



January 12, 2023

Memorandum

To: Board of Pilotage Commissioners

From: Charles Costanzo, Puget Sound Pilots

Re: PSP 2022 Outreach Year in Review

Puget Sound Pilots took major substantive and administrative steps in 2022 to advance its outreach mission. Most importantly, PSP members voted to enact both a DEI policy and to modify operating rules to facilitate a maternity policy. Both of these policies and supporting materials are attached.

From an administrative standpoint, Puget Sound Pilots streamlined its outreach work by combining communications, DEI, and government affairs into a single Outreach Committee in the hopes of creating alignment of three priority areas: 1) promoting marine safety and marine environmental protection, 2) developing maritime career pathways for youth and underrepresented persons, and 3) promoting maritime commerce in the Puget Sound Region.

The Outreach Committee also established procedural guidelines around PSP charitable giving activities. To improve fiscal oversight and adhere to organization best practices, PSP established a defined budget line item for charitable giving and has endowed the Outreach Committee with the power to review and select applications that align with PSP priority areas. We believe that this will help PSP manage the many requests it receives from organizations seeking charitable contributions.

PSP also established The Melinda Hannigan Maritime Pilot Scholarship Fund, a 501(c)(3) organization named in honor of the late Melinda Hannigan, artist and wife of retired pilot Capt. Pat Hannigan. PSP owns several of Ms. Hannigan's paintings and is planning an



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auction on May 13 at the Queen City Yacht Club to raise money for the fund. Background materials on the fund are attached.

Puget Sound Pilots also participated in extensive community engagement with our partner organizations. This activity was scheduled during off-watch times when possible but PSP also believes that community engagement is an organizational core function. A brief recap of our year with leading partners is outlined below:

- **Maritime High School**
PSP has extensive interaction with the Puget Sound Maritime High School. In April, four PSP pilots met virtually with the MHS first-year class to discuss career opportunities in maritime. In September, Puget Sound Pilots committed eight pilots to serve as Maritime High School student mentors. This is the highest single-group mentorship program participation of any affiliated organization. In October, PSP led a presentation of learning aboard the MHS training vessel *Admiral Jack*. PSP anticipates hosting student mentorship pods at the Port Angeles pilot station in 2023.
- **CorePlus**
In January and April, Puget Sound Pilots visited with teachers and students that participate in the Core Plus Maritime curriculum. In January, Capt. Trevor Bozina met with CorePlus program students from Neah Bay High School about piloting and maritime careers.
- **Seattle Yacht Club**
In April, Captain Sandy Bendixen keynoted the Seattle Yacht Club's Women in Boating Skills Weekend Seminar. Capt. Bendixen addressed issues of marine safety and interaction between recreational and commercial vessel traffic. Personnel and vessels from U.S. Coast Guard District 13 were also part of this event, highlighting safety and maritime career opportunities.
- **SeaPotential**
In December, PSP and Capt. Bozina facilitated an opportunity for SeaPotential middle and high school students to experience ship handling at MITAGS-Seattle vessel simulators, providing hands-on experience with steering, using radar and navigation equipment simulating maneuvering a large vessel in Puget Sound.
- **Women Offshore**
Throughout 2022, PSP participated in several events for Women Offshore, including sponsorship of a virtual career fair, a virtual inclusion summit designed to help participants create inclusive business cultures. PSP pilots also attended and sponsored a 7-day virtual Women Offshore conference in October to discuss inclusion and workforce development issues.
- **Women in Maritime Leadership**
In March, Capt. Bozina participated in the 2-day Women in Maritime Leadership

conference at California Maritime Academy for education and recruitment purposes. PSP's ongoing engagement with Women Offshore and Women in Maritime Leadership is aimed at identifying and recruiting current mariners who qualify or will soon qualify for the pilot exam.

- **Sound Experience/Schooner *Adventuress***
In March, Capt. Scott Coleman participated in a Board and stakeholder planning session for Sound Experience to develop education programs and create systems to measure impact of educational initiatives following a year pandemic hiatus. In July, Capt. Matt Hannuksela sailed aboard the Schooner *Adventuress* with youth from Seattle Public Schools Technical Education program to discuss maritime careers and pilotage.
- **Salish Coast Elementary School**
In March, Capts. George Thoresen, Pete Velarde, and Bozina visited with fifth graders at the Salish Coast Elementary School in Port Townsend. The invitation was extended by a crewmember of the Schooner *Adventuress* who is also a teacher the school.
- **Northwest Career and Technical Academy**
In May, Capt. Travis McGrath visited with Marine Services department students at the Northwest Career and Technical Academy in Anacortes. The class teacher was a participant with the Core Plus Maritime Curriculum.
- **Puget Soundkeeper Alliance**
In October, Capts. Alec Newman and Pat Ninburg attended the Puget Soundkeeper Alliance Annual Gala on behalf of Puget Sound Pilots. PSP donated two pilot station tours which raised over \$1000 for the local environmental advocacy organization.
- **Cruising Club America**
In November, Capt. Adam Seamans visited with Pacific Northwest station of the recreational boating club to address issues of marine safety and pilotage.

