

NATIONAL TRANSPORTATION SAFETY BOARD

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 IN RE: :
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 THE EL FARO INCIDENT OFF THE: NTSB Accident No.
 COAST OF THE BAHAMAS ON : DCA16MM001
 OCTOBER 1, 2015 :
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INTERVIEW OF: ARCHIE WARE

Tuesday,
 October 13, 2015

Jacksonville, Florida

BEFORE:

CARRIE BELL, NTSB
 KENNETH BRAGG, NTSB
 ██████████ ██████████ U.S. Coast Guard
 MELISSA SERRIDGE, TOTE Services
 AL SHEPHERD, ABS
 BRIAN YOUNG, NTSB

PRESENT ON BEHALF OF THE INTERVIEWEE:

ELLEN SILVER, ESQ.

This transcript was produced from audio
 provided by the National Transportation Safety Board.

1 P-R-O-C-E-E-D-I-N-G-S

2 MS. BELL: My name is Carrie Bell with the
3 NTSB. I'm the Human Performance Group Chairman for the
4 accident, the El Faro sinking. Today is October 13th,
5 2015, and we are in the Marriott, Jacksonville, Florida
6 hotel.

7 We're going to go around the room in just a
8 minute, but I'll go through a couple of mandatory
9 briefing items that we do.

10 The purpose of our investigation is to
11 increase safety and not assign fault or blame or
12 liability.

13 A transcript will be sent out to you for you
14 to review after we have transcribed the interview and
15 you will have a chance to make any, you know, just tell
16 us if there's anything that doesn't look right to you
17 and we'll be able to make changes accordingly.

18 MS. SILVER: Can I just ask a question? Is
19 there a court reporter or someone there transcribing?

20 MS. BELL: No, we send our transcriptions
21 out -- or we send the audio out and have it transcribed
22 through the NTSB. We have a contract with an agency
23 that does that.

24 MS. SILVER: Okay. Thank you.

25 MS. BELL: Umhm. So, the interviewee, Mr.

1 Ware, you can have one representative of your choice.
2 They can't answer for you, but you can ask them
3 questions at any time.

4 And if you need to pause to talk to her,
5 then you're fine to do that. But we do ask that you
6 refrain from asking questions unless it's something
7 pertaining to what we're discussing.

8 So, we'll go around the room and then we'll
9 just get started. We'll go this way.

10 MR. BRAGG: Okay. My name is Kenny Bragg,
11 National Transportation Safety Board, Office of Highway
12 Safety, Human Performance Investigator.

13 MR. SHEPHERD: My name is Alvin Shepherd.
14 I'm with the American Bureau of Shipping. I represent
15 -- I'm from our corporate office in management system
16 certification. I'm representing the Human Performance
17 Group.

18 MS. SERRIDGE: Melissa Serridge, TOTE
19 Services, HR Manager, and I'm representing the Human
20 Performance Group.

21 MR. [REDACTED] Good afternoon. My name is
22 [REDACTED] [REDACTED] I'm a Coast Guard Civilian
23 Investigator. I'm working with this group, the Human
24 Performance Group.

25 MR. WARE: My name is Archie Ware with the

1 Seafarers International Union. I guess I'm working
2 with the Human Performance Group.

3 (Laughter.)

4 MS. BELL: And on the phone we have --

5 MS. SILVER: My name is Ellen Silver. I'm
6 associate counsel for the Seafarers International
7 Union.

8 MS. BELL: Oh, and, Archie, can you spell
9 your name for us, please?

10 MR. WARE: My name is A-R-C-H-I-E. Last
11 name W-A-R-E, Junior.

12 MS. BELL: Thank you. And you are aware
13 that we are recording this, and you're okay with that?

14 MR. WARE: Yes.

15 MS. BELL: Thank you. So, basically what
16 I'd like to do first is just have you describe your
17 background and what your role is at the Seafarers --

18 MR. WARE: Union.

19 MS. BELL: SIU, yes. So, can you tell me
20 what S-I-U stands for?

21 MR. WARE: Seafarers International Union.

22 MS. BELL: And can you describe your duties
23 there, please?

24 MR. WARE: My duties vary. I do a lot of
25 stuff. I deal with grievance, I deal with port

1 committees, I deal with SABs and I'm a supervisor.

2 MS. BELL: And what is your background?

3 MR. WARE: When you mean my background --

4 MS. BELL: Mariner? Do you have any
5 experience --

6 MR. WARE: I've been doing this for 40
7 years.

8 MS. BELL: Okay. With the union?

9 MR. WARE: With the union.

10 MS. BELL: Okay. And you said you --

11 MR. WARE: 37 years to make it correct.

12 MS. BELL: 37.

13 MR. WARE: 37 years.

14 MS. BELL: Thank you. And can you just
15 describe the role of the union with the seafarers just
16 in a general broad sense?

17 MR. WARE: I love it. I mean, I don't know
18 how to describe it. I eat it, sleep it, drink it. I
19 just love SIU. It's hard for me to describe that.

20 MS. BELL: What are some of your duties?

21 MR. WARE: My duties is to deal with
22 grievance, deal with problems and anything that's
23 contractual.

24 MS. BELL: So, when you say "anything that's
25 contractual," can you describe that? Do you read the

1 contracts?

2 Do you -- just describe how you would go
3 about bringing someone in. If you're doing a contract
4 with, say, TOTE, how that process works.

5 MR. WARE: To do a contract?

6 MS. BELL: Yes.

7 MR. WARE: You got to send out mediation
8 ahead of time to let them know you want to negotiate.
9 And then they got their pros and cons. We have our
10 pros and cons. And we'll sit down and negotiate.

11 And then the members got to vote it up --
12 got to vote on it. Excuse me.

13 MS. BELL: Okay. So, you sit down with the
14 company and you guys go through a contract that -- is
15 this something that you typically use the same
16 contract, or are there different contracts for
17 different --

18 MR. WARE: Just a standard freight ship
19 agreement.

20 MS. BELL: Okay. So, how do you -- how do
21 you go about -- if -- say a company such as TOTE comes
22 to you and says they have a specific position that they
23 want to filled.

24 How does that process work?

25 MR. WARE: It doesn't work that way. Let's

1 say an AB on a ship -- use you as the AB and you want
2 to get off. You're going to tell the captain either
3 you quit, fired or just your time is up. One of those
4 three, or maybe a fourth one.

5 You go tell the captain. The captain call
6 the company. The company send it in to our manpower.
7 Then the manpower send it to the appropriate region
8 they need to go to.

