

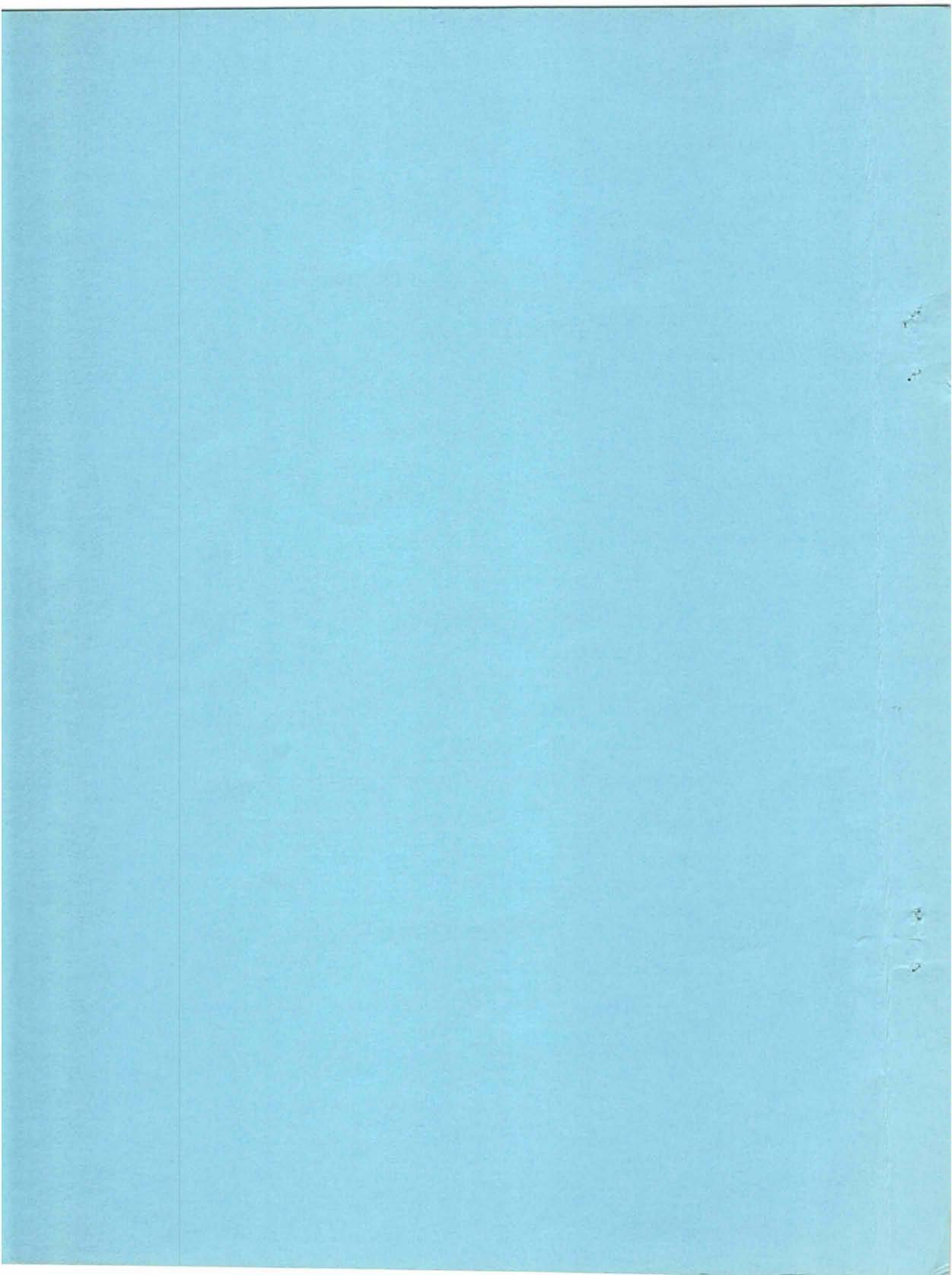
RESEARCH VESSEL OPERATORS'

C O U N C I L

1965 Transactions

Chairman - Term ends 1966
Jonathan Leiby
Woods Hole Oceanographic Inst.

Secretary - Term ends 1967
E. B. Rittenhouse
Oregon State University



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RESEARCH VESSEL OPERATORS' COUNCIL

Minutes of the 1965 Annual Meeting

PROLOGUE

The 1965 annual meeting of the Research Vessel Operators' Council held February 9th and 10th at the Institute of Marine Science, University of Miami had as its themes personnel and labor relations and interchange of engineering information. To enable the proceedings of the meeting to be disseminated quickly it was decided to issue the edited transcript of the minutes provided by the rapporteur, Mrs. Dorothea Long, followed by a catalog of documents distributed at the meeting by members of each other. An appendix contains data not issued at the meeting. It is suggested that, to complement these minutes, members not in possession of catalogued documents obtain them from the member in question, directly, or borrow them for reproduction purposes from the Secretary of the Council, who has a complete file.

The narrative form of the minutes together with the distributed documents illustrates RVOC member policies in the theme areas. To minimize the scope of this transcript it was decided not to re-issue the distributed documents.

Since so much information of mutual benefit was interchanged at the 1965 meeting, it is requested that commencing immediately, members, as a matter of routine, continue to distribute overhaul and conversion specifications to each other. This will be most appropriate for members currently operating class vessels such as AGORS, ARS ships, FS ships and T-boats. As a further matter of routine, in addition to their respective opposite members, specifications should be filed with the Secretary. In this way, operators of similar vessels can be continually apprised of material problems and maintenance costs. Further, it is urged that throughout the year, members continue to distribute to each other and to the Secretary major changes in wage scales and employment policies.

EPILOGUE

The success of the 1965 meeting was made possible by the gracious hospitality of the Institute of Marine Science and Commander Robert White, by the skilled and diligent rapporteur, Mrs. Long, and by the keen interest of the members who obeyed the dictum of the invitation and did their homework.


John Dermody


Maxwell Silverman

R.V.O.C. Meeting - 9th and 10th February 1965
Miami, Florida

9th February 1965 - 0900

Cdr. Robert White, in Dr. F. G. Walton Smith's absence, welcomed the participants to the University of Miami. This was followed by a general acknowledgement and official opening of the meeting by the Chairman, Mr. Jonathan Leiby. Following this, the Secretary, Mr. John Dermody, proceeded to give a general account of the past year's activities. Bill S-627 has been submitted to the Senate this year for the exemption of oceanographic vessels from certain regulatory requirements. Mr. Dermody, further, mentioned the work done by Mr. Leiby and Mr. Maxwell Silverman in cooperation with BUSHIRs on the development of the new AGOR design.

Mr. Silverman then proceeded to discuss programs which merited attention. The majority of efforts in the past two years had been devoted to two areas, legislation and the modification of navy plans for research vessels. The other areas which currently merit special attention are labor relations, and engineering and materials.

Cost of Minutes

The question was raised whether it would be possible for all partaking institutions to absorb the cost of publishing the minutes of the meeting since some do not have such items included in their budgets, while still others do not have ONR contracts. Mr. Leiby stressed that RVOC had no budget to meet expenses of this nature, nor was it in the interest of the Council to have a budget.

The attendees were polled to see if each institution could finance its share of the publication. The results were that all members unanimously agreed that the costs be pro-rated.

Legislation

Mr. Leiby outlined the subject of legislation on research vessels. The original Bill submitted last year had been passed by the Senate. However, the House Committee was reluctant to pass it without a hearing. When the session ended the Bill had not been passed. Therefore, the Bill has been resubmitted to the Senate. Mr. Leiby explained that in the meantime, further details had been brought up which the Council would like to have included in the Bill, a) definition of the type of ship; and b) health coverage for people on ships. The definition of the research vessels as included in the original bill was "a vessel operated by a private but non-profit institution." This was later modified to read "research vessel is a vessel so determined by the Secretary of the Treasury." We want to add the following, Mr. Leiby said: "such vessels would be vessels not engaged in trade or commerce, and engaged in research as so determined by the Secretary of the Treasury." A study has been conducted to alter the bill to include the additional definition, or whether to re-submit in the original form, in which case it would be passed by Senate again almost automatically. The additional details could then be inserted before submission to the House, which plans to conduct a hearing on it. Last year the bill was introduced by Congressman Keith of Massachusetts. He and his assistant are at present working on the details of re-submittal, and that they will have a draft ready by 12 February. In the meantime, Congressman Hanna of California has already re-submitted the same Bill in its original form.

The question of health coverage by USPHS was next explained by Mr. Leiby. Public Health Service rules and regulations restrict coverage to crews of documented vessels. There have, however, been exceptions, and several members of the Council reported on these. In the case of VEMA, which operates under a foreign flag, crew members have received Public Health benefits. LGO explained, however, that they had assumed responsibility for the costs. Health coverage would mean added expenditure to the Government. This might influence the passing of legislation. Therefore, it was felt that it would be better to pass the bill in its original form and change the details later.

There remained also the question of how legislation would affect the requirements on the documenting of vessels.

DOCUMENTATION

The advantages and disadvantages of documentation were considered. The general consensus was that, for institutions operating a number of small vessels on frequent short cruises, it seemed more practical not to have the vessels documented, to avoid the paperwork related with leaving and entering port. WHO, SIO, IMS, and UW, all operate non-documented vessels with this in view. Representing the opposite point of view was LGO. The operations of CONRAD consist of one long cruise every year. When LGO first obtained the vessel, it was already documented, and a change did not seem desirable. The formalities involved in this case did not create a problem, since they are undergone only at long intervals. Also, the crew preferred the vessel to be documented.

