



ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

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

July 14, 2006

TO: ILWU Longshore, Ship Clerk, and Walking Boss/Foreman Locals

FROM: Dottie Reed, Manager, Pension Plans

SUBJECT: ILWU-PMA Pension Plan – Early Retirement Incentive Program

The July 1, 2002 Memorandum of Understanding provides an Early Retirement Incentive Program. Under this program, Participants may submit an application for retirement between August 1, 2006 and January 31, 2007 (provided they have attained 59½ years of age during this period and have a minimum of thirteen (13) qualifying Years of Service) and be eligible to retire with an unreduced pension benefit prior to age 62 with a retirement date as late as February 1, 2007.

For example, if a Participant who is age 60 and credited with 35 Years of Service applies to retire under the Early Retirement Incentive Program (between August 1, 2006 and January 31, 2007), no actuarial reduction would be applied to the accrued benefit and the Participant's monthly benefit upon retirement would be \$4,725.00 (\$135 x 35 years). If a Participant who is age 60 and credited with 35 Years of Service applies to retire as of July 1, 2006 (prior to the Early Retirement Incentive Program effective date) or after January 31, 2007 (the last day to submit an application under the Early Retirement Incentive Program), the Participant's accrued monthly benefit of \$4,725 (\$135 x 35 years) is reduced by 10% on account of retiring prior to age 62. (The Pension Plan actuarial reduction factor is 5% per year that retirement precedes age 62.) The Participant's monthly benefit as of July 1, 2006 would be \$4,252.50 (\$135 x 35 years x 90%).

Any questions regarding a Participant's benefit under this Early Retirement Incentive Program should be directed to the Benefit Plans office.

cc: Area Welfare Directors

A copy of this memo may be downloaded at www.benefitplans.org