9 MS. BELL: So, there are a number of regions
10 in --

11 MR. WARE: Through our organization.

12 MS. BELL: Okay. And what are those
13 regions?

14 MR. WARE: Philadelphia, New York, New
15 Jersey, Baltimore. There's quite a bit of them.

16 MS. BELL: Okay.

17 MR. WARE: Because each job got to go to the
18 appropriate region. Just don't go to Jacksonville.

19 MS. BELL: Okay. So, if, say, a company
20 needs a position filled --

21 MR. WARE: Okay.

22 MS. BELL: -- they send that to you and how
23 do you make --

24 MR. WARE: They don't send it to me. They
25 send it to manpower.

1 MS. BELL: They send it to manpower. Okay.
2 (Laughter.)

3 MS. BELL: And then that is sent out to the
4 region --

5 MR. WARE: The appropriate region where --
6 it may be on the west coast. It may be on the east
7 coast. It may be -- they're not going to send a job to
8 Jacksonville if it need to be filled in --

9 MS. BELL: Right.

10 MR. WARE: -- New York. They're going to
11 send it to New York.

12 MS. BELL: Okay. So, how do you make that -
13 -

14 MR. WARE: I don't make that call. Manpower
15 make that call.

16 MS. SERRIDGE: This is Melissa Serridge from
17 TOTE Services. Archie, does it depend on which region
18 it's sent to based on vessel location?

19 MR. WARE: Vessel location.

20 MS. SERRIDGE: All right. Thank you.

21 MS. BELL: Okay. And so, how do you make
22 that selection --

23 MR. WARE: I don't make that selection. It
24 depends on where the vessel is at. If the vessel is on
25 the west coast --

1 MS. BELL: Right.

2 MR. WARE: -- then we know that job need to
3 go to either Oakland, Tacoma or Wilmington. Depends on
4 where it's at on the west coast.

5 MS. BELL: So, what if it's in Jacksonville?

6 MR. WARE: Then the job will come to me.

7 MS. BELL: And then what do you do?

8 MR. WARE: Well, it don't work that way.

9 (Laughter.)

10 MR. WARE: The captain have to call it in.
11 Let's say the captain is calling the job in for
12 Jacksonville.

13 Okay. Captain will call it in to the
14 company. The company will call it in to manpower.
15 Then manpower will call it in to my region, which would
16 be Jacksonville.

17 Then we would post it, because you got to
18 post it for the members to know that there's a job on
19 the board. And we go by seniority, A, B and C
20 seniority. And we have job calls at nine o'clock, ten
21 o'clock, eleven o'clock, one, two, three and four.

22 And we will make the job call and we go by
23 seniority and the oldest card and qualifications.

24 MS. BELL: Okay.

25 MR. WARE: And that individual will get the

1 job. He or she, because we got females that go to sea,
2 too.

3 MS. BELL: So, you look at their training --
4 is it dependant on -- if there's a position that they
5 want to fill that requires a specific kind of training,
6 how do you make sure they have that training?

7 MR. WARE: The Coast Guard gave them that
8 training.

9 MS. BELL: Okay. And so, do you keep those
10 records?

11 MR. WARE: We keep every mariner's records
12 on file, yes.

13 MS. BELL: So, do you review those to decide
14 which candidates are selected?

15 MR. WARE: I've been doing this for 37
16 years. I could -- a member could just walk into my
17 union hall. I'm going to know where he's at.

18 I'm going to know he's a steward or he's a
19 cook or he's a boatswain, he's an electrician or he's
20 an AB, because we train to know who our people are just
21 by them walking in the hall. We know who they are.

22 MS. BELL: Umhm.

23 MR. WARE: So, I'm going to know what he's
24 qualified for and what he's not qualified for. I'm
25 running on low battery. We okay.

1 MS. BELL: And just for the record, Brian
2 Young (phonetic) has joined the group.

3 MR. WARE: How you doing?

4 MR. YOUNG: Brian Young. I'm with the
5 Engineering Group.

6 MR. WARE: Gotcha. It could be a QMED,
7 because we have Deck Department, Engineer Department,
8 Steward Department. And let's say they call for a
9 QMED. I'm not going to give an AB a QMED job. I'm not
10 going to give a steward --

11 MS. SILVER: can I just interject? I know
12 you don't want me to talk, but there are times I feel I
13 might be able to ask Archie questions that would
14 clarify what I think you're looking for.

15 I don't know if you want me to do that or
16 not. I --

17 MS. BELL: Sure. Go ahead.

18 MS. SILVER: Okay. Archie, could somebody
19 register in any department, or can they only register
20 in the department they're qualified for?

21 MR. WARE: They only can register in the
22 department they qualify in.

23 MS. SERRIDGE: So, this is Melissa Serridge
24 just to clarify this. So, each position has a
25 registered department. So, when the individual comes

1 to the union hall, they're only allowed to sign up for
2 the department that they're registered in; is that
3 correct?

4 MR. WARE: Okay.

5 MR. SHEPHERD: May I ask one more question?
6 I think it will identify it, too.

7 MS. BELL: Identify yourself.

8 MR. SHEPHERD: My name is Al Shepherd with
9 ABS. When you were talking about this with the
10 qualifications, that's really -- and you said the Coast
11 Guard gives them. They go to the Coast Guard and they
12 take an examination to get an endorsement.

13 MR. WARE: Correct.

14 MR. SHEPHERD: A merchant mariner's
15 document.

16 MR. WARE: Correct.

17 MR. SHEPHERD: And that endorsement is their
18 qualification.

19 MR. WARE: Yeah, whatever the Coast Guard
20 give them --

21 MR. SHEPHERD: Right.

22 MR. WARE: -- that's what we going to have
23 to go by, too.

24 MR. SHEPHERD: Right.

25 MR. WARE: Correct.

1 MR. SHEPHERD: So, they're QMED, they're --

2 MR. WARE: Whatever.

3 MR. SHEPHERD: Right. Any (inaudible).

4 MR. WARE: Correct.

5 MS. BELL: So, how do you verify that they
6 have received the training that they need? You just --
7 you use their records from the Coast Guard?

8 MR. WARE: Well, we have a -- there are
9 several ways to deal with their training. Their
10 training comes from the Coast Guard. And we also have
11 our school that gives training, which is a great
12 school.

13 And mostly the people that comes out of a
14 licensed apprentice program, they get all the training
15 from the beginning and the training never stops. The
16 training keeps going 24/7 until you get out of the
17 industry.

18 MS. BELL: Okay. Sorry, did you have
19 something?

20 MS. SERRIDGE: Yeah, just to kind of go on
21 that, this is Melissa Serridge with TOTE Services.
22 Archie, so, is there scheduled intervals of training
23 where a member would have to go back to Piney Point to
24 get certain trainings at certain points in their
25 career, say, every two years, every three years,

1 something like that?

2 MR. WARE: That is correct. It all depends
3 on the individual's lifestyle. He may want to stay
4 home this trip to stay with his wife and son and
5 daughter and don't go to school this trip, or maybe
6 next trip he come home.