It was generally agreed that the practicality of documenting vessels or not documenting them depended largely on the type of operation involved.

Mr. Leiby said that a non-documented vessel had, among others, the advantage of not being required to carry pilots in territorial waters. This problem can be eliminated to a certain extent if the deck officers have pilot's endorsement. However, it would be impossible to have pilotage endorsements for world wide operations.

During the following polling of the attendees about USPHS coverage, it was suggested that the attitude of USPHS was in a way probably directed by the availability of hospital space on beds. If the hospitals were crowded, there was trouble getting in. If they were not, no objections appeared to be raised.

URI	not covered by USPHS
WHOI	covered for documented vessels; not for undocumented.
SIO	uncertain
LGO	covered
UW	covered (public vessels)
OSU	not covered
IMS	not covered
Duke	covered as far as is known
TAM	covered, on the strength of a local decision
Alaska	presumably covered
Hopkins	covered (confirming letter from USPHS)
Hawaii	nothing formal. Once turned down.
Michigan	so far covered
CBI	covered
FSU	uncertain

ARTICLES

Members of the Council then reviewed the subject of signing articles for the crews of vessels. It was found that this matter was quite independent of the fact of whether vessels were documented or not.

- OSU: sign articles, the master does this for the University.
- WHOI: told by local OCMI to sign articles. No check-up has come on this, however, and it is assumed that authorities are perhaps awaiting the passing of legislation.
- LGO: Signing articles gives firmer control. If did not have articles could not operate the same way.
- IMS: PILLSBURY is non-documented, but sign articles. It gives control. IMS employees are permanent employees.

Mr. Leiby commented that if a ship is operated by permanent employees of an institution, the signing of articles could be omitted without prejudice to the operation. This eliminates a lot of work on short trips.

Cdr. White then proceeded to describe IMS's policy of sea pay, which is computed daily, and half of which is paid when the vessel is in ports other than her home port, while the other half is paid after the vessel's return to its home port.

AGOR REDESIGN

Mr. Leiby reported that after the first AGORs had been designed by the Navy, of which CONRAD was the first, complaints had been received on the design. The Navy had then agreed to re-design this particular class of ship and asked the Institutions to propose design characteristics. Mr. Leiby stressed that the Navy were showing a very cooperative attitude. The AGOR program is not, after all, their biggest program, yet they have good people working on the design. A group of six ships is planned for the period 1966-1970, for WHO, SIO, IMS, LGO, OSU, and TAM.

The first step was to compile a statement of characteristics which would include all necessary and desirable features of the new design. Once these were approved, they would be submitted to Buships, and should not be changed thereafter. Thus, the requirements were written by the prospective users of the ships. There have already been working group meetings of the Ships Characteristic Board, and things have gone quite well.

The attempt has been to design a small ship to operate with a minimum crew and minimum budget, since the major limitation common to all institutions was that of limited funds. Even those institutions which would prefer the design to be larger stressed the requirements of minimum operating costs with maximum maneuverability, and this practically dictated a bow propulsion unit. Another requirement was for shallow drilling operations in deep water.

Endeavors were made to incorporate these and many other requirements into the new design. At this time the design has not been completed. However, a model is being built and tests for maneuverability, hull shape, broadside maneuverability, etc. will be carried out, as well as the usual seakeeping tests. Considerable effort is being expended to make the ship simple in

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APPENDIX

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design and specifications, to be operated with a minimum crew (unattended engine room) and having minimum maintenance features. Mr. Leiby said that cycloidal propulsion was in the design and will be model tested for feasibility. He confirmed that naturally the specifications will meet Coast Guard as well as Navy requirements.

Mr. Leiby then discussed the adaptability of the design to the need of each individual institution. The characteristics established a basic crew of 25. MSTs might use a larger crew, while SIO, for instance, might use less. Each operator could make adjustments in these matters, as long as this was approved by Coast Guard. The characteristics list accommodations for 25 crew and 25 scientists. Each institution could later decide on how many crew members they will require and distribute the bunk space accordingly. A ship with a single large engine running on long cruises at regular speeds would, for instance, not require constant engine room manning.

Further, Mr. Leiby pointed out that while the overall length of the ship is quite substantial, the waterline length is much smaller. Different options are possible which can be decided upon by the individual operators, such as deck machinery, stern ramps, laboratories, etc. All the ships in the class will be suited to the specific requirements of the operators within the general overall design. The only requirement the Navy has is that they wish to receive decisions on all optional characteristics from the various operators 45 days after the Ship's Characteristics have been approved. This would give every institution time to study the basic design and make their decision on the optional equipment.

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The present design envisages a ship of 1,500 to 2,000 tons, but it was planned to design a 3,000 to 4,000 ship later on, after the one presently worked on has proved successful.

Mr. Gerard asked Union reaction in trying to limit the number of personnel in the different departments. Will the Union insist that the same number of people be carried in an automated engine room? Mr. Leiby was of the opinion that the Unions have made concessions with operators who have automation. Automation generally has been accepted by NMU and other unions.

In the discussion of AGOR design characteristics a question was raised in respect to possible quality control in the purchasing of machinery. Experience with the present AGORs had shown that when quality control is not strict enough, trouble follows. By going into automation or semi-automation even stricter quality measured would have to be applied. This is required by the nature of the automatic and semi-automatic machinery and should be borne in mind when it was purchased.

Mr. Leiby stated, "Right now we are dealing with the preliminary design people. Later, specifications for procurement will be written. During construction things may get complicated. Department of Defense orders are to keep bids at the widest range and lowest prices. This may pose a problem and I don't know how this could be controlled."

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It was questioned whether the Navy would actually be able to properly visualize the problems of the oceanographic operators, since the Navy has little experience in operating ships with minimum crews, or ships that are semi-automated. Mr. Leiby stated that efforts are being made to

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specify equipment that is reliable, but stressed the fact that once the specifications were out of the Design Section, we had no further control over them. Designs should specify equipment that operators desire, and be geared for minimum maintenance. The problem, however, lies not so much in the specifications themselves, as in the purchase order approval. Specifications are really only as strong as the contracting agency's ability to enforce them.

A discussion followed on the desirability of having user representation to completely follow through all designing and building stages of the vessels. It was pointed out that while the Navy supervisory scheme allows operators to have a share in the responsibility of the design as far as laboratory spaces are concerned, all other facets were equally important.

Mr. Leiby explained that the current idea of having the operators set up their requirements in advance was to ensure that the design corresponded to their wishes. Subsequently the operators would not be involved in the construction phase.

UPGRADING

A discussion followed on the upgrading of the ships now being designed. It centered around two main features on this subject: a) whether Buships would undertake later alterations of the AGORs to incorporate new ideas and developments required for up-to-date research; b) the funding of such alterations; whether funds for such later modifications could be obtained from ONR.

Mr. Trapani, strongly defended the view that such later modifications should be undertaken by Buships and be funded, possibly, by ONR. He stressed that it was not a question of modifications on items on which the operator had changed his mind after construction of the ship, but, rather, alterations which were dictated by development of methods of research. Up-grading is here used in the sense of providing the ships with the latest, desirable features for research.

Mr. Leiby expressed the opinion that this would be a difficult proposition to make. If individual operators wanted to up-grade a ship after it had been turned over to them, it would be the operator's responsibility. In this case Buships is just a shipbuilder who delivers a vessel built according to submitted specifications, and who cannot be expected to alter it later.

Mr. Silverman explained that in the past, ONR had provided, at their discretion, a) funds for conversions, b) funds for ship operation, and c) funds for special modifications for research vessels when based on a particular scientific requirement. Mr. Silverman stressed that it did not appear to be a good idea to charge up-grading costs to operational costs, since this could result in the daily operational costs on an average turning out prohibitive. If modifications were required for specific, unique scientific requirement, funds could be made available for them, and it appeared mostly to be a question of how proposals were set up for submission to ONR.

It was suggested that the new vessels, which would incorporate the most modern requirements in their construction, should not require too much upgrading for some time. LGO argued that their experience with CONRAD had shown that there are always things which have to be altered, and strongly supported the idea of special funds for up-grading the vessels. Such funds would represent very welcome, and urgently needed, additional support.

At this point of the discussion, Mr. Gerard put into concise formulation the three points under consideration - 1) discussion of the possibility of having more of a voice in the original design; 2) greater influence on construction; 3) availability of funds for modification or correction of deficiencies.

Since the first two points had already been discussed at length, Mr. Gerard only pointed out that during the construction of CONRAD, LGO had been denied both. The third point, correction of deficiencies, presented a special problem. Deficiencies and malfunctioning were often not recognized as such by Buships, for instance, in cases when such malfunctioning occurred while work was being carried out in different climatic conditions. The ship had been designed, built, and tested in a temperate climate, and found to be in order. Under different conditions, while airconditioning systems were working at full capacity, certain instruments in the laboratories would not work because temperatures were still too high.

Mr. Leiby contended that if no specific instructions were given as to required capacity and location of an item like airconditioning, the builder can only put in what conforms to the requirements established by usual marine practice.

Mr. Silverman stressed that this again proved that the responsibility does not end with the design. Designs need translating and supervising all through the construction.

