshipman in the Maritime Industry

**AOSUSA**  
**APOSTLESHIP OF THE SEA OF THE UNITED STATES OF AMERICA**  
**4th ANNUAL CONFERENCE**  
 April 5-8, 2005  
 Vallejo, California  
**California Maritime Academy**  
**200 Maritime Academy Drive**  
**Vallejo . CA 94590**  
 (707) 654-1000  
<http://www.csum.edu/>

**INDIVIDUAL REGISTRATION FORM**

NAME: \_\_\_\_\_  
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 CITY: \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_  
 PHONE: ( ) \_\_\_\_\_ FAX ( ) \_\_\_\_\_ E-Mail \_\_\_\_\_  
 PORT NAME: \_\_\_\_\_  
 AOSUSA MEMBER: YES \_\_\_\_\_ NO \_\_\_\_\_

	<u>Number</u>	<u>Total</u>
<i>Registration Fee (non refundable).....</i> <b>\$25.00</b>	_____	_____
<i>Conference Fee .....</i> <b>\$125.00</b>	_____	_____
<b>TOTAL.....</b>	_____	_____

**Make Checks Payable to: AOSUSA** Send to:  
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 Oakland, California 94607  
 Attn: Mr. Robert McKoon  
 Phone: (510) 839-2226 Fax: (510) 839-8193 Email: [mckoon@sfbayfarer.org](mailto:mckoon@sfbayfarer.org)

**Selected Motel for 2005 AOSUSA Conference**  
***Vallejo-Maritime North Motel 6***

I-80 At Sonoma Boulevard/Maritime Academy Drive  
 597 Sandy Beach Road/Vallejo, CA 94590

**Phone: (707) 552-2912/Fax: (707) 645-9324 Email: [m61361bo@motel6.com](mailto:m61361bo@motel6.com)**

**A block of rooms have been reserved under the name: *Apostleship of the Sea.***

**Rates are:**

**\$42.00 + tax.....single**

**\$47.00 + tax .....double**

**All participants must make their own motel reservations. They must be made to Vallejo-Maritime North Motel 6 to receive these special rates. The national reservation system will not be able to offer you these rooms and rates.**

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## AOS USA Annual Conference Transportation Options

### Via Public Transit

#### From the San Francisco Airport:

1. Take BART to the El Cerrito Plaza station. Route maps and schedules are posted at the station.
2. Go to 3 below

#### From the Oakland Airport:

1. Take the shuttle to the Oakland Coliseum BART station. Route maps and schedules are posted at the station.
2. Take BART to the El Cerrito Plaza station
3. From El Cerrito BART, take the BARTLink bus service to Vallejo, call (707) 648-4666 or inquire at the BART station for schedule and cost.
4. Take a taxi, (707) 643-3333, to your hotel or to the CMA

The more adventurous may want to take the ferry from San Francisco to Vallejo. A beautiful 55 minute trip. Highly recommended. Check the schedule at [www.baylinkferry.com](http://www.baylinkferry.com)

1. Take BART from the airport (see above) to San Francisco, Embarcadero station.
2. Hourly (give or take) ferries depart the San Francisco Ferry Building, a 5 minute walk from the BART station.
3. From Vallejo, take a taxi (see above) to your hotel - about a \$10 fare.

### Shuttle service

For those unable or unwilling to trust their fate to public transit, the Oakland AOS will provide shuttle service to Vallejo. An offering to cover the cost of gas, tolls, etc. will be appreciated. Please contact us at least 2 days prior to arrival and let us know at which airport you will arrive, arrival time and number of persons:

## International Maritime Center

4001 - 7<sup>th</sup> St.

Oakland, CA 94607

510-839-2226

[info@sfbayfarer.org](mailto:info@sfbayfarer.org)

1. From the airport, take BART to the Oakland West station. Route maps and schedules are posted at the station.
2. Phone the Oakland AOS at (510) 839-2226. We will pick you up in about 10 minutes.
3. We will transport you to the Oakland AOS where you can rest up and wait for other passengers. Free coffee & tea! We will depart for Vallejo when all scheduled passengers have arrived.

*Continued from page 2*

Houston-born **Annie Walker** sees the maritime industry as being easily accessible to women. "Shipping is an industry that's very attainable for women, and the SIU provides a perfect avenue to achieve it," said the engine department member, who became a Seafarer in 2003.

"I understand that shipping is a male-dominated industry, but when I joined the SIU I welcomed the challenge of proving that I could do the same jobs that men do," she continued. "Although I don't feel that there should be any differences in the jobs open and available to women versus men, that's simply the way it used to be.

"I'm sure that there probably are some people around who still feel that way," Walker continued, "but things are changing for women. I have seen it since I came in. Our numbers are increasing and we're branching out in all departments."

