

**AMENDMENT NO. 16 - 1**  
**TO THE**  
**RULES AND REGULATIONS PROVIDING BENEFITS**  
**OF THE**  
**MEBA VACATION PLAN**

At their October 2016 meeting, the Trustees of the MEBA Vacation Plan (the "Plan") approved a technical amendment to the Plan to clarify the formula for converting overtime and/or supplemental pay into vacation days.

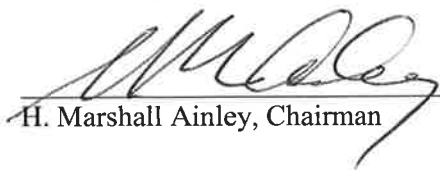
1. Effective January 1, 2016, Section 6 is amended to read as follows:

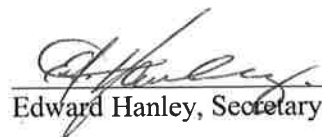
Unless otherwise provided in a collective bargaining agreement, an Officer may elect to convert all or part of his overtime pay or all or part of his supplemental pay, into days of vacation. Such election must be made at the time the voyage commences. The appropriate form must be completed by the Officer and an authorized Company representative and submitted with the Application for Vacation Pay. A period of vacation based on converted overtime or supplemental pay must be taken immediately preceding the regular vacation period and will be computed in accordance with the following formula:

$$\text{Gross Overtime or Supplemental Pay} \div \text{Daily Vacation Wage} = \text{Vacation Days}$$

A Licensed Officer may elect to take part of his Converted Overtime Vacation benefit and carry over the balance. The rules covering Partial Converted Overtime Vacations are described in Section 3(C) hereof.

Language Approved: October 27, 2016

  
H. Marshall Ainley, Chairman

  
Edward Hanley, Secretary