



BENEFIT PLANS

MEBA MEDICAL & BENEFITS PLAN


MEBA PENSION TRUST

MEBA TRAINING PLAN

MEBA VACATION PLAN

1007 EASTERN AVENUE, BALTIMORE, MARYLAND 21202-4345 • (410) 547-9111

TO: Vacation Plan Participants Employed aboard MARAD Vessels

FROM: Allen R. Szymczak, Administrator 

RE: Filing for Vacation Benefits Earned While in Full Operating Status (FOS) and Reduced Operating Status (ROS)

The March 2005 MARAD contract states that pay in lieu of time off for earned vacation days is permissible. An Officer may elect to file for vacation benefits earned while serving aboard a MARAD vessel, regardless of the vessel's operating status, and still return to his/her position. Upon payment, the vacation period associated with the payment will **only be placed prospectively** from the last day of covered employment, be it FOS or ROS. Be advised, however, that you will not receive pension credit under the MEBA Pension Trust or credit towards eligibility under the MEBA Medical and Benefits Plan for both the FOS/ROS vacation time and the overlapping FOS/ROS employment.

This may be best explained using some examples.

FOS VACATION DURING ROS EMPLOYMENT

Example 1

An individual returns from 60 days of FOS service on January 31, returns to ROS service on February 1 and remains so employed for purposes of this example. During his FOS employment, the individual earned 60 days of vacation. He files to receive the vacation earned in FOS on February 1. Benefits are paid and the vacation period begins on February 1 and runs from February 1 through April 1, the date the vacation period ends. In this case, the last day of covered employment before filing for the vacation earned in FOS was January 31. There is no retroactive effective date of the vacation before the last day of covered employment, and proof of all employment up to the day prior to the start of the vacation period must be submitted at the time the vacation application is submitted.

Example 2

A different individual aboard the same vessel also returns from FOS service on January 31, returns to ROS service on February 1 and remains so employed for purposes of this example. During his FOS employment, the individual earned 60 days of vacation. He files to receive the vacation earned in FOS on March 15. In this case, benefits are paid and the vacation period begins on March 15 and runs from March 15 through May 13, the date the vacation period ends.

In this case, the last day of covered employment before filing for the earned vacation was March 14. There is no retroactive effective date of the vacation before the last day of covered employment, and proof of all employment up to the day prior to the start of the vacation period must be submitted at the time the vacation application is submitted.

ROS VACATION DURING ROS EMPLOYMENT

Example 1

An individual is employed aboard a MARAD vessel in ROS on January 1, and remains so employed for purposes of this example. He files to receive the vacation earned in ROS on November 1. During his ROS employment, the individual earned 15 days of vacation. Benefits are paid and the vacation period begins on November 1 and runs from November 1 through November 15, the date the vacation period ends. In this case, the last day of covered employment before filing for the vacation earned in ROS was October 31. There is no retroactive effective date of the vacation before the last day of covered employment, and proof of all employment up to the day prior to the start of the vacation period must be submitted at the time the vacation application is submitted.

If you have any questions, please contact the Vacation Department at Plan Office at 1-800-811-6322 or 410-547-9111.