

# ILWU-PMA BENEFIT PLANS /

International Longshore & Warehouse Union —  
Pacific Maritime Association

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ILWU-PMA Pension Plan  
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan  
ILWU-PMA Supplemental Welfare Benefit Plan

June 23, 2009

To: ILWU Watchmen Local 26

From: Dottie Reed, Manager, Pension Plans

**Subject: ILWU-PMA Watchmen Local 26 Pension Plan - Early Retirement Incentive Program**

The July 1, 2008 Memorandum of Understanding provides for an Early Retirement Incentive Program under the ILWU-PMA Watchmen - Local 26 Pension Plan. Under this program, eligible participants may retire prior to age 62 with no reduction in their pension benefit amount. The first date to retire under this Program is August 1, 2009.

To be eligible to retire with an unreduced pension under the Early Retirement Incentive Program, a participant must submit an application to retire between August 1, 2009 and January 31, 2010 or between August 1, 2012 and January 31, 2013; must be at least age 59½ as of the effective date of the application (the participant's retirement date); and must have accrued at least thirteen (13) credited years of service under the Pension Plan.

Applications for retirement may be submitted up to six months prior to the effective date of the application. Retirement applications may be obtained at your Local or from the Benefit Plans office. Retirement applications may also be downloaded at [www.benefitplans.org](http://www.benefitplans.org) (see "Download Forms").

Please contact the Benefit Plans office with any questions about the Early Retirement Incentive Program.

cc: Ron Costa, Area Welfare Director

A copy of this memo can be downloaded at [www.benefitplans.org](http://www.benefitplans.org)

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