Photos of some of this outreach activity are attached.

PSP's Outreach Committee also developed and approved this mission statement which will guide our work going forward:

The Outreach Committee works to optimize PSP's communications, public relations, and government affairs work. This includes PSP brand strategy, messaging, and the establishment of outreach priorities with the goals of 1) promoting maritime safety, 2) building positive awareness and goodwill for PSP and state pilotage, generally, and 3) representing PSP as a premier pilotage district to successfully attract and recruit new aspiring pilots.

The Outreach Committee works to represent PSP in positive, generous, consistent, and honest terms to legislators, regulators, maritime organization stakeholders, and the public at large. Outreach Committee members represent Puget Sound Pilots at public-facing outreach events, and work to elevate PSP's status through communication channels and strategic partnerships that advance all PSP's overall mission.





Mission Statement

The Melinda Hannigan Maritime Pilot Scholarship Fund seeks to support both students and institutions involved in the maritime industry. The fund – a grantmaking initiative of the Puget Sound Pilots – is named in honor of artist Melinda Hannigan (1949-2016), many of whose paintings were inspired by her long association with seafaring.

At an individual level, the Fund will award scholarships or grants to students seeking tuition or other educational assistance for studies related to a career in the maritime industry. At an institutional level, it aims to supplement maritime-based curricula, facilitate on-board seafaring opportunities and promote vocational guidance that encourages students to envision a maritime career.

Scholarships will be awarded by the Puget Sound Pilots Outreach Committee consistent with PSP's policy of promoting diversity, equity and inclusion in the maritime industry. All students are welcome to apply. However, the Fund will give special consideration to women, persons of color, and Native Americans of the Puget Sound Region who have been historically underrepresented in maritime professions.

About Melinda Hannigan

Melinda Hannigan lived most of her life around the maritime industry. Her father served as marine engineer in WWII, then became an attorney representing maritime unions, and the Executive Director of the Port of San Francisco. Melinda married a Puget Sound Pilot. Her contemporary oil paintings were inspired by her many trips to the waterfront docks and terminals in Puget Sound. They focus on the rusty, weathered, steel skins of the ships that have traveled the world. Melinda's work is in corporate and private collections and has been shown in museums and sold in prestigious contemporary art galleries.

As a mentor, Melinda guided and encouraged many fledgling artists to successful careers in the art world. For this reason, it seems appropriate for Puget Sound Pilot's scholarship fund to be named for her. Her family, followers and friends are honored that her memory be preserved in this manner.



Puget Sound Pilots Diversity Equity and Inclusion (DEI) Policy

Puget Sound Pilots is committed to prioritizing all aspects of our work through a lens of equity, race, and identity. We believe that through training, reflection, and collective action, this work will foster and support an environment in which pilots, staff, and community stakeholders grow, thrive, and succeed.

Puget Sound Pilots, as public-facing representatives of Washington's international trade economy, should be aware of race and identity issues and understand how race and other elements of identity function in society and the workplace. As highly trained professional mariners, Puget Sound Pilots can serve as leaders, educators, and mentors for anyone seeking to explore a maritime career. Our hope is to be recognized as a cadre of professionals who understand and value DEI principles, and that this reputation will help attract and retain a more diverse pilot corps.

Puget Sound Pilots is an organization that recognizes the existence of cultural, systemic, and historic biases that persist in constraining diversity within Washington's maritime industry. Our leadership and pilots are committed to learning about how to make progress toward these values and implementing policies and practices to enhance diversity in Washington's maritime industry, generally, and within Puget Sound Pilots, specifically.

Objectives

Puget Sound Pilots will work to create inclusive pathways into the maritime industry and the Puget Sound Pilots corps by:

- Providing subject-matter expertise, instruction, and on-water opportunities, to regional institutions that provide maritime education opportunities to racially and culturally diverse populations.

- Conducting outreach and providing support to identified professional organizations that share PSP's DEI goals.
- Collaborate with professional organizations on initiatives that enhance DEI in the maritime industry.
- Training leadership, staff, and pilots, at least annually, in professional DEI development and education workshops within PSP to receive topical guidance for growth and learning.

Oversight

At least annually, the Puget Sound Pilots Board of Directors will evaluate the organization's progress in achieving DEI goals and review this policy to reflect current practices, new learning, and updated language.

Updated: February 10, 2022



PUGET SOUND PILOTS
Protecting Puget Sound Since 1935

August 22, 2022

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FOR IMMEDIATE RELEASE

Puget Sound Pilots Implements Maternity Policy

Puget Sound Pilots (PSP), the organization representing the elite mariners required by law to guide ships in and out of Puget Sound, has established a formal maternity policy. The historic June vote means that PSP is the first pilot association in the U.S. to implement a dedicated maternity plan for member pilots.

PSP's consultation with numerous mariners around the country have clearly shown that pregnancy and childbirth is a formidable obstacle to those pursuing a sea-going career. PSP believes a strong maternity policy will help to achieve its DEI goal of establishing safe, inclusive, and equitable pathways for a career in pilotage.