7 They try to fit it in their lifestyle. And
8 next time he come home, he may go upgrade to get his
9 QMED, get his AB, get his chief cook.

10 This time, I'm not going to go upgrade,
11 because I need to stay home with my wife, my son, my
12 daughter and do various things around the house that
13 I've been gone for four or five months, I mean, if that
14 answer it.

15 MS. SERRIDGE: Yeah, that helps. Thank you.

16 MS. BELL: So, just to clarify, and for the
17 record you said Piney Point, and that is --

18 MR. WARE: Where we get our training.

19 MS. BELL: Okay. What is the name of the
20 school?

21 MR. WARE: Harry Lindbergh School of
22 Seamanship.

23 MS. BELL: Thank you.

24 MR. WARE: But we call it Piney Point for
25 short.

1 MS. BELL: Okay. I'm going to go around the
2 room and see -- oh, I have a couple more questions --

3 MR. WARE: No problem.

4 MS. BELL: -- but I want to make sure
5 everybody --

6 MR. SPEAKER: I have a question about the
7 mariner files that you maintain. Do you maintain
8 performance evaluation from potential companies in the
9 -- as part of their file?

10 MR. WARE: Some companies give evaluations,
11 some companies does not. So, do we have some
12 performance on -- what they call evaluations, yes, and
13 some we do not. Correct.

14 MR. SPEAKER: And if a person has a
15 performance evaluation, does that factor in, in any
16 way, into how they're ranked for selection?

17 So, you mentioned they're selected by
18 seniority. Is there a part of that --

19 MR. WARE: Evaluation.

20 MR. SPEAKER: Evaluation, does that apply
21 into it at all?

22 MR. WARE: Um.

23 MR. SPEAKER: So, let me ask you this way.

24 MR. WARE: Go ahead.

25 MR. SPEAKER: If --

1 MR. WARE: I can answer that question, but I
2 want to see what you --

3 MR. SPEAKER: Go ahead. Her and I have, we
4 have the same amount of time.

5 MR. WARE: Go ahead.

6 MR. SPEAKER: And the same type of rating.

7 MR. WARE: Go ahead.

8 MR. SPEAKER: Same skills, but she's -- her
9 performance --

10 MR. WARE: Evaluations.

11 MR. SPEAKER: -- grades are better suited
12 than mine.

13 MR. WARE: Gotcha.

14 MR. SPEAKER: Does she get selected first?

15 MR. WARE: Yes and no.

16 MS. SILVER: We're referring to a job call
17 now.

18 MR. WARE: I'm going to say yes and no. I'm
19 going to say yes and no. Let's say you both is equal,
20 but she's been getting good performance, you been
21 getting bad performance. When we have a job call, I
22 don't look at that.

23 Now, when we have the job call, I'm going by
24 seniority and your qualifications. I'm not --

25 MS. SILVER: Well, we're only talking about

1 what the union does.

2 MR. WARE: Right. I'm going by seniority.
3 That's what the union is going by, your seniority and
4 your registration. I'm not going by your evaluations.

5 Now, where I'm going to say no, I may
6 selected her to get the job. She was awarded the job,
7 right? And you was not awarded the job. But the
8 company said -- what's your name?

9 MS. BELL: Carrie.

10 MR. WARE: We don't want Carrie because of
11 her poor evaluations. Then we're going to have to go
12 down another avenue. That's why I'm saying yes and no.
13 Because the company could say she's been getting bad
14 evaluations, and then Carrie could file a grievance and
15 that's when we go down the other avenue and start
16 filing grievance and try to fight to keep her job.

17 MR. SPEAKER: Okay. So, in addition to
18 performance evaluations, do you guys maintain records
19 on disciplinary actions against one of your members?

20 MR. WARE: We have SABs that does that.

21 MR. SPEAKER: And explain to me in detail
22 what an --

23 MR. WARE: Seafarers Appeals Board.

24 MR. SPEAKER: Okay.

25 MR. WARE: It all depends on the

1 circumstance. Every circumstance will -- feeds in
2 different. Some of them be throwed out. Some of them
3 -- may be one where you may have one that you can't
4 settle with the company or --

5 MR. SILVER: Archie, maybe you need to
6 explain what the Seafarers Appeals Board is.

7 MR. WARE: Okay. Seafarers Appeals Board,
8 which is the SAB, that's what she just said what is the
9 Seafarers Appeals Board. So, it's called the SAB.

10 Carrie is on a ship -- Carrie, right?

11 MS. BELL: Yes.

12 MR. WARE: And the captain and the chief
13 mate brought you up on -- they're saying you was a bad
14 AB and they want to fire -- they firing you and they
15 kicking you off the ship.

16 MS. BELL: Umhm.

17 MR. WARE: So, then they firing you, and
18 plus they're logging you, and plus they're bringing you
19 up on SAB charges, because now they want to recoup
20 their money back they spent on you.

21 And probably don't want you to settle for
22 them for about a year or so, because you have bad
23 performance. That's why I saw yes and no.

24 MR. SPEAKER: Okay.

25 MR. WARE: So, now the company just brought

1 Carrie up on SAB. So, the captain is sending it to the
2 company. The company is sending it to headquarters.
3 Headquarters will send it to me.

4 And then I will say, Carrie, you need to --
5 you need to deal with this SAB before you go back out,
6 because they brought you up on SAB charges regarding
7 your behavior aboard vessel and we need to deal with
8 this before you go back to work.

9 MS. BELL: So, what does the process look
10 like for you in that situation?

11 MR. WARE: I'm going to make sure I do the
12 right thing here.

13 MS. SILVER: Can I speak to Archie for a
14 minute?

15 MR. WARE: Yes, go ahead. Off the speaker?

16 MS. SILVER: Archie?

17 MR. WARE: Yes, go ahead.

18 (Discussion off the record.)

19 MR. WARE: All right. I got -- I'm back on
20 speaker. I'm talking about SAB. She want me to clear
21 it up a little bit.

22 What's happening is a company will bring you
23 up on charges. We don't keep all SAB's charges. What
24 happen is -- I'm going to use you now as an example
25 again. They brought you up on charges. Depends on the

1 -- your case. You may win your case, you may lose your
2 case. Majority of times I win cases, then lose it nine
3 times out of ten, but all depends on the case.

4 And the case still with the contract. So,
5 it's hard to really say how all of this be interpreted
6 without knowing the case.

7 MS. BELL: It's all circumstantial based on
8 whatever --

9 MR. WARE: Around the case.

10 MS. BELL: -- the contract is.

11 MR. WARE: Correct.

12 MS. SILVER: And, Archie, does the union
13 routinely keep disciplinary records of --

14 MR. WARE: No, no, no.

15 MR. SPEAKER: Okay.

16 MS. BELL: So, you wouldn't have a record of
17 that if someone was up for a job and that was
18 something, I mean, that's not going to be in their
19 record. You're not going to see that to know whether
20 you should --

21 MR. WARE: Oh, no, no, no, no, no, no, no, no,
22 no, no, no. I'm not -- when we have job calls, I'm not
23 -- I'm just calling out that job. I'm not seeing
24 nobody -- because I got -- we have too many members in
25 the hall.