It was agreed that the Navy supervisors are eager to interpret the specifications correctly, but that it would be desirable to have a representative of the operators there with some influence on the translation of the specifications into the construction of the vessels.

Another point raised in connection with construction and with the installation of machinery, was that of spare parts. Machinery often comes from all over the country and is ordered by the Navy at their discretion. Even when recommended spares are provided, these are sufficient only for a limited period of time. It has been found in the past that some types of machinery were already obsolete, and spare parts impossible to obtain.

Misunderstandings are liable to occur at the building stage when a Navy supervisor takes over who does not know how the vessel is going to be operated. Any compromises that have to be made should be followed through to ensure that they will not unfavorably influence the operation of the vessel. A representative of the operators' group, with adequate powers, could ensure this.

Mr. Leiby again stressed the fact that the Navy was cooperative, but that they were convinced that it would only cost them extra money to have someone there constantly watching construction. A better system for

supervising construction, from the operator's point of view, was desirable, but this had not yet been found.

At this point the Chairman postponed the formulation of a resolution on these questions to the resolutions session.

LABOR RELATIONS

The Chairman invited Mr. Donald Geoffrion, Labor Relations Advisor of the Office of Naval Material, to report on the subject of personnel and labor problems.

Mr. Geoffrion outlined the practice of MSTS since 1950: wage schedules are based on the established practices of the marine industry. These include over-time rates, penalty rates, and all facets of marine practices. Additionally, they contain a public interest clause which allows for some leeway. These schedules have been regularly issued, following whatever changes were negotiated by the major sea-going unions. They are based on the classification of ships which includes all categories. AGORs come under E classification, which is that of the smallest ships; it absorbs all those too small for classification D. The small ships in the E classification are usually not commercially operated vessels. The wage rates contained in these schedules for classification E are often comparatively higher than those for larger, commercially operated vessels. MSTS follows all schedules and agreements negotiated by the major off-shore unions. MSTS employees are civil service personnel, although they do not have quite the same tenure of employment as other civil service personnel. They are under the same civil service retirement system, and they are permanent employees, hired for an indefinite period. MSTS employees formerly signed articles, but MSTS decided to drop this practice, since it did not seem to serve any useful purpose.

Mr. Geoffrion stated that Executive Order 10988 provided that the Government will recognize the employees' right to organize and to designate groups to represent them, providing for a 3-step program of informal recognition, formal recognition, and exclusive recognition. This, however, does not admit negotiations in terms of wages or anything involving costs; since under the prevailing wage schedule system there is no need or application for this. All the Executive Order has done is formalize the fact that unions have a voice, and thus has given a formal basis to what in practice had existed since 1912. It amounts to the fact that unions may have a role in grievance procedure; they can set up an arbitration system to handle grievances, but this has to be agreed upon by the agency.

Mr. Geoffrion said that NMU has demonstrated that they do have over 50% of the unlicensed employees on east coast based MSTS ships and thus represent the entire unit. However, the practical effect of this is formal recognition of what had already existed; grievance matters are handled by the union. Agreements are made with the union for a period of one year. The union has a delegate on board MSTS vessels, however, this representation is not quite the same as in industry. MSTS has never had trouble in getting crews, and has not required to join the union. Anyone who meets civil service requirements can be hired, regardless of union affiliation. Many of them do join the union; the fact that long-time employees in top positions are union members may have some influence.

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Mr. Jennings of ONR stated that he had inquired of Mr. Joe Archer the MSTTS overtime policy, which is that no overtime is paid during working hours and during any time a man is on watch. Overtime is paid for work outside regular time and for activities outside a man's actual field of duties. Although on many occasions things which are covered by policy provisions are not actually paid in accordance with such provisions.

LGO mentioned that the agreement under which they operate contains provisions specifying that a seaman required to do scientific work while at sea is not entitled to any special additional pay.

WHOI called for a distinction between overtime and penalty time. Penalty time applied specifically to the carrying out of duties not pertaining to the position of an employee, and rates for this differ from overtime rates. A comparison of rates was made which showed the following:

\$3.23/hr	penalty rate
\$4.25/hr	overtime.

The suggestion was offered that by matching unions' rates and practices, institutions would find themselves in a very good position to avoid unionization, since then the union would offer no advantages.

Mr. Geoffrion confirmed that the Navy was not concerned with how an operator operated a ship (with regard to unions) after it had been turned over to him, so long as he met the conditions of the contract.

Representatives of the different institutions then reported on their experiences with union arrangements.

WHOI - Notice had been received from SIU that enough pledge cards were held to enable that union to put a petition before the NLRB. SIU guaranteed they had more than 50% and requested meeting for verification. WHOI refrained from inspecting the cards. The matter was put before the NLRB in Washington and the question of it's jurisdiction raised. Contracts with immediate impact on national defense place institutions under jurisdiction of NLRB which has discretionary jurisdiction over all interstate activities. In the case of WHOI, NLRB decided to exercise jurisdiction.

IMS - Here it could be clearly established that IMS is an educational institution devoted to teaching and research, as a part of the University of Miami, and therefore NLRB did not take jurisdiction. The argument that IMS is physically independent from the main campus of the University was overcome with the argument that obviously a marine institute profited by being situated directly on the waterfront. IMS' impact on national defense had also been brought up by the union lawyer, but IMS's classified contracts are minimal.

(See Addendum Page 9A for TA&M)

OSU - NMU claimed that sufficient unlicensed personnel aboard YAQUINA had signed pledge cards to enable NMU to qualify as sole collective bargaining agent for the unlicensed crews, and requested a meeting. OSU's crew is under civil service employment, and the University sought advice from the Attorney General. A meeting of the entire crew was called in order to explain the applicable Civil Service law of the State of Oregon, and to

T A & M - Texas had had considerable trouble with union problems, unexpected in view of Mr. Sparger's personal approach, which is, in principle, pro-union. Since some problems were encountered in crewing their vessel, TA&M made a genuine effort to come to good terms with the union. A meeting was held with the thought that negotiations could lead to mutual agreement. Unfortunately, union demands seemed unreasonable and no agreement was reached. The union struck TA&M when the ship was in shipyard. TA&M prepared an injunction enjoining picketing. All hopes of reaching a workable agreement with the union were lost. Having taken recourse to Texas law, which is quite strong, things have gone well so far. The TA&M vessel was originally operated under an agreement with the state of Texas. Meanwhile this agreement has been terminated. However, despite the trouble with the union and the termination of the agreement, the crew at present on board is almost the same as when TA&M first started operating the vessel.

answer any questions which they might have. The notice to the crew also contained an invitation that any crew member who was a member of a labor organization would be free to invite a representative of his own choice to attend the meeting. The meeting was held in November 1964. A representative of State Civil Service was present and all questions were answered. The union was never mentioned. Almost all possible questions regarding employment were covered under civil service, such as salary, changes in salary, overtime provisions, etc. The only thing over which negotiations could be carried on might be time at sea. No further moves were attempted by the union since the meeting. OSU could be forced into the union at any time, but the union would be dealing with the Civil Service Commission and the civil service organization hardly leaves any areas open for negotiation, all positions being firmly stated by title and number. The crew morale has been excellent since the meeting, and a few persons who quit were replaced readily.

OSU went on to discuss the subject of crewing difficulties. While they originally operated with unlicensed personnel, a Coast Guard requirement stipulated that all personnel be licensed and documented. At first difficulties were encountered in finding crew, however, this was overcome. OSU's wage scales follow the general industry rates of the area. A wage survey had been conducted which is included in the appendix. An average had been arrived at and compared with average of only the closest competition. Certain adjustments were agreed to by civil service commission.

LGO stated that very good relations exist with all four unions with whom they have agreements. Mr. Newhouse stressed that he would mention only those operations concerned in with CONRAD. CONRAD was in operation for about 20 months before LGO entered into the union agreements. She carried 26 crew, but before agreements were made with the unions, in a period of six months she had a crew turnover of 158. LGO carries out a great amount of work in national defense. Lamont wages were good, but they had not had much to offer in the way of insurance and pensions plans. Since they had no shore facilities, there was no way of keeping crews when the ship was in the yard. Therefore, LGO had decided to work together with the unions. Their experience has been that as far as unlicensed personnel is concerned, the arrangement with the union had been quite a success. In one case when two unlicensed personnel decided to get off the ship, the union backed LGO completely.

Mr. Newhouse went on to say that as far as mates and engineers were concerned, LGO was somewhat disillusioned because they had not been getting the caliber of personnel they had hoped to get. At a recent meeting with Masters, Mates and Pilots, LGO had expressed its dissatisfaction in this regard. With respect to engineers, it is a recognized fact that Diesel engineers are in short supply. MEBA is having trouble finding people, and so is MSTs.

If an overtime claim seems out of line, the union has agreed to discuss it with Capt. Sinclair. In one case the union declared some of these claims to be unreasonable. The fact that LGO bargained with the unions in good faith appears to have established a good working relationship.

URI - has had a contract with Masters, Mates and Pilots since 1963. URI is satisfied with the relationship established. Some adjustments were originally made in salaries, after the contract with the union was effected. No trouble has been encountered. Employees of URI are state employees.

