



MEBA
Benefit Plans
Safeguarding MEBA Members and Families

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IMPORTANT NOTICE

April 4, 2025

To: Participants of the MEBA Medical Plan and/or the MEBA Vacation Plan

We have previously written to you about the Trustees' efforts to modernize Plan Office operations to make them work better for participants. We have made substantial progress and the Trustees continue to modernize existing practices to make them more efficient. The Trustees are convinced that such efforts are in the best interest of Plan participants. At their recent Board meetings, the Trustees of the MEBA Medical Plan and the MEBA Vacation Plan determined that it is in the best interests of participants and beneficiaries to close the Medical Plan's two clinics (in Baltimore and Oakland) and the two remaining Vacation Plan outport offices (in Boston and Seattle). All will close effective June 30, 2025; however, staff retirements may result in locations closing sooner.

The Trustees believe that the modernization of systems and processes and the availability of electronic transmission of vacation and port relief claims and benefit payments have eliminated the need for the Vacation Plan outport offices. It simply is no longer necessary to file vacation and port relief claims in person at a port. You can file claims directly with the Plan Office as follows: (1) by mail to Vacation Department, 1007 Eastern Avenue, Baltimore, Maryland 21202; (2) by email to Vacation@mebaplans.org; (3) by fax to (443) 923-1293; or (4) by stopping by the MEBA Plans Office in Baltimore. You can also ask a union representative at a MEBA union hall to assist with completion and submission of a vacation or port relief claim. The Vacation Plan has also posted a tutorial on its website to assist participants with the process and help to avoid common mistakes. The Trustees are also designing an additional option that will allow you to file a vacation or port relief claim from your phone, tablet, or computer. We will advise when that option is available.

In January 2024, the Trustees authorized participants and beneficiaries to get their annual physicals at locations other than the two MEBA clinics. Many participants and their families have taken advantage of that opportunity. The employers and the MEBA have been modifying collective bargaining agreements to eliminate the need for members to get an annual physical at a MEBA clinic and instead only require a USCG medical certificate (from any provider) to ship.

The Trustees recognize that the closure of the clinics may result in confusion regarding how to obtain a USCG annual physical and completed Form CG-719K. Not all doctors are familiar with USCG requirements; however, most personal physicians can complete a CG-719K without issue. The Medical Plan has also identified Concentra as an option for obtaining USCG physicals, including all required tests. Concentra is a large national provider of employment physicals that provides all USCG required tests, including benzene testing. Concentra has offices all over the

country and near every MEBA hall and offers all the USCG physical requirements that the MEBA clinics currently do, as well as drug and benzene tests. **At this time, Concentra will be available only to sailing participants and retirees who need a USCG physical, although physicals for dependents may be available in the future.**

The MEBA Medical Plan is in the process of contracting with Concentra for Concentra to bill the Plan directly, rather than have participants pay and submit a bill to the Plan for reimbursement. This should make payment and paperwork for USCG physicals as seamless as possible for participants. We will post information on the MEBA Plans website once the Plan has an arrangement with Concentra and will provide full details then. The Plan is also working with Concentra to have Concentra include all elements of the MEBA physical as an option for participants. We will provide more information once we finalize details with Concentra.

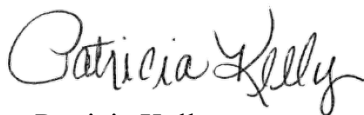
We have enclosed a list of Concentra locations near MEBA halls, but participants are free to use any Concentra facility they choose or to choose another provider (**note that reimbursement is at 100% only for Concentra and in-network providers (CareFirst BC/BS)**). You can also find locations on the Concentra website at concentra.com. You can also use one of the existing alternate clinics (West Jefferson in Greta, LA and American Family Care (previously called Doctors Express) in Houston, TX) but only if the alternate clinic is in-network at the time of your physical. Also, note that the alternate clinics will no longer bill the Plan directly. This means that you will have to handle your own payment arrangements.

The clinics will stop taking appointments after June 20, 2025, in order to have enough time for lab work to be processed and reports to be finalized before June 30, 2025. If you have an appointment for a physical at the Baltimore or Oakland clinic on or before June 20, the clinic will see you as scheduled. If you have an appointment after June 20, your appointment will be cancelled and you should schedule an appointment elsewhere, either at a Concentra location or with a doctor of your choosing. **The Plan will not pay any travel expenses related to physicals.**

All Baltimore and Oakland clinic records are maintained electronically at the Plan Office in Baltimore, so the closing of the clinics will not affect your ability to access your records after June 30.

The Trustees understand that change is sometimes difficult, but it also comes with opportunities to make things better. We ask for your patience during the transition and appreciate your feedback.

Sincerely,



Patricia Kelly
Executive Director

Enclosure – Concentra Locations