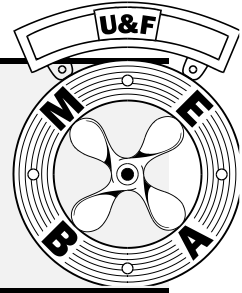


MEMORANDUM



September 17, 2025

Guidance on Physicals

To take a job at a Union hall or clear for shipping work, an individual needs a valid USCG Medical Certificate that is good for the duration of the voyage. After being dispatched, most companies have the ability to request a brief pre-sign-on Physical at their discretion and at their cost.

The M.E.B.A. Medical Plan covers eligible participants for two Physicals per year. We recommend all sailing members complete a USCG 719k Physical every year to avoid documentation delays or missing employment.

The Medical Plan covers one Blue Cross/Blue Shield Physical, normally conducted via a personal physician. All the tests previously conducted by the M.E.B.A. Diagnostic Center are covered, and those tests/codes are listed on the M.E.B.A. Plans website if you want to share it with your physician. Virtually all personal physicians can also complete the USCG Physical form, 719k, at the same time. This is generally a high-quality Physical with your physician who can follow up with concerns, prescribe medication and provide health guidance.

The Medical Plan additionally covers a Physical at any of the 400 nationwide Concentra locations. This is designed to be more of a “check-the-box” USCG 719k Physical; only the testing required for the USCG Physical is provided, and you should not expect wrap-around care. Concentra is also the best location to obtain a Benzene Test, which is required for tanker work and recommended for anyone sailing off the board or interested in employment on tankers. Concentra will also be offering drug testing services as well. To obtain services at Concentra, the best path is to contact the Medical Department of M.E.B.A. Plans, tell them the Concentra location you would like to utilize and which individual component or combination of the three options you want, i.e. Physical, Benzene Test,

and/or Drug Test. The Plans will code the tests, you walk into Concentra or set up an appointment (each Concentra does scheduling a bit different), and everything is pre-approved - and you pay nothing out of pocket. You are able to walk into Concentra and get the same services without contacting the M.E.B.A. Medical Plan first, however you will have to pay out of pocket and get reimbursed later. Concentra provides the results of your testing to the M.E.B.A. Medical Plan who will provide it to the participant upon their request - similar to how the Diagnostic Centers functioned.

NOTE on Benzene: Concentra has a standard form proving a successful Benzene check was conducted, that works for all tanker employers except for OSG. Currently, OSG wants the Benzene certification and specific M.E.B.A. form. Concentra has this form in their system. If you are interested in OSG work, we suggest you request Concentra complete both Benzene forms, the standard one and the 'OSG' one. We are working with the employer to rectify this matter.

Most employers are on the standard Dry Cargo and Tanker agreements from 1984 which provide the company the ability to require a brief pre-sign-on Physical after an individual is dispatched. Some utilize this option, some do not. Several of the companies that require the pre-sign-on Physicals allow an individual to opt-out of the pre-sign-on Physical by sending them only Page 9 of the 719k. It contains no medical information, but shows you received a USCG Physical within the last year.

Again, there is no requirement for an individual to take either of the two Physicals that the M.E.B.A. Plan covers, however, individuals shipping out need a valid USCG Medical Certificate for the duration of their assignment.

We appreciate the patience of the membership as our processes get established. Most members are reporting positive and seamless experiences. However with 400 Concentra locations, not all operate the exact same way or are familiar with mariners or the M.E.B.A. yet. Please share your experiences with your hall. We actively address and correct any issues and work with Concentra to educate their clinics as necessary.