1 We can't bring up every member's
2 disciplinary action. Then we won't even have no room
3 for the job call.

4 So, no, we just call out that job and
5 whoever get awarded that job by seniority and
6 qualification, that's who gets the job.

7 MS. SERRIDGE: Can I ask one question? This
8 is Melissa Serridge with TOTE Services. If an
9 individual did an infraction that was so, you know,
10 bad, that the Union, you know, wrote them up on
11 charges, they weren't performing or whatever the case,
12 it was something really bad, what's the process to --
13 is there a process to where you wouldn't let that
14 individual sail anymore for certain things, or is there
15 always like a time period that could pass --

16 MR. WARE: Well, that's what I just said.
17 Yeah, I just said that earlier. I said that she's
18 going for a job, she was awarded the job, but the
19 company turned her down.

20 MS. SERRIDGE: Umhm.

21 MR. WARE: So, she have a right to file a
22 grievance, but we going to award the job to him,
23 because the company saying you have bad evaluations
24 with them, bad performance with them, bad history with
25 them.

1 So, they don't want --

2 MS. BELL: Carrie.

3 MR. WARE: -- Carrie aboard their vessel.

4 So, Carrier going to file a grievance. And then we're
5 going to go ahead and fight on your behalf so maybe
6 down the road you can settle with them for six months
7 down the road, clean up your record or for a year.

8 They may say, go aboard another vessel, get
9 a good evaluation, show us that, then you can come
10 back. It all depends on your circumstance.

11 MS. SERRIDGE: Umhm.

12 MS. SILVER: Archie, in follow-up to her
13 question, though, does the Seafarers Appeals Board have
14 the power to prevent a person from shipping if they did
15 something seriously wrong?

16 MR. WARE: No.

17 MS. SILVER: Can they bar them from
18 employment for a certain period of time?

19 MR. WARE: Only depends on what everybody
20 agreed to regarding the SAB. Could be one year, two
21 years, three years, what everybody agreed to. Depends
22 on the severity.

23 MS. SERRIDGE: And one more question. This
24 is Melissa Serridge. Who sits on the appeals board?
25 Is there representation from -- is it only the Union,

1 or is it the union, the company?

2 MR. WARE: It's the AMA and the union sits
3 on the appeals board.

4 MS. SERRIDGE: Okay.

5 MS. BELL: And who is A-M-A? I'm sorry.

6 MR. WARE: American --

7 MS. SERRIDGE: Maritime Administration.

8 MR. WARE: -- Maritime Administration.

9 MS. BELL: Thank you.

10 MS. SILVER: Association.

11 MR. WARE: Association. Excuse me.

12 MS. BELL: Do you guys have any questions?

13 MR. SPEAKER: One more question about the
14 mariner file that you -- do you keep medical and drill
15 certifications in your maritime file as well?

16 MR. WARE: We don't keep them in our file.
17 They be kept at the school. The only time that we will
18 give them to the mariner if he catch a job.

19 Now, that said if he catch a job, we got to
20 make sure that his merchant mariner's document, his
21 passport, his TWIC card, all his credentials is
22 perfectly correct.

23 MR. SPEAKER: So, you verify all that, all
24 the pertinent certifications before you send them to
25 the job.

1 MR. WARE: Correct.

2 MR. SPEAKER: Okay.

3 MR. WARE: That's in the computer. Correct.
4 That got to be verified. If not, they won't ship him.

5 MR. SPEAKER: And before we continue, add to
6 the interview Brian Young from NTSB Engineering Group.

7 MR. WARE: Brian Young is another gentleman
8 who just came in who said add his name to the list.

9 MR. SPEAKER: Okay. I have no further
10 questions.

11 MS. SERRIDGE: The -- you said -- this is
12 Melissa Serridge. You said that all the credentials
13 and TWIC and all that are verified online.

14 Is that a system that the union uses to
15 house all the current documents?

16 MR. WARE: Yes, what we do now is scan
17 everybody's document in the system so that WILL we know
18 that his merchant mariner's credential is current, his
19 passport is current, his TWIC card is current, all his
20 medicals and (inaudible) is current, his BPDS is
21 current.

22 We got to know that all that stuff is
23 current or he can't -- or he or she cannot go aboard
24 that vessel.

25 MS. SERRIDGE: Now, is that a system that

1 the companies that use the SIU will have access to?

2 MR. WARE: The companies have access to
3 those credentials, yes.

4 MS. BELL: This is Carrie Bell, NTSB. I
5 have a follow-up question to that. If something is not
6 up to date, does someone notify that person and then
7 they provide the documentation or they have to go and
8 do training and then provide that back to you?

9 MR. WARE: Let's say Carrie drew for a job.
10 And now we try to put your name into that billet or
11 that box. It's going to say your merchant mariner's
12 document is not going to last the voyage.

13 And I'm going to tell you right then and
14 there, Carrie, you have a problem with your merchant
15 mariner's credential, why haven't you applied for a new
16 one or show me that that you applied for a new one and
17 we can keep moving forward, because the Coast Guard is
18 going to have yours back in a timely manner.

19 MS. BELL: Okay.

20 MS. SERRIDGE: This is Melissa. So, just to
21 clarify, so that person is ineligible based on their
22 documents. Do you just move to the next person and --

23 MR. WARE: Correct.

24 MS. SERRIDGE: -- start the same process?
25 And if that person meets all the qualifications --

1 MR. WARE: His name will go in the box.

2 MS. SERRIDGE: Gotcha.

3 MR. WARE: His or her name will go in the
4 box as long as they meet the qualifications. If not,
5 our computer is going to say Carrie don't have this
6 endorsement, her name can't go in the box. Carrie
7 don't have this, her name don't go in the box, or she
8 missing this.

9 It got to be -- everything got to match in
10 order for your name to go in the box. If not, your
11 name is not going in the box. I'm not going to do it.
12 This is going to stop it.

13 MS. BELL: Umhm. So, how often are medical
14 records updated in the system or how often do they have
15 to report medical information to you?

16 MR. WARE: They don't report no medical
17 information to me. They just come and do a physical.
18 And that's once every six months.

19 MS. BELL: Every six months they have to
20 provide --

21 MR. WARE: Every six months unless they're
22 on a ship.

23 MS. BELL: Okay.

24 MR. WARE: Then they don't.

25 MS. BELL: And then when do they have to do

1 it?