Walker said she chose the maritime industry for a career because she was in the market for a job that was secure as well as challenging. "The SIU has given me the best of both worlds," she said. "That's why I love the union so much. It affords you the opportunity to succeed and go as far as your heart and your skills take you."

Walker's training voyage was aboard the *Horizon Hawaii*; she has worked one tour aboard the *Sulphur Enterprise*. "Some women feel that they have to do more than their male counterparts while at sea in order to prove themselves, but I don't feel that's the case," Walker shared. "In my experience at sea, I was treated fairly by fellow crew members and they never asked more of me than they did of themselves. They were always respectful and very helpful when I needed it."

Chief Cook **Kim Strate** holds a bachelor's degree in education. A resident of Atlanta Beach, Fla., Strate learned about the opportunities available in the SIU through friends who sail.

"After talking to them, I decided that it was time for me to make a

career change," said the mother of two who was a florist by trade prior to joining the union. "I tried teaching for a while but soon discovered that it was not for me. I wanted a new challenge and it turned out that the SIU was just what I had been looking for."

Since coming aboard in 2002, Strate has sailed on three vessels: *USNS Sisler*, *USNS Charlton* and the *USNS Watkins*. She plans to return to an SIU-contracted military support vessel following upgrader training at Piney Point.

"I don't have any problems being in the minority on ships or working with crews that are mostly men," Strate said. "My life's experiences have taught me how to present myself and deal with any adverse situation should it arise. So far that has not happened, and I attribute it directly to the professionalism and tremendous training that our crews have. The people at Piney Point should be commended for the fine job they do in this area.

"Being on a ship with the rest of the crew is just like being with family," she continued. "I feel like a sister as well as a mom to a lot of the crew because many of them are so young."

On the topic of specific jobs for women versus men, Strate sees the entire issue as a matter of attitude. "I don't see any difference between women working specific jobs and men doing them," she said. "I have worked with crews that had women in both the engine and deck departments and they handled themselves very well. The key is flexibility - being able to relax and change with the demands of your job.

"It's all about the manner in which you present yourself," Strate pointed out. "There definitely are some old school guys around who feel that women have their place, but that's only their opinion. There is no middle ground here; you either learn to deal with these attitudes or allow them to get under your skin. It's been my experience that women handle themselves very well on all of the jobs, and as long as they continue to do that, things will take care of themselves."

*Continued from page 4*

their jobs. This was particularly true for those whose experience had not been witnessed by other employees and would, therefore, be a case of "their word against someone else's".

Formal complaints are often only made in situations in which women believe in the commitment of their employers to eliminate sexual harassment and/or where they have a witness who is willing to support their testimony. On the occasions that women sought company help, or the support of senior officers, responses varied. Occasionally, companies and senior managers took action to address inappropriate behaviour, sometimes removing the "offenders" from ships, but more generally their response was less helpful. One woman reported being prevented from joining a vessel because a woman aboard that ship, from the same country, had previously made a complaint about sexual harassment, and as a result the ship would no longer have women of that nationality aboard. On another vessel, the head of security-the point of call for complaints on sexual harassment-was himself a perpetrator of sexual harassment. Often, therefore, women feel "punished" for having brought harassment to the attention of others:

*"He tried something funny and initially I was afraid to tell anybody, even though I was quite OK with the other officers. It's just that you are afraid that if you were to say something, they might not believe you. So when the thing finally came out in the open, I was surprised that the company took me off the ship, instead of him. And then when I asked for an explanation, they told me that it would be easier to get a replacement for me, because I'm a cadet, rather than a replacement for him, because he's on the management side."*

*"As soon as I saw my personnel manager, I told him, and he said I should expect that sort of thing because I was at sea and I should deal with it myself."*

When complaints are addressed effectively, women appear to be more confident of both their right to complain and the likelihood that the complaint will be taken seriously. It also appears to have a positive effect on the crew as a whole.

*Dutch Transportation Minister calls for more women at sea*

According to an article in the November/December issue of *The Sea*, Dutch Transport Minister Mrs. Karla Peijs is lobbying shipping companies and other European Union governments to employ more women at sea to help forestall a shortage of qualified personnel.

Peijs spoke on the issue at a conference in Rotterdam, noting that there are battles to be fought against stereotyping and undesirable behavior from male crew, ranging from questioning women's competence to sexual intimidation.

"We must prevent women from leaving the sector prematurely as a result of onboard culture," she said.

Statistical figures showed that there are only approximately 25,000 women crew members around the world compared with 1.25 million men. Moreover, most of the women at sea work on passenger ships in jobs that have nothing to do with navigation. Only about six percent of women at sea serve as officers.