No changes in policy were made at URI after entering the agreement with the union. No overtime other than cruise overtime is paid. The specific provision on overtime contained in the agreement is for payment of 1-1/2 times for weekends and holidays. No trouble had been experienced with regard to the carrying out of duties not pertaining to a particular position. Employees of URI contribute to the State Retirement Fund, as civil servants. No contribution is made by URI to the retirement fund of the MM&P.

Capt. Rittenhouse stated that OSU had lost people because of this. However, contributions to the state retirement fund were mandatory. If people wanted to contribute to the MMP fund themselves, they were free to do so.

Since unlicensed personnel are not covered by MMP, the question was asked why URI did not have any other union which would cover the unlicensed personnel. Mr. Gibbons explained that they had been approached by NMU and SIU. SIU had told them that they had pledge cards from 80% of the unlicensed crew, but in verification it turned out that of these about 50% had already left. Mr. Gibbons is of the opinion that the other unions know the favorable terms of the Agreement with MMP. "We could use this as a precedent if we ever signed any other contracts." The question might possibly arise again, he admitted, at the time of the re-negotiation of the present contract with the union.

URI has three licensed deck officers and they appear satisfied with the working conditions and salary. The captain was not in the union when he was hired by URI. URI has the choice to hire a non-union man.

To a question in respect to the percentage of overtime, Mr. Gibbons replied that during 209 days at sea, 35-1/2% of salaries accrued. "I think that as far as the crew is concerned, their base salary plus sea pay is pretty much as in NMU and SIU contracts."

MEALS IN PORT

A discussion followed on the various policies of institutions with regard to meals while ships are in home port.

WHOI - Give tickets for meals in a restaurant nearby.

OSU - We keep food in ice box and crews fix their own meals.

MSTS - follows union requirements to give crews per diem rate for meals.

UW - provides breakfast and lunch five days a week when ship is in port. Alternatively, they provide third meal a day seven days a week if crew members do their own cooking and dishes. If security guard on board, he prepares own meals.

SIO - essentially the same as UW

IMS - Has security watch on board, who prepared own meals.

Hawaii - "We don't feed the crew except at sea. In port they bring their own lunch."

U of Mich. - follows UW policy

WINCH OPERATION

LGO: Coring bosun and assistants work hydro-winches. The coring crew is not part of the union contract.

WHOI: Scientists work BT winch. Hydro-winches are operated by deckhands.

IMS: Same policy as WHOI

UW: Same policy as WHOI

SIO: Uses oilers to operate the winches; in smaller vessels, seamen.

OVERTIME POLICIES

UW - 1-1/2 time for anything over 8 hr/day or 40 hr/week;
2-1/2 time for national holidays. Anyone who works overtime must have permission to do so. First mate and Chief Engineer keep records of overtime, daily. Civil service regulations stipulate that overtime worked must be compensated by time off at straight time, or by payment at 1-1/2 time. It is the operator's discretion to give time off or to pay overtime.

Alaska - 1-1/2 time over 8 hr/day and 40 hr/week from the time the ship leaves port until it returns. 6 men crew, 2 watches. Crews usually work 12 hours a day; there is no overtime or penalty pay for miscellaneous jobs outside their job description. All the crew gets overtime except the captain, who gets straight time and compensatory time off at his choice.

Hawaii - "We don't pay any overtime. Our personnel are hired as research associates. They are given some compensatory time and paid on a yearly salary basis."

URI - 1-1/2 times for weekends and holidays. When crew members work in port, the time is added to their leave time.

IMS - In lieu of overtime, daily sea-pay at the rate of \$10, \$8, \$6, and \$5, depending on the grade of the person involved. This is in lieu of all overtime. These rates were computed on a basis of 1-1/2 time for weekends and average overtime hours; when hiring people we tell them that a bosun, for instance, gets so much per year plus \$6 per day sea-pay, Saturdays, Sundays, any day at sea. The day the vessel departs and the day on which she returns are not counted for sea-pay.

OSU - Pay overtime similar to civil service, for the sixth and seventh consecutive day: on a holiday, regular pay plus one day.

- WHOI - Everything in excess of 8 hr/day, Monday through Friday at straight time rate. Saturdays, Sundays and holidays at 1-1/2 time. We try to encourage people to let this accumulate and pay twice a year. We also encourage people to take compensatory time off when the ship is in port, against this overtime. The captain and chief engineer get a yearly salary and no overtime. When we have a watch standing captain or chief engineer we pay them overtime but the rate of pay then is lower.
- LGO - 1-1/2 time over 8 hr/day and including weekends, as specified in the contract.
- TA&M - Pay what amounts to full rates. Smallest unit is a day; for a messman, for instance, \$1.25/hr x 8 is a day. At sea 1-1/4 \$1.25 ?), 24 hours. For holidays in port we pay double time. Holidays on a weekend - triple time. At sea, people work four hours on, 8 off.
- CBI - Do not pay overtime. Pay straight time for Saturdays, Sundays, and holidays, and give compensatory time off.
- SIO - 40 hr/week, 5 eight-hour days. Pay straight time, no addition for Saturdays and Sundays at sea up to 30 days. Over 30 days, a premium of two hours per day is paid for Saturdays and Sundays. Holidays are paid, if crew works. At sea we have enough people manning the vessels, so there is not much overtime required. The captain can use overtime and recommend that overtime be paid in special situations. Scales for captain show that the larger vessels spend 230 to 260 days at sea per year, and longer, accruing 35% to 37% overtime for the captain - \$870.00 plus 35% = \$1,164.50.
- FSU - Only has two small inshore boats. No overtime.
- Duke - No overtime paid as such. Sliding scale for sea-pay.

COMPANY UNION

Captain Scott inquired whether any of the institutions had a company type union, and received negative replies.

Mr. Trapani then gave a description of a similar organization, the California State Employees Association. This association was organized to promote the welfare of all California state employees; it makes representation to the California Legislature for increases in pay, provides assistance to workers in grievance matters; and counsel at any point in the grievance procedure. "It is rather a difficult situation to understand, because we have a lot of management people in the State organization structure who are members of the California State Employees association. In one instance such a person may be on one side of the table of the grievance procedure, and in another instance on the other side in a grievance case of his own." CSEA sponsors hospital and life insurance programs. They do not take the place of a union. They do not bargain, but they do make representations on the top levels when appropriate.

EXPORT CONTROL

Captain Scott gave a brief report on a new list of export items, issued on 1 January 1965, by the Division of Export Control of the Department of Commerce.

"There will be two volumes. The Export Control Division requires that everything loaded into a ship, except stores and equipment, must be shown on a manifest, item by item, as listed in the control book; each item has to be checked as to whether an export license is required by the Department of Commerce. The attitude of the Department is that what is not stores or scientific equipment is cargo and has to be listed. We had to list, for instance, 4 batteries, buckets, etc. When one of our vessels was ready to leave, we established that the list would be about 300 pages. Our lawyers took the matter to Washington. We now only list major items of equipment. But this is only a temporary solution."

It would be reasonable to list any items that were to be landed at a foreign port and returned by other means, but nothing beyond that. It seems absurd to list \$50,000 worth of equipment for use in international waters.

Cooperative authorities have been satisfied with a manifest specifying: "Scientific equipment and stores used solely for scientific purposes."

Mr. Gerard described difficulties experienced by LGO, whose ships for years were regularly visited by representatives of the Department of Agriculture, for inspection of core samples.

RECRUITING AND MANNING

These areas are closely linked to that of encouraging and enabling available unlicensed personnel to acquire licenses, due to ever increasing requirements for the use of licensed personnel.

Mr. Trapani reported on Scripps' policies in this respect.

"Scripps noted that they had a considerable number of people who had come to them directly out of the Navy, the Coast Guard, or the fishing fleets. We informed these men that they would have to obtain a license; first they would have to determine what license they could sit for. I wrote individual letters to all our personnel informing them of this situation and advising them that ultimately we would be told that all officers on our certified ships would have to be licensed. We had two certificated ships then, and another one coming. The Bureau of Ships required us to have a licensed master, chief engineer, and radio operator for ARGO. We assisted our people to write back to the Navy Department to obtain abstracts of their naval services. One of the first to receive a license was a master who had come from the fishing fleet. He obtained his license for 750 tons. The next was a chief engineer who had been with us for 10 years. He sat for his license without going to school; he took two weeks vacation, studied, and made it on the first try. Then the others followed. Since that time we have had 4 masters, 2 chief mates, 7 chief engineers, 1 first assistant engineer, 1 second assistant engineer, receive their licenses. At present four masters are sitting for their license, six second mates, four chief

engineers, one first assistant engineer, four second assistant engineers. These will all be limited licenses. The chief engineers are limited to a maximum of 4,000 HP, which covers the ARGO with 3,600 HP. It will also cover the AGORs. The Coast Guard has promised to cooperate in up-grading their licenses for other jobs upon our recommendation. In the engineering classifications, these people can go on board any ship within the limit of their HP rating. There is no "research vessel restriction" for the engineers. The deck officers are limited for duty on research vessels, unless they have had duty on merchant vessels before; in which case they have been permitted to sit for unlimited licenses. On hand we have seven masters, three chief mates, one second mate, two third mates, nine chief engineers, one first assistant engineer, two second assistant engineers. If the OCM I should require that all the certificated ships have licensed officers, we would require an additional four masters, three chief mates, three second mates, four chief engineers, three first assistant engineers, three second assistants. In August when the new AGOR comes, we will need one additional master and one additional chief engineer, one third mate and one third assistant engineer. If this requirement is made by the Coast Guard, we will have to require all of our officers to be licensed. We also want to be able to rotate them among the several ships. If a man becomes sick he should be able to be replaced by any of the other officers from our other ships or one of the few masters we have on shore."