2 MR. WARE: When they get off.

3 MS. BELL Is there a maximum time -- length
4 of time that they have to provide new information? I
5 mean, if they've bene on a ship for ten months --

6 MR. WARE: Let's say they been on a ship --
7 all right. Go ahead. You used ten months. Go ahead.

8 MS. BELL: And then what happens if -- so,
9 you said every six months they have to --

10 MR. WARE: Correct.

11 MS. BELL: -- renew. So, after ten months,
12 what happens when they get off the ship?

13 MR. WARE: Now, let's say that Carrie just
14 did ten months. Now, she getting off the ship. You
15 have to come back in the hall, re-register and, plus,
16 do a new physical.

17 MS. BELL: Re-register?

18 MR. WARE: Register to compete for work and
19 to going back to your some job. One or the other.

20 MS. BELL: Okay.

21 MR. WARE: Either compete for new work, or
22 go back to your same job.

23 MS. BELL: Got it.

24 MR. WARE: Now, you asked me something else.

25 MS. BELL: I don't remember what it was.

1 MR. WARE: Did I answer your question then?

2 MS. BELL: You did answer my question.

3 MR. WARE: Okay.

4 MS. BELL: Thank you.

5 MR. SPEAKER: I don't have any questions on
6 this portion.

7 MS. BELL: Okay. I've got a couple more
8 questions. In terms of an SIU chairman, I understand
9 that a chairman is someone who goes onboard the ship
10 and gets some overtime on a monthly basis to conduct
11 meetings every month.

12 MR. WARE: That's not correct.

13 MS. BELL: Can you describe is there an SIU
14 chairman and what the process --

15 MR. WARE: The chairman is on the sip at all
16 times.

17 MS. BELL: Right.

18 MR. WARE: Normally the contract says the
19 boatswain is the chairman.

20 MS. BELL: Okay.

21 MR. WARE: Now, if someone don't like the
22 boatswain being the chairman, then the crew could vote
23 the boatswain out and pick whoever they want as
24 chairman.

25 MS. BELL: Okay. So, to start, how do they

1 become chairman? They're voted in?

2 MR. WARE: The contract is going to say the
3 steward is going to be the educational director -- no,
4 the electrician going to be the educational director.
5 The steward is going to be the -- the boatswain is the
6 chairman. The steward is -- the electrician, the
7 educational director. And the steward is the recorder.

8 MS. BELL: Now, is that a permanent position
9 while they're on that contract?

10 MR. WARE: That just come with those three
11 titles. That's not permanent, but they don't have to
12 take those jobs.

13 The steward could say, I don't want to do
14 that job, I'm going to give it to the chief cook. The
15 boatswain could say, I don't want to be the chairman,
16 I'm going to give it to anybody on the ship.

17 It's up to that individual when you say that
18 -- with those three ratings and say they don't want it
19 at all, the crew can say, Archie is not doing a good
20 job as a chairman and they want to vote me out and vote
21 you in. No big deal.

22 MS. BELL: How does that process work?

23 MR. WARE: That's up to the crew on the
24 ship.

25 MS. BELL: They do it themselves?

1 MR. WARE: They do it themselves.

2 MS. BELL: Does that come through the union?

3 MR. WARE: Not for that.

4 MS. BELL: Okay.

5 MR. WARE: Because it's already set up.

6 MS. BELL: Okay. So, what are the duties
7 required for that position?

8 MR. WARE: The ship's chairman?

9 MS. BELL: Yes.

10 MR. WARE: Ship's chairman is -- let's say
11 you got a beef that you cant' get along with him. You
12 all two work in the same department. So, you and him
13 is not seeing eye to eye. So, you want to get another
14 eye to see different. So, you take it to the ship's
15 chairman and maybe he may see different than the way
16 you all see it. That's it.

17 MS. BELL: So, is there any additional
18 training required for that position? I mean, when they
19 go onboard and --

20 MR. WARE: They get a little training when
21 they get recertified, but that's about it. There's no
22 school for that, no.

23 MS. BELL: Okay. What kind of training do
24 they get?

25 MR. WARE: Well, when I did it -- I'm going

1 to go back years ago when I did it. They give you
2 (inaudible), they give you this, they give you social
3 responsibilities, they give you personal
4 responsibilities.

5 I mean, all that kind of stuff like that
6 they give you to make you a better supervisor to
7 understand people, stuff like that. That was years ago
8 when I did it.

9 MS. SERRIDGE: Archie, this is Melissa
10 Serridge again. The boatswain, I'm imaging that the
11 boatswain is normally assigned to that position as
12 chairman, because he's pretty much kind of the
13 supervisor of the unlicensed crew aboard the ship. So,
14 he's probably the one that knows the contract maybe the
15 best out of some of the other ratings.

16 MR. WARE: Normally the boatswain, the
17 steward and the electrician, that's why we give those
18 three the guys -- those ratings we just talked about,
19 because they been around a while and they been around
20 the --

21 MS. SERRIDGE: Because they have to build up
22 to --

23 MR. WARE: -- industry a long time. We
24 don't want to give that to someone that just walked off
25 the streets. They don't know what the heck you're

1 talking about.

2 MS. SERRIDGE: Right.

3 MR. WARE: And they don't know how to
4 represent the member. So, they got to give it to
5 someone that been around a while.

6 MS. BELL: Okay. So, I have --

7 MR. WARE: Someone is trying to call in, but
8 I'm just ignoring it.

9 MS. BELL: Oh, okay. I have a couple more
10 questions that are related to grievances, but I'll go
11 around with this one and see if anyone has questions.

12 MR. SPEAKER: No questions.

13 MR. SPEAKER: No questions.

14 MS. SERRIDGE: No questions.

15 MR. WARE: You still there, Ellen?

16 MS. SILVER: Yeah, I'm still here.

17 MR. WARE: Because someone was trying to
18 call. I just want to make sure that I didn't lose you.

19 MR. YOUNG: This is Brian Young with the
20 NTSB. Does the group chairman hold regular meetings
21 onboard the ship?

22 MR. WARE: Once a month.

23 MR. YOUNG: And are those meeting minutes
24 transmitted to you or the SIU?

25 MR. WARE: We send them up to headquarters.

1 MR. YOUNG: Okay. And is that a vehicle
2 that they could use to raise any complaints to the SIU
3 or beefs from the group?

4 MR. WARE: We try to visit the vessels on a
5 regular basis. This way we could try to deal with the
6 captain and that boatswain and that individual right
7 there and resolve the beefs on the ship before we even
8 send them to headquarters or send them to the company.

9 Now, if the captain don't like what Archie
10 said, then I'm not going to argue with the captain.
11 I'm just going to take it to the company and show the
12 company where it's at in the contract.

