

**THIRD AMENDMENT
TO THE
RULES AND REGULATIONS
OF THE
MEBA MEDICAL AND BENEFITS PLAN
AS AMENDED AND RESTATED EFFECTIVE JANUARY 1, 2025**

On January 15, 2026 the Trustees approved amendment of the Plan's Rules and Regulations effective January 15, 2026 to waive the initial eligibility requirement for a new entrant to complete 30 days on the payroll in covered employment, when certain conditions have been met;

Accordingly, the Plan's Rules and Regulations as amended and restated effective January 1, 2025 are hereby amended as follows:

1. Effective January 15, 2026, the second paragraph of Article I, Section 1 shall be amended to read as follows (*new language shown in bold italics*; deleted language shown in strikethrough):

In order to establish initial eligibility under the Plan, Employees who have not previously participated in the Plan ("new entrants") must complete thirty (30) days on the payroll in covered employment with one or more Employers within any period of six (6) consecutive calendar months.

Notwithstanding the foregoing, the above initial eligibility requirement to complete thirty (30) days on the payroll in covered employment shall be waived for a new entrant if: (1) the Employee has continuously been employed by an Employer for more than 30 days; (2) the Employee has lost health coverage under his or her former health plan due solely to a change in a bargaining agreement or bargaining agent; and (3) the Employer agrees to pay, and pays, additional contributions to the Plan on behalf of the Employee and all other similarly situated Employees on a uniform basis. If all of the above conditions are met, the Employee's eligibility for benefits will commence effective as of the date both conditions (1) and (2) have been met.

After establishing initial eligibility under the Plan, during the year after their first date of covered employment, new entrants will maintain eligibility for benefits after completing a second period of thirty (30) days on the payroll in covered employment within any period of six (6) consecutive calendar months. Thereafter, the sixty (60) days in six (6) months rule for maintaining eligibility described in the ~~first~~ **next** paragraph ~~hereof~~ **below** shall apply. Notwithstanding anything herein to the contrary, for purposes of establishing initial eligibility and maintaining eligibility, "overlap days" shall count as days on the payroll in covered employment. An "overlap day" occurs when an Employee who first reports to work aboard a vessel and the Employee being relieved are both required to work on, and are paid a shipboard wage for, that same day, regardless of whether contributions are paid on behalf of such Employee for that day.

Adopted in Principle: January 15, 2026
Effective Date(s) as provided in the amendment.
Language Approved: February 25-26, 2026

Signed by:

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Adam Vokac, Chairman

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Edward Hanley, Secretary