Upon the question what SIO would do if any of their personnel refused to go to school for a license, Mr. Trapani replied that if it were a requirement for employment, notice would be given for termination. And if the Coast Guard required that all certificated vessels be manned by licensed personnel, licenses would be made a requirement for employment.

Answering questions asked by several members of the Council, Mr. Trapani stated that these persons were not supported in regard to tuition, since this is not the policy of the University of California. They are, however, allowed time off to obtain their licenses.

Mr. Gerard stated that most of LGO's vessels can be run with licensed personnel with limited licenses (those that are certificated). In this connection, he posed two questions: a) is it easier to obtain personnel with limited than with unlimited licenses; b) what is the consequence in a case of liability - would it be better in a court case to have an engineer, e.g., with unlimited license rather than one with a limited license?

Mr. Trapani replied that if an engineer had a license that was limited but sufficient for the operation in question, it would be entirely legal and there should not be any difference in the court's view because of this limit on the license. In the case of the operation of a vessel with unlicensed personnel, however, the onus is upon the operator to prove that the personnel involved are capable.

In answer to the first question with regard to the availability of licensed personnel, it was generally agreed that if an operator set out to find a man who already has a license, he would probably find more unlimited licenses available. IMS experience is that one in every 7 or 8 has a limited license. Most have unlimited licenses.

On the other hand, if someone were upgrading his own people, they would probably more readily qualify for limited licenses. In the case of diesel engineers, for instance, practically every good mechanic could qualify himself in a very short time to sit for a license as an assistant engineer.

Mr. Trapani said that it was only since 1962 that the Coast Guard had imposed the requirement of manning research vessels with licensed personnel. He agreed with Captain Rittenhouse that in the meantime Diesel engineers have become more difficult to find because there are more people operating motor vessels. However, the Coast Guard has also become more lenient in its attitude towards the problem faced by the institutions. At the beginning the Coast Guard gave very little credit to personnel operating small vessels; since then, all the time spent by them at sea in the small vessels is being considered as time spent at sea for the purpose of licenses.

A discussion followed on the effect that the "research vessel restriction" had on the availability of personnel to oceanographic institutions. The consensus, pointed out by Captain Pike, was that this was a severe drawback. Third mates with unlimited licenses, on upgrading, were issued licenses limited to oceanographic vessels. This restriction prevented even people who were actually interested, from seeking employment on oceanographic vessels. Members of the Council agreed that any persons who had experience on a vessel of over 1,000 tons should not be restricted to oceanographic vessels.

Mr. Newhouse reminded members that when the restriction was first introduced it was favored by various institutions, because it was thought that it would keep personnel. Now it had turned out that the reverse effect was being achieved, by keeping people away from the oceanographic institutions. Mr. Newhouse mentioned that he himself had a file full of applicants who specified that they would be glad to come to the institute provided its vessel is over 1,000 tons.

Mr. Trapani then reported that he had talked over crew problems with a tankship executive. "I obtained from him copies of existing agreements between his company and unions. They pay for at least one-half and sometime three-quarters of training, for original licenses and for upgrading. Such a procedure could be recommended for consideration by RVOC members.

How can costs of such training be defrayed? Captain Scott related that such costs had been disallowed as ship operation costs by one auditor. It was allowed as overhead. Captain Scott explained that WHOI had "ship's overhead" and "land overhead".

Suggestions offered were:

- 1) correspondence training courses used to be available. Prices on courses had been obtained and NSF had been approached for funding on an individual basis. NSF received the suggestion coldly, at the time.
- 2) Include costs in ship's overhead.
- 3) Include training costs as part of research projects; this could be substantiated by the statement that trained people are unavailable and personnel have to be trained by the institution.

MOTION made and seconded, directing Mr. Trapani to write a resolution with respect to the establishment of a training program within oceanographic institution. The motion carried.

The meeting adjourned at 9:30 P.M.

February 10th, 9 A.M.

ELECTIONS

The Secretary then proceeded to report on the elections of the last annual meeting, as follows:

For NE area:	Drake, of Lamont,	had been elected for 1 year
For Gulf area:	Sparger, of Texas, " " " "	1 year
For SE area:	O'Brien, of Miami, " " " "	2 years
For NW area:	Princehouse, UW, " " " "	2 years

The Chairman stated that Mr. O'Brien's membership had been assumed by Cdr. White. Since there are no individual members of this organization, only institutions being members, institutions are to appoint their representatives to RVOC. It was established that Miami had so appointed Cdr. White and that the Chairman had been duly informed.

The meeting then proceeded to elect for 2-year terms representatives for the NE and Gulf areas, since these terms were now expired.

Mr. Jim Gibbons was elected as representative for the East Coast for a 2-year term.

For the Gulf Coast, Mr. Sparger was elected.

The Secretary reviewed membership of the Executive Committee for this next year, as follows:

J. Gibbons	- NE	- 2-year term
Mr. Sparger	- Gulf	- 2-year term
Cdr. White	- SE	- 1 year to go
Princehouse	- UW	- 1 year to go
P. Trapani	- Chairman	- 1 year to go

Chairman and Secretary are ex-officio members.

The election of a Working Committee was suggested and approved, for the dealing with Coast Guard rule changes, anticipated with the passing of legislation. It was suggested that it would be wise to anticipate the necessity of rule changes, by submitting recommendations which should be ready when the bill is passed.

Captain Samuel Guill be Chairman of the proposed Work Group. The motion was seconded and unanimously carried.

The newly elected chairman of the Working Committee, Capt. Guill, moved that each institution nominate one individual to review the existing regulations and make his suggestions. Thus the areas of disagreement could be more easily spotted. Two additional members should be with the chairman in the Working Group to carry out the program.

MOTION made, seconded and passed, that the new committee chairman have power to select for his own working committee the members of his choice, from the members each institution nominated as liaison persons.

ENGINEERING INFORMATION

Mr. Silverman recommended that every institution should possess a copy of the Merchant Marine Council Public-Hearing Agenda, for the 1965 hearings on rule changes. Copies of this publication are free and can be obtained by writing to the Commandant (CMC) of the Coast Guard, requesting to be placed on the mailing list for this publication, No. CG-249. It can also be obtained at OCMI's. The hearing will be conducted at headquarters, in Washington, on March 22, 1965. Mr. Silverman called attention of members to the fact that the distribution list for this agenda is not the same as that for the Merchant Marine Safety Council Proceedings.

It was pointed out by Capt. Guill that the Council is also very receptive to favorable comments, since this could also influence the adoption of a proposed rule change.

It was generally agreed by all members that it would not be advantageous to make representations by RVOC as a group, and individual representations from institutions were agreed to be the best procedure.

Mr. Silverman asked Captain Sinclair to discuss the repair specifications and methods to go out for bids used by LGO, not only for CONRAD but also on VEMA.

Captain Sinclair stated that the same system was followed on both ships. As a preliminary, recommendations are obtained from the master of the ship involved, for a forthcoming overhaul. After every long cruise Lamont's ships put in for a major overhaul of 6 to 8 weeks, starting basically on the recommendations from the master.

The captain's recommendations for a projected overhaul are sent in as far ahead as possible, then circulated to the scientists for comments. Finally, they are submitted to ONR who must approve every proposed alteration. Before the ship comes in, the preliminary items are sent to 3 or 4 yards with the request for bids. Upon arrival in home port, the yards are asked to send a representative to visit the ship. The Chief engineer is in active charge of the overhaul. Sometimes, due to pressure of schedules, only one week is available. This means that after the representatives have visited the ship and gone through the requirements, they have only 2 or 3 days to work out and submit their bids. So far, the lowest bid has been taken. LGO does not have to ask for bids, but have always done so in the past. After the overhaul, one week is allowed for replacement of materials.

There is a further difference in the CONRAD overhaul - every item has to be authorized by the Commandant of the Third Naval District (Industrial Manager). Both the Coast Guard and the American Bureau of Shipping also exercise control over LGO's vessels.

In reply to Mr. Silverman's question about repairs when a vessel was outside of the United States, Captain Sinclair stated that this was not a problem, except for the 50% customs tax. A report had to be made on all of these foreign repairs to Customs authorities.

On the subject of agents in foreign ports, Captain Sinclair stated that LGO usually chose agents for large steamship lines, and they try to use the same agents wherever possible. Nothing can be gained in trying to save money with regard to agents. It is important that they be reputable to give proper attention to the ship. "We try to send them out list of requirements as concise as possible, and as far ahead of time as possible. Our agent is our representative and so far, we have had very fine cooperation. LGO has complete confidence in their captains with respect to arranging for repairs in foreign ports. If it is a major item and there is sufficient time, they radio for authorization."

With regard to tax on work done outside the USA, Captain Sinclair said that this was applicable; however, an educational institution would probably be excused from paying such tax. There might be a form on which such foreign repairs can be reported, LGO had written letters to the Bureau of Customs and attached the lists of repairs received from the master of the vessel.

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Mr. Dermody then called attention to the fact that the American Bureau of Ships lists all American Surveyors overseas, this being a service provided for American ships in foreign ports and countries.