13 The company will go back and tell the
14 captain either pay it, or don't pay it, or he's wrong,
15 or he's right.

16 MR. YOUNG: And based on your history with
17 the El Faro, are you aware of many beefs or any out of
18 the ordinary beefs or complaints from that ship?

19 MS. SILVER: Archie, anything like specific
20 such as that will be answered in a subpoena.

21 MR. YOUNG: Okay. The boatswain who is
22 typically the chairman, is he a regular -- on a regular
23 rotation for this company, or is he a permanent --

24 MR. WARE: The guy that was on there?

25 MR. YOUNG: Yeah.

1 MR. WARE: Was the relief. Was not the
2 permanent.

3 MR. YOUNG: Okay.

4 MR. WARE: I believe the permanent was home.

5 MR. YOUNG: Okay.

6 MR. WARE: So, do we have a permanent on
7 there? Yes, but he had to get off at the --

8 MR. YOUNG: He served his four months.

9 MR. WARE: After his time was up, and now a
10 relief guy was on there, correct.

11 MR. YOUNG: Okay. Any other permanent
12 positions with (inaudible) on that ship?

13 MR. WARE: Just those three, the boatswain,
14 steward and electricians.

15 MR. YOUNG: The only permanent.

16 MR. WARE: Only permanent jobs. Everybody
17 else got their job off the board.

18 MR. YOUNG: Okay. Were most of the guys --

19 MR. WARE: Well, they all get their job off
20 the board, but the point is they don't have to compete.

21 MR. YOUNG: Were all of the crew, SIU crew
22 on the El Faro from the Jacksonville home?

23 MR. WARE: They shipped out of Jacksonville.
24 Two or three of them didn't live in Jacksonville, but
25 they shipped out of Jacksonville, yes.

1 MR. YOUNG: And would you say most of them
2 are A men, B men or C men?

3 MR. WARE: The majority on that vessel was
4 A.

5 MR. YOUNG: Was the boatswain recertified?

6 MR. WARE: Yes.

7 MR. YOUNG: Even the relief?

8 MR. WARE: Yes.

9 MR. [REDACTED] [REDACTED] [REDACTED] follow-up.
10 Could you describe -- you mentioned A men, B men and C
11 men. What does that mean?

12 MR. WARE: A, B and C goes by seniority. A
13 C card is when you first walk in the door. You're
14 going to be a C seniority.

15 A B man is when you get 90 and 90 in two
16 consecutive years, but you have to get 90 and 90 in two
17 consecutive years to turn into a B seniority. And you
18 got to maintain that 90 on a regular basis.

19 (Interruption.)

20 MR. WARE: I don't know what that was. You
21 got to maintain that 90 on a regular basis to keep your
22 B seniority. And that's B.

23 In order to get an A seniority, you got to
24 do eight years with the union. And within that eight
25 years, somewhere in that window you're going to have to

1 accumulate 260 days of a calendar year to apply for
2 you're a seniority, and plus 90, 90, 90, 90, 90 for
3 eight consecutive years.

4 MR. [REDACTED] Thank you.

5 MR. WARE: And then you get an -- oh, and
6 you got to have a rating. You can't just be entry
7 level to get an A seniority. You got to be the AB,
8 chief cook, OMU, you got to have a rating from the
9 Coast Guard in order to get an A seniority. You can't
10 be entry level and get an A seniority.

11 MR. [REDACTED] And for the transcript, that
12 was [REDACTED] [REDACTED] that asked that question.

13 MS. BELL: Carrie Bell, NTSB. I have a
14 question about you mentioned you visit the ship. So --
15 on a regular basis.

16 MR. WARE: Yes.

17 MS. BELL: So, what is -- who visits and
18 what is a regular basis?

19 MR. WARE: Well, we visit the ship once a
20 month. That's what we call a regular basis.

21 MS. BELL: Okay.

22 MR. WARE: Once every month, because we
23 can't not -- just not go visit the vessel. They may
24 have problems and we could resolve them before they get
25 big and we going to keep them small.

1 And they hold a meeting once a month aboard
2 ship. And that's what we was talking about earlier.
3 And we send those meetings up to headquarters.

4 MS. BELL: Are those -- is that when you --
5 when you visit the ship is when they have those monthly
6 meetings, or does that --

7 MR. WARE: They have the meetings at sea.

8 MS. BELL: Okay.

9 MR. WARE: They have their meetings at sea
10 and I would have a meeting with them.

11 MS. BELL: Okay. And what is involved in
12 that meeting that you have with them?

13 MR. WARE: It depends. Maybe talking about
14 BPDS, basic safety and training, medical (inaudible)
15 to the kit, whatever is going on with -- they may show
16 that they're still in compliance, they can stay
17 working, stuff like that, or write down telling people
18 to be careful before all this stuff started happening.
19 Stop putting all this dumb stuff on Facebook and --
20 before all of this even started happening, watch out
21 what you do on Facebook because right now the world on
22 the outside is looking at Facebook.

23 And when people go get employment it ain't
24 coming to the maritime world yet, but the outside world
25 is looking at Facebook and stopping you from getting

1 employment, stuff like that. So, you all need to stop
2 playing these kiddie games with Facebook.

3 MS. BELL: All right. So, you advise them
4 of things they shouldn't do in order to keep --

5 MR. WARE: I just tell them. I can't make
6 them.

7 MS. BELL: Okay.

8 MS. SILVER: And, Archie, if somebody has a
9 grievance about conditions onboard a vessel, is that
10 were they can raise it at the monthly meeting?

11 MR. WARE: Yes, that's what she just asked.
12 Let's say someone have a problem aboard a vessel. They
13 don't have to wait until the monthly meeting to come
14 raise it. They can come into the union hall at any
15 given moment and say, I have a problem aboard this
16 vessel and I want to file a grievance just like a guy
17 just came in here today and filed a grievance.

18 They can come in any given moment and file a
19 grievance if they feel as though they have a grievance.
20 Some of them think they do, and some of the grievants
21 does not.

22 MS. BELL: So, how does that --

23 MS. SILVER: But what do they do if they're
24 at sea?

25 MR. WARE: If they're at sea, they got to

1 take it to the ship's chairman.

2 MS. BELL: And from there, what does the
3 ship's chairman do if they're at sea and they file a
4 grievance?

5 MR. WARE: Then the ship's chairman probably
6 will email one of the union halls. Depends on the area
7 where they may be.

8 Then the union official will come down to
9 the vessel, see could they try to resolve it, because
10 we try to keep the members so you don't have to fight
11 the captain or argue with the chief mate or argue with
12 the electrician.

13 Let me be the one to argue with them. This
14 way I'll be the bad guy and you don't got to worry
15 about them messing with you, stuff like that.

16 MS. BELL: So, are those grievances
17 anonymous then? In that case if someone has a problem
18 and you can come aboard or wherever they are the
19 representative comes onboard, do you talk specifically
20 to that problem? You go to that person and say, he's
21 got a grievance?

