

M.E.B.A. Trustees Make Series of Changes to Plans

A series of alterations to the M.E.B.A. Plans were made by Trustees in mid-July. A summary of these changes follows:

Health Plan Changes:

- As of 9/1/08, the 6% mandatory contribution on converted overtime will no longer be deducted from members utilizing this option.
- Effective immediately, the trustees approved an additional option for members eligible to retire or members with retirements now pending. This extra option includes a 50% partial lump sum buyout with a continuing monthly annuity giving members who are eligible to retire, the option of investing a portion of their pension while still maintaining the security of an M.E.B.A. pension fund backed annuity.
- Travel reimbursement for participants who live at least 75 miles from the nearest MEBA diagnostic center will be subject to the same terms as for the training program outlined below except for the following:
 - Reimbursement is limited to one trip per year for participants and dependents.
 - All travel reimbursements will be limited to the cost of a round trip coach ticket between Miami, FL and New Orleans, LA.
 - There will be no ground transportation allowance for participants flying to a diagnostic center but the \$20 miscellaneous allowance per family will continue to be paid.

Pension Plan Changes:

- Effective immediately, the trustees approved an additional option for members eligible to retire or those members with retirements now pending. This extra option includes a 50% partial lump sum buyout with a continuing monthly annuity giving members who are eligible to retire, the option of investing a portion of their pension while still maintaining the security of a M.E.B.A. pension- fund backed annuity.

Vacation changes:

As of January 1, 2009, members will be able to file for vacation five times instead of three times effectively giving members the opportunity to take smaller vacations and time their return to work dates more efficiently. If you have filed three times to 1/1/09, this change will not affect you.

In an effort to further reduce escalating costs of M.E.B.A. Plans programs, the trustees have approved the following changes at the July Trustees meetings:

Training Plan Travel Policy:

- The travel allowance previously paid to participants in Calhoon M.E.B.A. Engineering School training classes has been replaced by reimbursement for actual travel expenses.
- In order to qualify for reimbursement, all travel arrangements must be made with Egencia, the Training Plan's travel agency. Travel can be booked at egencia.com 24 hours a day or via phone between 8 am and 5 pm. Agent assisted reservations outside of

these normal hours will incur extra booking fees which will not be reimbursed. Change and cancellation fees will not be reimbursed.

- Air travel will be reimbursed for any class of at least one week's duration (not to exceed two reimbursements in one calendar year). Round trip coach airfare will be reimbursed from the Participant's Home of Record (address on file with the Plans Office) and BWI airport. A \$100 ground transportation fee will also be paid upon course completion.
- Train or bus travel will be reimbursed on the basis of actual fare paid not to exceed the cost of air travel from Participant's Home of Record.
- Automobile Travel will be reimbursed based on actual miles traveled (as calculated by automobile club maps) at the IRS mileage allowance rate not to exceed the cost of air travel. Trips over 400 miles will require extra documentation.
- Participants may be reimbursed for travel from a location other than their Home of Record provided the reimbursement amount does not exceed that from their Home of Record. Permanent ROS employees will be reimbursed for travel from their ROS vessel.
- For all reimbursement, actual documentation must be presented including but not limited to tickets, boarding passes and receipts. Travel expenses paid by a participating employer are not entitled to reimbursement.

Training Allowance

- The \$50 per day training allowance has been eliminated although pension credit for each calendar day enrolled in a course (excluding arrival and departing weekends) will still be earned subject to a four week per year maximum.

January Classes

- 2008 classes will end on December 19 and C.M.E.S will be closed for the month of January in 2009. These changes were necessary and unanimously agreed upon by management and Union Trustees.

Please refer to the complete notice posted at mebaplans.org for full details.