Mr. Silverman then referred to another publication which he considered to be of interest to members: "Ship Maintenance and Repair," published by the Society of Naval Architects and Engineers, ("Ship Maintenance and Repair", 1960 Panel O-29, 74 Trinity Place, New York, N.Y. 10006.)

WHOI (Leiby)

"We have a list of requirements for an overhaul. We invite bids from a few yards, invite bidders to come and look at the ship, and then take the low bid." Mr. Leiby explained that since there was not a great choice of yards in their area, the same four yards send representatives to inspect the ship. One yard had refused to inspect and WHOI was reluctant to consider their bid. Bids are restricted to yards in the Boston area possessing a drydock.

WHOI sends out one copy of general specifications, which covers all general sections, accompanied by another section containing the detailed items for repair and overhaul. "After each job, there are certain points where you get hung by the yard, and next year you change the specifications. We have fewer problems than LGO, although we do have the same procedure, we do not have much trouble with the Navy. We do submit to the Industrial Manager major items concerning the safety of the ship, and we send a copy of the whole specifications."

"We do not haul every 12 months; rather, we have the ships go into drydock about every 18 months. For the ATLANTIS II we have a two-year period for the Certificate of Inspection. To have the crew home for Christmas, drydocking is done at the end of the year to avoid overhauls in the busy Summer period."

Mr. Gerard mentioned that one of the major difficulties experienced in overhauls was in bringing together the specifications for the ship requirements and those for scientific laboratory purposes.

Mr. Leiby stated that WHOI has always tried to write the bid up for both groups, since once the contract is awarded, extra costs will be disproportionate. "Sometimes, the ship's engineers come up with additional items. We generally budget about 20% for extras." The general specifications and the purchase order require that Woods Hole have access to the details of a yard's charges to enable them to negotiate extras.

Mr. Leiby went on to describe WHOI's shore installations for repairs and maintenance. The section for instrument maintenance and electronics not only repairs but runs the gear at sea. The shop sometimes was extremely busy when two ships happened to come in at the same time, but there was not too much work when the ships were at sea.

WHOI ships are maintained on an annual basis on Operation Costs. Major alterations, if all users of the ship will use them, are charged to Ship Operations. If the cost of a particular item is very substantial, it can be pro-rated over a number of years. If a job is specifically required for a particular scientific project, then the project involved absorbs the cost.

Mr. Dermody stated that the method of charges described by Mr. Leiby presented certain problems. At UW they tried to charge such items to Conversion rather than to Ship Operation. The problem is that if ship operation was funded by NSF and ships were being used for an ONR project, one could not charge the Navy for use of material the NSF had paid for.

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A discussion followed on estimating of specific conversion and repair item costs, breakdowns, planning. In this connection, Mr. Silverman mentioned and recommended a paper, "Approach to Marine Estimating", by John Marriner. This is a SNAME paper, issued by the Southern California section of SNAME in 1956.

Another factor rising to importance in overhaul procedures is the concept of portability of scientific equipment. Tie-down fittings, cableways, etc. allow cables to be run clear through the ship, and much greater freedom in the use of electronic gear and utilities is achieved. This concept has been successfully incorporated in the last two AGORs and ATLANTIS II.

Mr. Leiby stated that WHOI had an item by item numbering system in their specifications, and prices are requested on each item.

Captain Sinclair agreed entirely with this principle, however in cases when only one week is available for submission of bids, it would take too much time to get individual prices for each item. LGO, therefore, initially asks for a lump sum bid, which is then followed by itemized costs.

Mr. Leiby stated that WHOI started by working out breakdowns for sections within the ship.

Mr. Trapani called attention to the advantage of knowledge of estimating, when dealing with experts at the yard. "It is important that the operator's representative know estimating and insist that they detail to him how they arrived to the estimate. Also, we assign our extra work at a fixed price. We steer away from "cost and material", because it is too difficult to control.

Captain Pike (WHOI) - WHOI selects Port Agents from large steamship companies; WHOI requests they submit vouchers via the steamship company's home office first, then to WHOI. This gives supervision by agent's own boss. Fee is paid directly to the agency by WHOI, who also uses the port agent for airline reservations. The steamship companies have done this for WHOI as a favor (no cost above the agent's fee). SIO uses University Purchasing Agent to select port agents.

Captain Princehouse (UW) - "Being a much smaller institution than SIO or WHOI, specifications are easily written up by our office, and there are fewer problems. Also, with things on a smaller basis, better relations can be maintained with the yard performing the work. Under such circumstances, and in dealing with an honest yard, "time and materials" for extras is entirely acceptable, and satisfactory."

C. Tetzloff (U. Mich.) - "The master submits a list for all work to be done and we get a list of the scientific requirements. These are gone over and sometimes some items are cut out, some are added. Then we deal through our Purchasing Department. They send out a request for quotations to at least two yards. We are not required to take the lowest bid, but if we do not, we would have to justify this."

In reply to the question of whether Michigan was a state university, Mr. Tetzloff replied that it is a state owned and state controlled corporation.

In regard to extra items during an overhaul, Michigan's Purchasing Department frowns on "time and materials", preferring to have a fixed price. However, fixed prices for such items have been obtained very quickly from the yard once there has not been a time problem. "We are out of action for about 3 - 4 months every year. The crew does a lot of maintenance work during that period, with or without outside help. The ship usually goes into the yard in early Spring."

Cdr. Newton (TAM) - "In Galveston we have no shore facility. With our type of operation, a series of short voyages of 2 - 3 weeks duration, and very little layover between cruises, maintenance is very difficult. Galveston does not offer much in the way of yards, and the short port time does not allow for bids. Maintenance consists mainly of routine maintenance - using outside assistance. Repairs are undertaken on a cost plus materials basis, which is quite satisfactory when dealing with people who are reliable. We do not negotiate for repairs once a year, we have a continuous contract with the yard and have them standing by when the ship comes in. Layover is usually 3 - 4 days between two voyages of 15 - 20 days. Drydocking is handled as described earlier by IGO. There is

only one yard in the Galveston area which can take the vessel. We have no shoreside operation of our own." Communications - "We lease our equipment from Mackay Radio and they are responsible for its upkeep."

Subject: Outside contractors for special job while ship is in yard. A short discussion followed on this subject, in which it was generally agreed that unless the yard received a percentage of the work performed, this practice usually generated trouble and was best avoided. In any case, the bringing in of any outside help would always have to be arranged with and authorized by the yard.

P. Trapani - SIO - Periods of overhaul at SIO are set down in an employment schedule. Therefore, everybody is aware well in advance when the ship is available for overhaul.

Bid opening is attended by representatives of the shipyards, representative of the purchasing office, and Mr. Trapani himself. As bids are opened, details on all items are read out. As a general rule, the work is allotted to the lowest bidder. Bids are not published in newspapers; "We have found lately that it is important to require the shipyard to name a controlling item while the ship is in drydock. If any additional work comes in, the yard will immediately want extra time for laydays; sometimes these jobs can be run concurrently. The Port Engineer of SIO remains in the yard continuously while the ship is being overhauled."

It also seemed a good idea, Mr. Trapani stated, to make estimating part of the engineer's and captain's on-the-job training. "Insist that they stay with the ship and delegate authority to them to approve extra items. Have them clear major items with you, but give them authority to give some approval themselves. With the salaries we are paying our chief engineers and captains, this is not too much to ask. It could be pointed out to them that the money saved at the yard would influence favorably the whole operation of the vessel."

Repairs in foreign ports are arranged through agents in foreign countries. "We get a track chart about three months before the commencement of the cruise. This enables us to figure out which ports should be called at and the time between ports; how much fuel, provisions, and cash money are necessary. This information is relayed to respective agents. The amount of time the ship will spend in areas outside the normal trading routes is checked for insurance purposes, and the insurance company is advised."

On long cruises the matter of currency for the payment of personnel, is important. Many of the foreign agents do not have large quantities of dollar currency available, however if they are advised ahead of time of the probable requirements, they can obtain it.

The master pays both the ship's crew and the scientific personnel. Scientists sometimes require additional funds against salary or travel allowances, and this should also be borne in mind when requiring currency in foreign ports. Mr. Trapani also mentioned that all Edo transducers are sent to Boston Edo shop for overhaul, which is very satisfactory and costs approximately \$300-\$500 per piece. Spares are kept for use while the others are being used. Another

interesting development was the replacing of the rubber face plates in bow mounted transducers with stainless steel plates, which are acoustically almost neutral, and work well up to 4,000 fathoms.

J. Gibbons (URI) - Use the same shipyards and procedures as WHOI. In regard to extra items in overhauls, for about 50% of these, fixed prices were obtained, and the remainder undertaken on a "time and material" basis.

Repairs are scheduled once a year. The ship is kept in the home port at Christmas because of winter weather conditions.

Bids represent a problem since the State requires bids to be sent out, and yet there are no yards in the Rhode Island area that can handle the ship and all the repairs.

Capt. Rittenhouse (OSU) - For overhauls, vessels have to go up the Columbia River to the Portland area. Bids are sent out in accordance with State specifications, which are very rigid to fit Navy requirements. Work to be done is first cleared through the University, then submitted to Salem (the State Capital). A small shore support is planned at Newport, and once this is established, much of the work will be undertaken there. An electrical engineer is available for electrical jobs at Oregon State University, but electronics work which goes beyond his capabilities, is sent out.