22 MR. WARE: No, I'm not going to -- you're
23 going to have to seek me out. I'm not going to run all
24 over the vessel and try to find grievances. No, I'm
25 not going to do that.

1 MS. BELL: No, that's not what I was saying.

2 MR. WARE: Gotcha.

3 MS. BELL: So, if they come to you and say
4 there was a grievance, and you come onboard the ship to
5 talk to whoever is in charge --

6 MR. WARE: They going to come to me and say
7 they have a problem. They say, Archie, we have -- I
8 got a problem with the chief mate and I want to file a
9 grievance on him.

10 I say, why don't we all go up to the
11 captain, me, you, chief mate, boatswain, everybody get
12 together, find out can we try to fix this right now
13 before it gets bigger.

14 Sometimes you can fix it right then and
15 there without it going to the next step, and sometimes
16 it got to go to the next step.

17 Now, I'm on the vessel and one of the
18 members came to me and said, I have a problem with
19 either the mate or the engineer. Could be deck or
20 engine. And I say, let's go see the old man, let's go
21 see the captain and we'll speak about it.

22 Depends on whatever the circumstance may be.
23 We get that officer up in (inaudible) and hopefully we
24 can squash it right then and there.

25 Sometimes it does be squashed, and sometimes

1 a letter got to go to the company.

2 MS. BELL: So, if you can resolve it right
3 there, is there still a record of that? Do you do some
4 kind of a report or --

5 MR. WARE: That will go into my patrolman's
6 report, yes.

7 MS. BELL: Okay. So, what else is involved
8 in the patrolman's report? Is it just whatever you had
9 to do when you went on the ship that day?

10 MR. WARE: The patrolman's report is saying
11 what all we spoke about.

12 MS. BELL: Okay.

13 MR. WARE: Whatever I gave in my union
14 meeting to th membership and whatever they gave me,
15 because sometimes they may have me some paperwork and I
16 may say, Carrie, what is this? Which you told me there
17 ain't no milk in the refrigerator. You know what I'm
18 talking about?

19 Steward, why is there no milk in the
20 refrigerator? Captain, why you all didn't order milk
21 overseas? I don't know. I got -- you may write
22 something where I may have to talk to you about and
23 then speak to the captain why you all didn't get this
24 milk or why you all didn't get vegetables from
25 overseas. We didn't get no meat, but it depends on --

1 that's why I said milk or vegetables. Stuff like that.

2 I may look like that and say, here's what
3 you have written down for me to say (inaudible).

4 MS. BELL: Okay. If the issue does not get
5 resolved when you go onto the ship, what is the process
6 for filing that grievance?

7 MR. WARE: Oh, let's say the issue didn't
8 get resolved because the captain thinking he's right.
9 I'm thinking I'm right. I'm going to leave the vessel
10 politely. I'm going to call the company and say the
11 captain is wrong, here it is on this contract, and you
12 need to call the captain, let the captain know -- aware
13 of this clause in the contract and either pay it, or go
14 by it. Go by the rules, or may have to pay out. I
15 don't know. Depends on the circumstance.

16 MS. SILVER: Archie, is there a grievance
17 form that a member can file with the union if he or she
18 has a grievance?

19 MR. WARE: Yes, there is forms in the union
20 hall where they can file a grievance.

21 MS. BELL: And once those grievances are
22 filed they stay in their personal records?

23 MR. WARE: For a while because we just can't
24 keep -- I have a lot of members. After a while I got
25 to purge my file. Depends on how long it's been in

1 there, umhm.

2 MS. BELL: Do you know how long they stay in
3 there?

4 MR. WARE: I would try five years at least.

5 MS. BELL: Okay. Passing it around.

6 MR. SPEAKER: I have no questions.

7 MR. SPEAKER: No questions.

8 MR. ██████████ ██████████ ██████████ with the Coast
9 Guard. Just since you brought it up, you talk about
10 Facebook and, you know, your concerns to the members
11 about Facebook.

12 And in one of the media things that I looked
13 at, we looked at everything to conduct our
14 investigations, it appeared that one of the, perhaps,
15 seafarers had a Facebook post from the El Faro which
16 brought the question to mind -- and this is ██████████
17 ██████████ with Coast Guard, but the question to mind
18 about have any of the seafarers brought to you any
19 safety concerns that were not written down in the
20 grievance process or unofficially?

21 MR. WARE: No. Regarding the El Faro since
22 the El Faro done had this thing since September the
23 29th, I can't forget that day, same thing that you all
24 been hearing on the media, probably the same thing that
25 I've been hearing, oh, the ship is old, but we got old

1 cars on the street.

2 The ship is rusty. The NTSB was on the ship
3 -- was on the El Yunque Friday. They let the ship go
4 back out to sea. I mean, the ship is seaworthy. I
5 mean, I don't know what to tell you. Ships are old.
6 We get -- you old. I'm old.

7 (Laughter.)

8 MR. WARE: That don't mean we're not
9 supposed to keep working. Hang up us. Dry us out.
10 You know what I mean? I don't work that way. We just
11 stay working. We just get better. We don't still got
12 the new technology what a new car or a new ship would
13 have. That's all.

14 MR. [REDACTED] Okay. But just to follow up,
15 did any of the union members come to you with any
16 safety concerns?

17 MR. WARE: No. Regarding the El Faro and
18 the El Yunque?

19 MR. [REDACTED] Correct.

20 MR. WARE: No.

21 MS. SILVER: We're talking generally,
22 Archie.

23 MR. WARE: Yeah.

24 MS. SILVER: Please don't --

25 MR. WARE: About safety, no, people don't

1 come to me about safety unless there is a safety issue.

2 MR. [REDACTED] Okay. Thank you.

3 MR. WARE: I mean, that's general completely
4 without having the El Yunque. I'm talking about all
5 our vessels. If there was a safety issue and we go
6 aboard it -- I don't have to go aboard a ship. They
7 send it to my email and say we have a problem. So,
8 they address it.

9 MR. [REDACTED] So, [REDACTED] [REDACTED] again. So,
10 the only way that you know about a safety issue aboard
11 a vessel is if somebody goes through the -- goes
12 through the process of sending you an email?

13 MR. WARE: Or we go aboard the vessel.

14 MR. [REDACTED] Okay.

15 MR. WARE: And we got -- and all of our
16 members -- all our officials go aboard all of our
17 vessels.

18 MR. [REDACTED] And by officials you mean --

19 MR. WARE: That's me.

20 MR. [REDACTED] -- union officials?

21 MR. WARE: That's me, right. When I go
22 aboard the El Yunque, the El Faro, used to be the El
23 Morro, we just go aboard those vessels when they come
24 in port on a regular -- she say how we visit them. I
25 told her once a month on a regular basis. So, and

1 sometimes it's twice a month on a regular basis.