The new policy seeks to encourage gender diversity in pilotage by providing extended medical leave for persons bearing children by allowing them to combine PSP's generous major medical leave policy with the new maternity rule. The rule also seeks to prioritize mariner safety. Marine pilotage is a rewarding but dangerous occupation requiring over water ship-to-ship transfers on precarious ladders and gangways, at all times of day, and in dangerous weather conditions and sea states.

About Puget Sound Pilots

Puget Sound Pilots' mission is to ensure against the loss of lives, loss of or damage to property and vessels, and to protect the marine environment by maintaining efficient and competent pilotage service on our State's inland waters within the Puget Sound Pilotage District. PSP members are highly skilled, specially trained vessel captains who board oil tankers, cargo vessels and cruise ships to guide them safely through Puget Sound waters. Our pilots are independent professionals who work on behalf of the citizens of Washington State.

For more information, please contact Charles Costanzo at ccostanzo@pspilots.org.

RULE 19 - MAJOR MEDICAL COVERAGE

A Pilot who is unfit to perform the duties of a Puget Sound Pilot due to a major injury or illness, shall, after fourteen (14) duty days of such injury or illness plus respite days, participate fully in pilot distributions for a period not to exceed twenty-four (24) weeks until the Pilot is declared fit for duty.

The Pilot or the Pilot's representative shall present to the President and the Directors certificates satisfactory to them of the Pilot's inability to perform the duties of a Puget Sound Pilot. The President and the Directors shall then approve the participation in pilot distributions subject to the following provisions:

1. Distributions for the first fourteen (14) duty days shall be the responsibility of the Pilot who is unfit for duty. (That is, the first fourteen (14) days shall be charged against the Pilot's accumulated or future vacation days or accumulated comp days or in accordance with Operating Rule 4 or shall be uncompensated.) A pilot seeking major medical shall specify in writing how the first 14 days will be covered. Any such designation can be made or changed up to the time that the pilot returns to duty. In the absence of a written designation, days will be covered first with then accumulated vacation, second with accumulated comp days and third with un-accumulated future vacation days. Pilots using un-accumulated future vacation days shall pay back such days by working an equal amount of days during their next accrued vacation(s). To the extent that a pilot has used un-accumulated future vacation days to cover his or her 14 day obligation and does not return to work long enough to accrue the vacation days taken, the amount paid by PSP for those days

shall be deducted from any retirement or equity buy out payments due to the pilot from PSP. AMENDED:12/90, 9/10.

2. The President and the Directors may at their request and expense have a second opinion rendered by a Commission doctor whose opinion as to fitness shall be final and conclusive.
3. Except as provided in Subsections 3(a) and (b) below, the major medical provisions may not be invoked for the same injury or illness more than once in any twelve (12) month period following the date of the injury or illness. In addition, a pilot on major medical must return to full duty status for at least twenty four (24) weeks before the provisions of this Rule may again be invoked for any injury or illness, except as provided in Subsections 3(a) and (b) below.
 - a. If a pilot returns to duty before the twenty-four (24) week major medical coverage period ends and, within ninety (90) days of such return, the pilot is again unable to perform the duties of a pilot due to the same illness or injury, that pilot may return to major medical coverage for the remainder of the 24 week period.
 - b. A pilot invoking section 3(a) must provide satisfactory medical evidence to the organization of his or her inability to perform the duties of a pilot and that such inability is due to the original illness or injury.
4. Pilots on major medical who are fit to do so, shall participate in the association business, activities or duties as requested by the president or Board of Directors. Unless the President indicates otherwise due to unusual circumstances, a Pilot on major medical who is fit to do so, will be available from Friday at 1700 to Monday at 0800 on at least two weekends per month to take calls and cover operational issues

in place of the President so that the President can have the weekend off- duty. All phone calls will be routed to the pilot on major medical. Pilots who will be doing this duty will be oriented by the President on the types of issues that will be covered by this duty.

5. Every 30 days after the start of major medical, a pilot on major medical shall provide a written opinion from a doctor that the pilot is or is not fit for the administrative tasks described herein until such time as the doctor's opinion is that the pilot on major medical is fit to perform such tasks.
6. Under no circumstances will a pilot on major medical be requested to perform any duties that would in any way interfere with or delay that pilot's ability to return to work. AMENDED: JAN 2014.

RULE 20 - MATERNITY LEAVE

A Pilot who is pregnant shall qualify, consistent with Rule 19, for Major Medical Coverage beginning at week 14 of pregnancy. That Pilot may also qualify under Rule 19 prior to week 14 due to complications arising from that pregnancy. Additionally, after the birth date, the same Pilot, upon exhaustion of Major Medical Coverage, may elect to be placed on postpartum medical leave for up to an additional three watches, provided that Pilot must use fourteen (14) duty days, as per the provisions of Rule 19, prior to commencement of postpartum medical leave. Pilots electing to be placed on postpartum medical leave pursuant to this rule shall participate fully in pilot distributions.

Added 6/22.