



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258
Uliga Campus
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931
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CMI POLICY NO. 400 - 6.4.2

Transportation Policy (Extended Employment Benefits)

Status: Active
Effective Date: March 18, 2024
Approval Date: March 18, 2024

<p>1. Policy Statement</p>	<p>The College provides a repatriation transportation allowance to full-time Employees recruited to positions recruited internationally and whose usual place of residence is outside of the Republic of the Marshall Islands.</p>
<p>2. Purpose for the Policy</p>	<p>Transportation benefit is part of the extended benefits package added to an Employee's contract as needed for recruitment incentive and employee retention.</p>
<p>3. Definitions</p>	<p>Internationally competitive expatriate recruitment- Positions open normally for expatriate recruitment</p>
<p>4. <i>Statements of Elaboration of Policy.</i></p>	<p>The language needs to be consistent throughout the contract general terms and condition, and throughout the policy. As such, it is recommended to change 'first year' to 'initial contract' :</p> <p>6.4.2.a</p> <p>Once a contract for a Full-Time, Permanent Position is signed by an Employee who is hired from outside the Republic of the Marshall Islands, the College provides transportation from the point of hire to the job location by the simplest, most economical and most direct route. New Employees may arrange their own air transportation and be reimbursed by the College upon their arrival, or they may request the College to purchase tickets for them. Conditions that apply to this benefit include the following:</p> <p>a.) Eligible for the transportation benefit are the full-time Employee, his or her spouse, and dependent children under eighteen (18) years of age. Dependents are required to reside in</p>



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	the Marshall Islands for a minimum period of 24 months to qualify for this benefit. If the Employee fails to complete the initial contract of employment the Employee is obligated to pay to the College an amount equal to the expense undertaken by the College in providing these benefits
i. Cross References to Related Policies	6.4.2.c: If the Employee fails to complete his/her initial contract of employment then the College is not obligated to provide return transportation to the Employee, spouse and dependents 6.4.2.d: Eligibility for repatriation travel pursuant to any renewal contract of employment subsequent to the initial contract of employment will be subject to the following...
5. Responsible Officer	Director Human Resources
6. Key Offices to Contact Regarding the Policy and its Implementation	Human Resources Department
7. Links to Procedures or Forms	https://docs.google.com/document/d/1F8j0EOzN2cl-qLzCwkxeDXjcvdHON63/edit
8. Date of Initial Policy	March 24, 2004
9. Date(s) of Any Revisions	November 29, 2021

President's Signature

DocuSigned by:

 89BEB3BDDC23455

March 18, 2024

Dr Elizabeth Switaj

Date