Capt. Gregg (Hopkins) - Program based on four cruises a year. In case of emergency repairs, of course the nearest available yard must be used. If temporary repairs can be done in some small yard, until it can be done properly at a larger port, this procedure is followed. Chances of obtaining bids or estimates from shipyards in these foreign ports are remote. Most places only have one shop able to undertake the specific repairs required. Capt. Gregg stated that he reviewed the bills received, and if an item is questionable, the bill is returned for adjustment or explanation.

Captain Gregg agreed with the practice of using the agents of big shipping lines as port agents. These are usually reliable and have the advantage of being present in various ports. Burns Philip had proved very satisfactory in the South Seas. They have their own agent in every port. There is a 7% over-ride for BP's services, but their services are worth the expense. Currency problems are handled by writing the agents in advance.

ELECTION OF SECRETARY

Mr. Trapani expressed the gratitude of the Council for the work done by Mr. Dermody as Secretary.

MOVED Captain Rittenhouse nominated for Secretary; seconded and unanimously carried. Two year term.

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RESOLUTIONS

1. The Council should prepare a resolution thanking Mr. Donald Geoffrion of the Office of Naval Materials, for his help and stating that we will maintain contact with him in future. Mr. Dermody was directed to write such a letter of thanks to Mr. Geoffrion. Mr. Dermody was directed to express the thanks of the RVOC to the Director, Cdr. White, and Mrs. Long, for their cooperation in making this meeting a success. Motion made, seconded, carried.

Mr. Silverman then went on to say that two main items on which resolutions should be passed were the following:

1. Discussion of AGOR design with respect to the follow-through problem from design to construction;
2. The Council suggests that the Chairman of the Executive Committee prepare a resolution on the subject of a training program.

These resolutions are appended.

With regard to the AGOR design and supervision of the construction, Mr. Silverman quoted a letter written to Feenan Jennings on January 12, 1965 concerning effective participation in the AGOR construction program by RVOC members.

Discussion developed as follows:

Jennings: "I referred this letter to the Deputy Chief of Naval Research, and I don't know yet how we can get this into a working proposition. I think that the people in the Bureau who are level-headed agree that something should be done about this. We have come a long way in the past years in participating in this program. Whatever resolution you make should not be in the way of condemning their past actions, but something constructive."

Mr. Gerard suggested that the resolution be directly related to a proposed procedure for correcting deficiencies after construction.

A further suggestion offered in the formulation of the resolution was to commence by expressing gratification at the improvements in AGORS 9 and 10, because of the privileges allowed to operators by Buships... "It would be justified to further follow and expand this policy, stressing that we are willing to help them..."

Mr. Silverman stressed the fact that by joining together in the RVOC, operators had attained a much better image and had successfully deleted the impression of amateurs and yachtsmen previously held. A resolution coming from RVOC should carry some weight.

It was generally agreed that a concrete resolution which could be acted upon, or reacted to, was a good approach. Mr. Jennings in turn suggested that the Council could certainly endorse the letter to Mr. Silverman, and suggest that a meeting be held between members of the Council and Buships. This resolution should be submitted to the Chief of Naval Research.

The Council should discuss a report on the Joint Commission
of the Order of the Knights of the Templar. It is suggested
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Mr. Johnson then said on the 11th we were to discuss
the report on the Joint Commission of the Order of the
Knights of the Templar.

The discussion of the report on the Joint Commission of
the Order of the Knights of the Templar was held on the
11th of the month.

The Council should discuss the report on the Joint
Commission of the Order of the Knights of the Templar.

The report on the Joint Commission of the Order of the
Knights of the Templar was discussed.

With regard to the AGO report on the Joint Commission of
the Order of the Knights of the Templar, it is suggested
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It was agreed that Mr. Silverman should draft the resolution.

A discussion followed on the point that the resolution should contain a provision for the later upgrading of the ships. Mr. Leiby contended that he did not quite see how this was to be formulated if the Council was trying a) to provide in one paragraph a mechanism by which operators would give their continuing assistance in the designing and building of the vessels; and then b), in the second paragraph suggest that we would also like to correct the mistakes they are going to make anyway ----. Mr. Gerard endorsed Mr. Trapani's view suggesting that a provision could be included for post delivery upgrading, and suggesting continued cooperation to take care of modifications as they turn up.

Mr. Dermody suggested that more stress be placed on the changing requirements of science, rather than that the ship was built wrong: a) suggest on-site supervision stressing the fact that we have done well in the past: b) suggest a meeting to be held at Buships with those who have had recent experience with supervising construction.

Considering the suggestions offered, Mr. Silverman proposed that he would write a draft of this resolution, have the Chairman review it, and distribute it to all members, have them initial it, and send it on.

Mr. Trapani then suggested that a separate resolution could be made with regard to the upgrading of vessels and keeping them current. The main points to this were:

1. Does the Council recognize that there is a need for such upgrading and for procedure to deal with it;
2. Provision of funds for this upgrading, once its need is recognized.

Mr. Jennings agreed with this and endorsed the idea of a resolution from the Council that someone should be responsible for the development and upgrading of the vessels.

The suggestion that new developments be automatically incorporated into all AGORS was rejected because this would mean loss of control by the operators, and that the creating of uniform ships did not make sense. If there is a scientific need for a certain item, it should be incorporated on a program basis. Programs would provide the funds to cover their own scientific needs and the ships would be upgraded in accordance with these needs. Mr. Jennings disagreed with this approach, stating that operating ships is taking more and more money, and research money should not go into the ships. Mr. Trapani endorsed Mr. Jennings' view.

Mr. Trapani suggested that a resolution could be formulated by the Council, expressing concern with the problem and stressing the necessity of developing a system to fund alterations and major changes to ships.

Mr. Silverman summed up the members feeling in suggesting that it would be best for the Council to present a resolution to NASCO, simply pointing out that a serious problem exists with respect to modernization of vessels, and that we feel strongly that some approach should be found to solving it.

Mr. Jennings stated that ONR was aware of the fact that oceanographic research was in need of funds and that the funding situation might be eased and improved for research next year.

INSTITUTIONAL TRAINING PROGRAM

Mr. Trapani, Chairman of the Executive Committee, then submitted the Resolution drafted by him with respect to a training program for marine personnel.

The Council in general agreed with the resolution as submitted, suggesting minor changes in terminology, and discussion ensued on whether or not the upgrading of unlicensed personnel should be included. Mr. Leiby suggested that both licensed and unlicensed personnel be included to avoid the necessity of another resolution on unlicensed personnel. Mr. Dermody suggested the inclusion of a clause that this training program is to be regarded as a privilege and not a right, at the discretion of the operator.

A discussion followed on the funding of such training. Mr. Solli described the method sometimes used in industry where half tuition and costs are paid by the employer in advance, and the other half is paid by the employer if the course is completed successfully. If it is not completed successfully, the employee has to pay for the second half. Capt. Guill stated that in the Navy the system of reimbursing personnel for successfully completed courses was also used as an incentive to personnel in making the effort of being successful. It was generally agreed that while some of the upgraded personnel would not come up to expectations, and some would possibly leave for other employment after being upgraded, this was a risk that had to be taken.

The subject of the site of the next annual meeting was briefly discussed, and it was suggested that decision on this be deferred, pending receipt of an invitation by a prospective host institution.

Meeting was adjourned at 3:30 P.M. on February 10, 1965.

RESOLUTIONS

The following resolutions are presented to the Council in draft form. Following the wishes of the Council, members will have ten days to initial or present comments or modifications prior to issue in final form. Members are strongly urged to send their comments to the Chairman.

RESOLUTION

PROBLEM

Experience to date among the member institutions of the RVOC indicates all are faced with certain problems attendant with obtaining competent officer personnel for the manning of their research vessels. Our problems are similar to those which face most operators of motor vessel ships up to 2000 gross tons in the U.S. today.

Recruitment of officer personnel from the Merchant Marine or the several maritime academies is difficult because service in our smaller research vessels may not qualify an applicant for an original unlimited license, or upgrading of unlimited licenses. Another obstacle to effective competition for the services of merchant marine officers is our inability with our smaller ships to provide the comparatively sumptuous living accommodations that are available to officers in the passenger, freight and tank vessels of the U.S. Merchant Marine.

Marine diesel engineering officers must be trained in our own or similar small vessels, since the larger vessels of the U.S. Merchant Marine are of the steam-turbine or turbo-electric propulsion.

Other men with potential for upgrading to licensed officer rank in the research vessels are ex-Navy and ex-Coast Guard officer and enlisted personnel. Also suitable are officer and unlicensed men from the tugboat and fishing industries. Experience has demonstrated that these men may be attracted to serve in our ships, but that an appreciable amount of time and training, both on the job and at schools, is needed to qualify them for the grade licenses required in our inspected and certificated research vessels. It has been noted that such qualification almost invariably may be expedited by training at license preparatory schools. Because of existing rules of parent organizations and auditors rulings in most cases, the expense of tuition and time away from the job while receiving training and while sitting for examinations, must be borne by the applicant. Loss of time from the job and tuition are expenses that many of our officer candidates cannot afford, or at best, can afford only with a great deal of self-sacrifice and delay.