2 MR. [REDACTED] So, would you say that you
3 have very good interaction with the vessel crews?

4 MR. WARE: I would say yes to that.

5 MR. [REDACTED] And would you say that you
6 have a good knowledge of the safety issues that occur
7 on these particular TOTE vessels?

8 MR. WARE: I would say yes and no. Because
9 if not brought to my attention, like I say, I'm not
10 going to run around a vessel and look for a safety
11 problem, because those guys is basically living on that
12 ship 24 hours, seven days a week. I'm only on there
13 for a couple of minutes.

14 So, they would say, Archie, this is what
15 took place in the engine room, this is what took place
16 in the galley, or this is what took place on deck.

17 They would physically bring that to my
18 attention. And I would bring it to the captain's
19 attention or the chief engineer's attention and make
20 sure that everybody is aware of that problem and fix
21 it.

22 MR. [REDACTED] Okay. So, do you interact
23 with seafarers at any time when they're ashore from
24 these ships?

25 MR. WARE: When you say interact with them,

1 do I hang out with them personally at their house and
2 stuff like that? No.

3 MR. [REDACTED] Okay.

4 MR. WARE: Do I know them personally on a
5 personal note, everybody on that ship? Yes, I know
6 them personally.

7 MR. [REDACTED] Okay. Are you aware of any of
8 the captains of those three vessels that might have
9 left for safety reasons?

10
11 MS. SILVER: Archie, I object to that
12 question.

13 MR. WARE: I don't know. I don't know. I
14 mean, she object to the --

15 MR. [REDACTED] Well, she can't object. She
16 can talk to you about it.

17 MR. WARE: Well, she didn't --

18 MS. SILVER: Well, we discussed beforehand
19 that any specific information would be subpoenaed and
20 the union will respond to the subpoena that Archie was
21 just going to speak in generality.

22 MR. [REDACTED] Thank you.

23 MR. WARE: Okay.

24 MR. YOUNG: Brian Young with the NTSB. One
25 general question. In the union hall, is TOTE

1 considered one of the coveted jobs or better jobs to
2 get based on the pay? Do the guys want to work for
3 TOTE?

4 MR. WARE: They want to work for TOTE. They
5 want to work for Merck. They want to work for Crowley
6 (phonetic). They want to work for ATC. All of them is
7 prime ribs, yeah.

8 MR. YOUNG: Would you say this is filet
9 mignon, or prime rib.

10 MR. WARE: Every one I just named is filet
11 mignon.

12 MR. YOUNG: Okay. So, this is a sought
13 after company to work for.

14 MR. WARE: It's a good company to work for.

15 MR. YOUNG: Okay. And the guys want -- they
16 want to get into a ship.

17 MR. WARE: Yes. I mean, I had a gentleman
18 in my office today said, man, I probably would have
19 drew for that job. Didn't even know that this was
20 going to happen, because that's what they do.

21 MR. YOUNG: Thank you.

22 MS. BELL: Does anyone else have any
23 questions?

24 MR. SPEAKER: No.

25 MS. BELL: [REDACTED]

1 MR. [REDACTED] No.

2 MS. BELL: Okay. Thank you for your time.

3 MR. WARE: Thank you.

4 MS. BELL: We really appreciate you coming
5 in.

6 MR. WARE: No problem.

7 MS. BELL: And this is going to conclude our
8 interview. It is almost five o'clock.

9 MR. WARE: Thank you.

10 MS. BELL: Thank you.

11 (Whereupon, at 5:00 o'clock p.m. the
12 interview of ARCHIE WARE was concluded.)

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A

A-M-A 23:5
A-R-C-H-I-E 4:10
AB 7:1,1 10:20 11:9
 14:9 18:14 36:7
able 2:17 11:13
aboard 19:7 22:3,8
 24:23 31:13 37:1
 38:12,15 39:18 45:6,6
 45:10,13,16,22,23
ABS 1:15 12:9
access 25:1,2
accident 1:4 2:4
accumulate 36:1
action 21:2
actions 17:19
add 24:5,8
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C E R T I F I C A T E

MATTER: El Faro Incident
Accident No. DCA16MM001
Interview of Archie Ware
Jacksonville, FL

DATE: 10-13-15

I hereby certify that the attached transcription of page 1 to 56 inclusive are to the best of my professional ability a true, accurate, and complete record of the above referenced proceedings as contained on the provided audio recording; further that I am neither counsel for, nor related to, nor employed by any of the parties to this action in which this proceeding has taken place; and further that I am not financially nor otherwise interested in the outcome of the action.



NEAL R. GROSS

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Office of Marine Safety
Transcript Errata

Matter: EL FARO Investigation/Interview
Ref Nbr: DCA16MM001

Dear Mr. Ware:

Enclosed with this letter is a copy of the transcript of interview for **Archie Ware** taken on **Oct 14, 2015**. Kindly review this transcript for accuracy and provide corrections, if any, in the attached table.

Thank you in advance for your attention to this matter.

11/5/15

Date

Carrie Bell

Major Marine Accident Investigator

TABLE OF CORRECTIONS TO TRANSCRIPT OF INTERVIEW FOR

ARCHIE WARE

TAKEN ON

OCT 13, 2015

PAGE NUMBER	LINE NUMBER	CURRENT WORDING	CORRECTED WORDING
4	25	grievance	grievances
5	22	grievances	grievances
7	5	call	calls
7	6	send	sends
7	7	Then the manpower, send	delete "the" before Manpower, sends
8	8	need	needs
10	8	training	Endorsement
12	4	Okay	Yes
13	8	--	system
13	14	licensed	Unlicensed
14	21	Lindbergh	Lundeberg
17	6	selected	select
17	16	filing grievance	insert "a" before grievance
18	21	settle	sail
19	23	don't, SAB's	do, SAB
19	24	happen	happens
20	4	still	deals
20	5	this be interpreted	will be interpreted
22	4	Carrier	Carrie is
22	16	No	Yes
24	17	WILL	delete "WILL"
24	20	BPDSD	VPDSD
25	9	drew	threw in
28	12	not	(remove) not
28	15	sip	ship
29	3	educational director	Ship Secretary
36	1	of	in
36	2	you're a	your A
37	14	BPDSD	VPDSD
37	23	it ain't	it's not
38	10	were	where
42	8	captain thinking	Insert "is" before thinking
42	11	on	in

48	5	Merck	Maersk
----	---	-------	--------

If, to the best of your knowledge, no corrections are needed kindly circle the statement "no corrections needed" and initial in the space provided.

NO CORRECTIONS NEED. _____
Initials

A
[Redacted]

Printed Name of Person providing the above information

[Redacted]

Signature of Person providing the above information

11-12-15

Date