## Shore Leave / Port Security

### Remarks by Secretary of Homeland Security Tom Ridge at the Asia-Pacific Homeland Security Summit Nov '04

Honolulu, Hawaii - Nov 15, 2004  
Asia-Pacific Homeland Security Summit

Good morning. ... I want to thank everyone here today for the commitment you have shown in confronting the complex challenges we face in the war on terror. For those of you who attended this summit last year, you may remember a few technical difficulties with my speech. Failed satellite video, falling DHS seals — let's just say I thought I better get here in person this year. And I was glad to make the trip, not just to escape the wintry DC weather, but also to be a part of this important dialogue about the threat of terrorism and our responsibility as an international community to combat it.

The American people know that we will always find friends and strength in international partners — in the Asia-Pacific Region, in the United Nations — in a true “culture of cooperation.” And that is important. Because we know all too well — from the terrorist attacks in America, in Bali and Jakarta, in Beslan, in Istanbul, in Madrid, in the incidents of destruction and chaos that occur each and every day — that terrorism is a global scourge, not a regional one.

And a global enemy requires a global response. The battle we wage against the terrorists is not one fought by America alone. It is fought by every nation and every citizen that stands on the side of hope and liberty. And the means to win this war rests in our ability to engage the world community, work together multi-laterally, and foster healthy dialogue and strategic cooperation among our allies.

When we talk about homeland security here in the United States, we place an imperative on the value of partnerships. In our view, terrorism is not just an enemy fought by the federal government or soldiers on a battlefield. It is also fought by citizen volunteers, first responders, local leaders, and parents who prepare their families and remain ever vigilant.

*This is an introduction to a speech by Tom Ridge concerning security issues. The speech will be continued in the March edition of Catholic Maritime News.*

### Dept of Homeland Security Launches Prototype of New Biometric ID Card for Transportation Workers

Office the Press Secretary

The Department of Homeland Security's Transportation Security Administration (TSA) is testing the technology and business processes involved in the Transportation Worker Identity Credential (TWIC) Program at the Port of Long Beach Container Terminal. The Prototype will include 34 sites in six states and will last seven months.

The TWIC is a tamper-resistant credential that contains biometric information about the holder that renders the card useless to anyone other than the rightful owner. Using this biometric data, each transportation facility can verify the identity of a worker and prevent unauthorized individuals from accessing secure areas.

“TWIC is a significant enhancement that will prevent terrorists and other unauthorized persons from gaining access to sensitive areas of the nation's transportation system,” said Under Secretary for Border and Transportation Security Asa Hutchinson. “Developing the Prototype for this new technology is another step in TSA's continuing effort to enhance security in all modes of transportation.”

Currently, many transportation workers must carry a different identification card for each facility they access. A standard TWIC would improve the flow of commerce by eliminating the need for redundant credentials and streamlining the identity verification process.

Soon workers at three other sites will begin receiving their TWICs. These sites include the Philadelphia Maritime Exchange in Pennsylvania, as well as the Port of Pensacola, and Port Canaveral in Florida. In the weeks following, up to 200,000 workers from maritime, rail, aviation, and ground modes of transportation are expected to participate.

The TSA and the U.S. Coast Guard are beginning work on a joint rulemaking for the implementation of the TWIC for maritime workers. The information gained from the prototype phase should provide valuable input to the rulemaking process. TSA will be working with other agencies to develop complementary rules for the other transportation modes. Once the Prototype is complete, TSA will analyze the results to determine how the program will be implemented.

### TWIC Prototype Sites (34)

#### East Coast

- Maritime Exchange for the Delaware River and Bay (Pa.)\*
- MacArthur Airport (Islip, N.Y.)
- AMTRAK (Del.)
- Broadway Marine Terminal (N.J.)
- Beckett Street Terminal (N.J.)
- Gloucester Terminal (N.J.)
- SEPTA (Pa.)
- Packer Avenue Marine Terminal (Pa.)
- CSX (Pa.)
- Port of Wilmington (DE)

\* Denotes site issuing cards the week of November 15, 2004

#### Southern California

- Long Beach Container Terminal\*
- Port of Los Angeles
- Port of Long Beach
- American President Line (APL, Ltd.) Shipping Company
- British Petroleum Marine Terminal
- Crowley Marine Services
- Hanjin Shipping Company
- Intermodal Container Transfer Facility (ICTF) (Union Pacific)
- Maersk Shipping Company
- Stevedoring Services of America (SSA Marine) Shipping Co.
- Los Angeles International Airport

#### Florida

- Port of Pensacola\*
- Port Canaveral\*
- Port Everglades
- Port of Panama City
- Port of Fernandina
- Port of Jacksonville
- Port of Tampa
- Port of St. Petersburg
- Port of Manatee
- Port of Palm Beach
- Port of Miami-Dade
- Port of Key West
- Miami International Airport (Pending)

## Letter from Fr. Xavier Pinto, India

To: His E. Cardinal Stephen Fumio Hamao,  
 And To: Archbishop Marchetto,  
 To: Rev. Jacques Harel, with a request to Antonella to please redirect/fwd this to the AOS Regional and world addresses,  
 All the Members of the International AOS Fishing Committee.

