

**AMENDMENT NO. 23-4  
TO THE  
RULES AND REGULATIONS  
OF THE  
MEBA MEDICAL AND BENEFITS PLAN**

At their June 14, 2023 meeting, the Trustees of the MEBA Medical and Benefits Plan (the “Plan”) amended the Plan’s Rules and Regulations effective January 1, 2024 to eliminate the need for annual physical exams to be conducted at a MEBA Diagnostic Center.

1. Article I, Section 6 is amended to read as follows:

6. Notwithstanding any other provisions to the contrary, for an individual who is not an Eligible Employee or Dependent, but is a registered individual seeking employment with an Employer and a physical is required in order to ship; the Plan will cover the expense of an annual physical exam conducted at a MEBA Diagnostic Center. The Plan will also cover expenses for blood work, tests and vaccinations necessary to ship conducted at a MEBA Diagnostic Center (including benzene certification and mariner-required vaccinations including, but not limited, to: COVID-19, MMR, polio, tetanus, varicella, hepatitis A, typhoid, yellow fever, influenza and smallpox ).

2. No transportation costs associated with a physical exam (or test/vaccinations) under this Section 6 will be covered by the Plan. Article VI, Section 4(a) shall be amended in its entirety to read as follows:

(a) General health examinations and routine immunizations, except as provided in Section 3(e), Article I, Section 6, and Article XIV.

3. Article VI, Section 3 shall be amended to add the following new paragraph (p) at the end thereof to read as follows:

(p) **Blood Work Expenses Associated with Annual Diagnostic Examinations.**  
Blood work associated with an annual diagnostic examination performed at a location other than a MEBA Diagnostic Center or Designated Alternate Clinic as permitted under Article XIV, Section 1, to the extent such bloodwork is part of an annual diagnostic examination performed at a MEBA Diagnostic Center or Designated Alternate Clinic, including: bilirubin (direct), gamma glutamyl transferase, hemoglobin A1C, TSH, uric acid, urinalysis (complete), CBC (includes differential and platelets), iron (total and total iron binding capacity), lipid panel, standard (profile), comprehensive metabolic panel, RPR (diagnosis, with reflect to titer and confirmatory testing). In addition, for women age 45 and over: HS-CRP, and for men over age 45: HS-CRP, and PSA (total).

4. Article XIV shall be amended in its entirety to read as follows:

**Article XIV  
Annual Diagnostic Examinations**

1. Eligible Employees (and their Dependents) and Pensioners (and their Dependents) shall be entitled to diagnostic examinations available through the MEBA Diagnostic Centers or an alternate clinic

designated by the Board of Trustees (“Designated Alternate Clinic”) not more than once in any calendar year. Effective January 1, 2024, except as otherwise required under an applicable collective bargaining agreement, this diagnostic examination may, but need not be, performed at a location other than a MEBA Diagnostic Center or Designated Alternate Clinic. Diagnostic examinations performed at a location other than a MEBA Diagnostic Center or Designated Alternate Clinic are covered with no Cost Sharing (as defined in Article VI, Section 2(j)) for in-network providers.

2. No travel expenses will be reimbursed for travel to undergo a diagnostic examination unless it is performed at an MEBA Diagnostic Center. An Eligible Employee or Pensioner who lives in excess of 75 miles from a MEBA Diagnostic Center shall be afforded one (1) round trip per year for him and his family from his home of record to the nearest MEBA Diagnostic Center.
  - (a) *Travel Agency:* The Plan will arrange with an appropriate contracted travel organization for the provision of travel services to Participants attending the MEBA Diagnostic Centers. Use of the contracted travel organization (“Travel Agency”) will be mandatory to receive reimbursement of all air travel expenses. A Participant must book a return flight that is within 90 days of the date of the original flight to be eligible for reimbursement. For dependents, the return flight must be booked within 14 days of the original flight to be eligible for reimbursement. Notwithstanding the preceding sentence, the Administrator may approve reimbursement of travel expenses that a Participant incurs for which the Travel Agency is not used, provided the Administrator determines that i) extenuating circumstances exist that warrant an exception to the requirement that the Travel Agency be used, and ii) such approval will result in a cost savings to the Plan.
  - (b) *Travel Policy:* Reimbursement for round-trip transportation from the participant’s home of record will be made in accordance with the travel reimbursement policy adopted by the Trustees. The travel policy may, from time to time, be amended by the Trustees.
  - (c) *Home of Record:* The Participant’s Home of Record will be the Participant’s primary residence. If a Participant’s primary residence is outside of the United States (for this purpose, “United States” means the 50 states, the District of Columbia and Puerto Rico), the Home of Record for the purpose of paying the travel reimbursement will be deemed to be the airport that is closest to the Participant’s Home of Record and that is included on the list, designated by the Trustees, of major airports in the Continental United States.
  - (d) *Frequency of Reimbursement:* Reimbursement of round-trip transportation will be afforded to a participant or eligible dependent(s) to attend a MEBA Diagnostic Center. No more than one round-trip reimbursement will be made for any person during any calendar year. Travel paid or reimbursed by a MEBA Training Plan contributing employer for travel to the School or by the MEBA Training Plan for transportation to the School immediately before or after a MEBA Diagnostic Center exam will not be eligible for reimbursement by the MEBA Medical and Benefits Plan.
  - (e) *Travel by Train or Bus:* Reimbursement for travel by train or bus shall be based on the actual fare incurred; however reimbursement will not exceed the maximum amount payable had the participant traveled by air and used the Plan’s travel organization.
  - (f) *Travel by Automobile:* Reimbursement for travel by automobile shall be based upon mileage, payable at a per mile rate not to exceed the IRS mileage allowance then in effect, and will not exceed the maximum amount payable had the participant traveled by

air and used the Plan's travel organization. The maximum reimbursable mileage shall be computed on the basis of official automobile club maps. For automobile travel in excess of 400 miles one way, gasoline and/or hotel receipts must be presented to establish actual travel.

- (g) *Payment:* Travel reimbursement will be paid upon receipt by the Plan Office of a properly completed Diagnostic Center reimbursement claim and actual travel documentation.
- (h) *ROS Employment:* In the case of a participant employed as a permanent ROS employee traveling from a ROS vessel, reimbursement from the vessel will be paid in lieu of the participant's home of record.
- (i) *Required Documentation:* For all travel subject to reimbursement, copies of actual travel documentation, including but not limited to, tickets, boarding passes and receipts must be presented. The Plan's Travel Agency's reports may be accepted for reimbursement in lieu of actual tickets, boarding passes and receipts.
- (j) *Miscellaneous Expenses:* An allowance of \$20 per family shall be payable for miscellaneous expenses.

The allowance shall be increased up to a maximum of \$50.00 per family for miscellaneous expenses when air travel is used, provided actual taxi/transportation receipts are presented to justify any increase.

If a participant uses a Designated Alternate Clinic and the Home of Record for such person is more than 75 miles from the Designated Alternate Clinic, an allowance of up to \$50.00 per family will be available, provided transportation receipts are presented to justify the is used.

Adopted in Principle: June 14, 2023

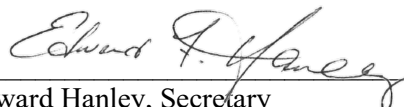
Effective Date: As stated

Language Approved: October 5, 2023



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Adam Vokac, Chairman



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Edward Hanley, Secretary