RESOLUTION

It is resolved, therefore, that the RVOC recognize an urgent need among its member institutions for the establishment of institutional training programs for the development, training and licensing of research vessel officer personnel. The Council endorses and recommends for the consideration of each member institution a program as follows:

- a) Recruitment of unlicensed personnel of such background, experience, caliber and motivation, that would enable them to develop into good deck or engineering officers for research vessels.
- b) The development of an institutional training program that will enhance and facilitate the upgrading of unlicensed men to officer rank, and of officers to higher grades of license.

- c) Payment by the institution for tuition costs at accredited license preparatory schools for approved applicants. This would apply both in the case of an employee working towards an original license, and for one working towards upgrading an existing license. Any requirement for re-schooling for a particular license should be borne by the applicant.
- d) Allow employees to accumulate overtime and vacation credit sufficient to enable them to attend school and sit for examination without suffering any loss of pay.
- e) Encourage on-the-job training and provide information, reference books, publications, etc. oriented towards a more rapid qualification of the candidate for licensed officer rank.

RESEARCH VESSEL OPERATORS' COUNCIL

CATALOG OF DOCUMENTS - 1965I. PAY AND BENEFITS

- A. DUKE UNIVERSITY
 - 1) Pay Policy
 - 2) Sea Pay
 - 3) Pay Scales
 - 4) Vacation Policy
- B. HOPKINS MARINE STATION
 - 1) Wage Policy
 - 2) Port Time
 - 3) Overtime Policy
 - 4) Standard Pay Scales and Benefits
 - 5) Job Descriptions
- C. LAMONT GEOLOGICAL OBSERVATORY
 - 1) Annual Wage Scales
 - 2) Wages and Benefits Prior to and Since Union Agreements
 - 3) Monthly Overtime
- D. UNIVERSITY OF MIAMI
 - 1) Wage Scale
- E. UNIVERSITY OF MICHIGAN
 - 1) Employment Policies
 - 2) Monthly Salaries
- F. MSTs
 - 1) Schedule of Wages - Atlantic
 - 2) Schedule of Wages - Pacific
- G. OREGON STATE UNIVERSITY
 - 1) Payroll Information
 - 2) Salary Scales
 - 3) Working Conditions
 - 4) Retirement Benefits
 - 5) Insurance, Health and Medical
- H. UNIVERSITY OF RHODE ISLAND
 - 1) Pay Scales and Policies
- I. SCRIPPS INSTITUTION OF OCEANOGRAPHY
 - 1) Pay Scales
 - 2) Working Policy
- J. TEXAS A & M
 - 1) Pay Scales
 - 2) Guidelines for Employment
- K. UNIVERSITY OF WASHINGTON
 - 1) Memorandum of Understanding
 - 2) Salary Schedule

L. WOODS HOLE OCEANOGRAPHIC INSTITUTION

- 1) Working Hours and Duties
- 2) Overtime Policy
- 3) Vacation Policy
- 4) Wage Scales

M. Tabulation of comparative wage scales by Oregon State University

II. UNION AND OTHER AGREEMENTS

A. MARITIME OPERATIONS INC. (LAMONT)

- 1) Agreement between Maritime Operations, Inc. and Columbia University
- 2) Radio Officers Union
- 3) Masters, Mates and Pilots
- 4) Seafarers International Union
- 5) Marine Engineers Beneficial Association
- 6) R. B. Ship Supply, Inc.

B. OREGON STATE UNIVERSITY

- 1) Correspondence with National Maritime Union

III. INTERCHANGE OF ENGINEERING INFORMATION

A. HOPKINS MARINE STATION

- 1) Ship Repairs, Modifications and Alterations

B. LAMONT GEOLOGICAL OBSERVATORY

- 1) R.V. CONRAD Preventive Maintenance and Equipment History
- 2) Schedule of Overhauls
- 3) R.V. VEMA Overhaul Procedures, List of Work Hours

C. UNIVERSITY OF MIAMI

- 1) Instructions for Bidders
- 2) R.V. PILLSBURY Alterations Specs, November 1964
- 3) Standard Marine Contract

D. We have in the RVOC Secretary's files copies of the following SIO * URI material which can be loaned.

- 1) Specs for conversion of R.V. ARGO, January 1965
- 2) Specs for work on R. V. Horizon, January 1964
- 3) Work on R. V. OCONOSTOTA, December 1964
- 4) Specs for work on T-441, December 1964
- 5) Specs for work on TRIDENT 1964

IV. COST DATA

A. LAMONT GEOLOGICAL OBSERVATORY

- 1) Repair and Maintenance Costs

B. UNIVERSITY OF MIAMI

- 1) Breakdown of Ship Costs

C. We have in the RVOC Secretary's files copies of the following SIO material which can be loaned:

- 1) OCONOSTOTA Work Costs Breakdown
- 2) Support Figures for Standard Electronics

1. Which of the following is not a characteristic of a good leader?
a) Visionary
b) Empowering
c) Micromanager
d) Collaborative

2. The primary purpose of a strategic plan is to:

a) Define the organization's mission and vision.

b) Establish the organization's long-term goals and objectives.
c) Determine the organization's core competencies.
d) Identify the organization's key stakeholders.

3. The primary purpose of a tactical plan is to:

a) Define the organization's mission and vision.

b) Establish the organization's long-term goals and objectives.
c) Determine the organization's core competencies.

d) Identify the organization's key stakeholders.
4. The primary purpose of a strategic plan is to:

a) Define the organization's mission and vision.
b) Establish the organization's long-term goals and objectives.
c) Determine the organization's core competencies.

d) Identify the organization's key stakeholders.
5. The primary purpose of a tactical plan is to:

a) Define the organization's mission and vision.

b) Establish the organization's long-term goals and objectives.
c) Determine the organization's core competencies.

d) Identify the organization's key stakeholders.
6. The primary purpose of a strategic plan is to:

a) Define the organization's mission and vision.
b) Establish the organization's long-term goals and objectives.
c) Determine the organization's core competencies.
d) Identify the organization's key stakeholders.

ATTENDEES RVOC 1965 ANNUAL MEETING

<u>Name</u>	<u>Mailing Address</u>
BURT, W. V.	Oregon State University, Corvallis
DERMODY, John	University of Washington, Seattle
GARSTANG, Michael	Oceanographic Institute, Florida State Univ., Tallahassee
GERARD, R.	Lamont Geological Observatory, Palisades, N.Y.
GIBBONS, J.	University of Rhode Island, Kingston, R.I.
GREGG, R. W.	Hopkins Marine Station, Stanford U., Palo Alto, Calif.
GUILL, S. G.	University of Washington, Seattle
HULING, P. B.	Duke Univ. Marine Laboratory, Beaufort, N.C.
LEIBY, J.	Woods Hole Oceanographic Institution, Woods Hole, Mass
NEWHOUSE, Edgar L.	Marine Operations Inc., (Lamont Geol. Observatory)
NEWTON, John G.	Duke University Marine Laboratory, Beaufort, N.C.
NEWTON, Lewis	Texas A&M Research Foundation, College Sta., Texas
OKKERSE, Warren W.	University of Hawaii, Honolulu, Hawaii
PIKE, J. F.	Woods Hole Oceanographic Inst., Woods Hole, Mass.
PRINCEHOUSE, F. W.	University of Washington, Seattle
RITTENHOUSE, Ellis	Oregon State University, Corvallis
SCOTT, D. D.	Woods Hole Oceanographic Institution, Woods Hole, Mass.
SILVERMAN, Max	Scripps Institution of Oceanography, LaJolla, Calif.
SINCLAIR, V. R.	Lamont Geological Observatory, Palisades, N.Y.
SPARGER, C. R.	Texas A&M Research Foundation, College Station, Texas
TETZLOFF, Clifford	University of Michigan, Great Lakes Res. Div., Ann Arbor, Michigan
TRAPANI, P. G.	Scripps Institution of Oceanography, LaJolla, Calif.
WHALEY, H. H.	Chesapeake Bay Inst., The John Hopkins University, Baltimore, Md.
WHITE, R. F.	Institute of Marine Science, Univ. of Miami, Miami, Fla.

OBSERVERS

GEOFFRION, Donald V.	Office of Naval Material, Washington, D. C.
JENNINGS, F. D.	Office of Naval Research, Washington, D. C.
SOLLI, George A.	I. M. S., University of Alaska, College, Alaska

RVOC STEWARDS DEPT. WAGE
SCALES 110 FEB. '65

RATE	VALASIN Acona /mo.	HOPKINS To Vega /mo.	LGO Verna /yr	LGO Conrad /yr	TRIDENT	GSU Yabun /yr	WHOI All-chain /mo	WHOI smaller /mo	JW Thompson /mo	LW Br. Bear /mo	MIAMI Pillsbury /mo	DUKES Eastward /yr	PIO <30087 >300 /mo.	TAEM Alaminos /yr	MSTS Atlantic /yr	E. CAT. Pacific /yr
Steward						500-525								6303	6303	7446
Cook/ Steward	715		6000	6000	5561	550-600		500-520	480-500					5850	5847	7221
Cook		440-516	4800	5184		450-475	425-450			440-490		4600- 6000	① 419-510 ② 463-562		5562	6996
Cook/ Baker								467-487							5471	6996
2 nd Cook		399-486			4364		425-450			390-450					4874	6546
3 rd Cook															4651	8814
Messman						342-380	285-310	285-315	350-370		265-305		217-329 * Gen. marine Helper	3250	3631	4962
Utility- men			3300	2916											3631	4962

SEE MINUTES FOR OVERTIME