Your Eminence,

I beg to be excused to be writing a common letter to all others together with the one I write to you.

Time and feelings do not permit me otherwise. In any case it has taken me 48 hours to get to writing this as I kept calling (often in vain) the Chaplains in Sri Lanka, Bangladesh, and the most effected in India on the Tamil Nadu and Kerala Coast- both states of our Southern Peninsula- to get some details of the events other than those on the TV network ; and to assure them of my Solidarity with them.

I cannot describe the sorrow we feel and the trauma we are going through. I am sure you all have been in mind and heart with our Region. Entire Fishing Villages have been obliterated. Yesterday a Redemptorist priest friend of mine, Fr. Santiago in a coastal village of the Kottar Diocese buried 230 persons in a mass grave. In the National Shrine of Our Lady of Vailankanni, a popular Pilgrim Spot of the Christmas Season, the priests are busy burying/ identifying 500 dead (all pilgrims and tourists) ... I am sure you have been following some of the news in your own countries.

The first days in the new year will see things settled down to the reality of the massive traumatic situation and then we can put our thoughts and hearts in place for those who are alive. Right now the Dead are being buried and the lost are being found and the hungry are being fed and the naked being clothed. Thanks to those who in the local areas are alive and able. Thanks to Caritas India and others who have already moved in to the area.

Our previous Bishop Promoter in India Rt. Rev. Leon Tharmaraj , is visiting the camps daily and personally burying the dead in mass graves. His very crowded and 80% catholic diocese has been severely hit. Kottar diocese comprises of the civic district of Kanyakumari which you may heard of in the news. He has been wailing and crying publicly at the sorrow he feels.

Together with him his flock weeps... and I too.

I am about 1000 km away from the area. I wanted very much to go and was ready to do so; but a national announcement on the TV of India has discouraged and urged us not to go; also my priest friends who are already in the area agreed with this stance and said that when things settle down then more volunteers from outside the villages will be needed.

**REBUILDING THE HOMES FO THE FISHING COMMUNITES WILL BE THE PRIORITY OF THE AOS SOUTH ASIA.** This is why I write to you.

I appeal to you for your generosity and help in this very very grave situation of ours here in South Asia. I suggest that you do not rush to send in your contributions. The need of the hour as in any calamity in India is to see that the money contributed will reach the deserving people to its maximum. South Asia AOS has a good network with the National Fishworkers Forum who are already in the area visiting and being there personally in the camps. They will be there for many more days.

I appeal to all our AOS Regional Directors to kindly help in this matter and stand by. Soon I will be able to share with you our specific needs and how you can help and how you can urge your friends and members of the AOS in your own country to do so.

Dear and Rev. Cardinal Hamao, I humbly request you to kindly consider this appeal of mine generously.

Asking your blessings,  
 Fr. Xavier Pinto, C.Ss.R.

## In Other News ...

### Nigeria and Indonesia in piracy alert

Nigeria and Indonesia maintain their reputation as piracy hot spots in the latest round-up from the IMB, writes David Osler.

Nigeria saw its second violent piracy incident in two weeks, prompting the IMB to issue an alert to shipowners.

The most recent outrage took place at Lagos Roads on December 2. Twelve armed robbers approached a tanker by speedboat. Although detected by the second officer, they boarded and rushed the bridge. The master and chief officer were threatened, and money demanded. They took all of the ship's cash then raided the cabins, stealing cash and valuables before escaping at 0145 LT.

There were four incidents in Indonesia in the week ending December 6.

### New Bus for Lake Charles Center



Pictured with a new bus for use in port ministry at the Lake Charles Seafarers Center are Deacon Patrick Lapoint, Fr. Richard and Dwayne Boudeaux of ITF New Orleans. The ministry received a grant of \$35,388 from the ITF to purchase the bus, which replaces the center's van.



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## Upcoming Events For Maritime Ministry

**April 5-8, 2005**

AOS USA Annual Conference,  
California Maritime Academy

**May 20, 2005**

National Maritime Day

**July 10, 2005**

Sea Sunday

**November 25, 2005**

World Fisheries Day



### Wall of Memory

A series of plaques on this wall include the names of US Merchant Marines whose names are enshrined at the Veterans Memorial Park in Port Arthur, Texas.

The memorials in this park were placed by the Golden Triangle Veterans Association.

