

**A Supplemental Summary Plan
Description of
ILWU-PMA Welfare Plan
Death, Accidental Death and
Accidental Dismemberment
Benefit Program**

Provided under
Alta Health & Life Insurance Company
Group Policy Nos. G-49864 and G-49869

This is a general description of the death, accidental death and accidental dismemberment benefit programs provided under the ILWU-PMA Welfare Agreement and set forth in a group Insurance policy issued to the Trustees of the Welfare Plan by Alta Health & Life Insurance Company. It is subject to and does not change the provisions of that policy or the provisions of the ILWU-PMA Welfare Agreement.

Each participant of the ILWU-PMA Welfare Plan has been provided with a Summary Plan Description, as required by the Employee Retirement Income Security Act (ERISA). The Summary Plan Description describes the Welfare Plan, its eligibility requirements, and benefits. It also informs participants about Supplemental Summary Plan Descriptions pertaining to individual benefit programs. The Supplemental Summary Plan Descriptions are available from the Plan office upon request.

ILWU-PMA Welfare Plan
1188 Franklin Street - Suite 300
San Francisco, CA 94109
(415) 673-8500

IRS Employer Identification No. 94-6068578
Plan No. 501

Union Trustees
Robert M. McElrath
Ray Ortiz, Jr.
Joseph Wenzl

Employer Trustees
James R. Britton
R.P. Holbrook
Michael H. Wechsler

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ELIGIBILITY

Death, accidental death and accidental dismemberment benefits are provided to active and retired Longshoremen who have eligibility under the ILWU-PMA Welfare Plan. *Longshoremen*, as the term is used in this booklet, refers to Longshoremen, Ship Clerks, Walking Bosses/Foremen, and Watchmen members of Locals 26 and 75. A full explanation of how eligibility is established is given in the Welfare Plan Summary Plan Description.

There are two separate Programs of death, accidental death and accidental dismemberment benefits. Program I covers all eligible actively employed Longshoremen. Program II covers all eligible Longshoremen retired under the ILWU-PMA Pension Plan or the ILWU-PMA Watchmen Pension Plan, as well as certain Social Security retirees.

BENEFITS

Death Benefits: Death benefits, when payable, are paid on account of death due to any cause, regardless of any Accidental Dismemberment benefits that have been paid.

Accidental Death Benefits: Accidental Death benefits, when payable, are paid in addition to Death benefits when death occurs within one year following and as a result of an accident on or off the job. Accidental Death benefits are reduced

by the amount of any Accidental Dismemberment benefits paid on account of the same accident.

Accidental Dismemberment Benefits: Accidental Dismemberment benefits, when payable, are paid to an eligible active or retired Longshoreman who suffers the loss of a hand, foot, or the permanent loss of the sight of an eye as the result of an accident on or off the job. The *full benefit* is paid for the loss of two or more such members. *One-half the full benefit* is paid for the loss of any one such member. A benefit is payable only if the loss occurs within one year of the accident.

Burial Expense: Alta Health & Life Insurance Company may, at its option, pay an amount not to exceed \$500.00 to any person or provider determined to be entitled to the payment because of expense incurred in connection with burial of an eligible active or retired Longshoreman. Claims for burial expense should be filed with the Plan office by submitting an itemized statement of funeral expenses, and proof of payment if applicable. *The amount otherwise payable under Program I or Program II is reduced by the amount of the burial expense benefit.*

**ACCIDENTAL DEATH AND
ACCIDENTAL
DISMEMBERMENT
BENEFIT LIMITATIONS**

Accidental death benefits and accidental dismemberment benefits are paid only with respect to accidental death or bodily injury. No benefits are payable for death or injury caused by or contributed to by (a) attempted suicide or intentional self destruction, or the intentional act of another during an altercation in which the insured individual participated, other than as a spectator; (b) war or act of war, or while in the armed forces of any country; (c) ptomaines, bacterial infections (except infections which occur through accidental

cut or wound), or any other kind of disease; (d) any drug, except drugs prescribed by a physician, including narcotics and hallucinogens, or any gas or fumes taken or inhaled voluntarily; (e) voluntary poisoning; (f) travel or flight in any vehicle for aerial navigation being used for test or experimental purposes, or operated under the direction of any military authority.

**DEATH, ACCIDENTAL DEATH
AND ACCIDENTAL
DISMEMBERMENT BENEFIT
AMOUNTS EFFECTIVE
JULY 1, 1990**

PROGRAM I: Active Longshoremen
Death Benefit \$27,000

Accidental Death and Accidental
Dismemberment Benefit \$27,000

Death and Accidental Death benefits are paid to the Active Longshoreman's designated beneficiary. Accidental dismemberment benefits are paid to the eligible Longshoreman.

PROGRAM II: Retired Longshoremen
Death Benefit \$5,000

Accidental Death and Accidental
Dismemberment Benefit \$5,000

Death and Accidental Death benefits are paid to the Retired Longshoreman's designated beneficiary. Accidental Dismemberment benefits are paid to the eligible Longshoreman.

BENEFICIARY DESIGNATION

The ILWU-PMA Welfare Plan Beneficiary Designation Form must be completed by active and retired Longshoremen in order to make a beneficiary designation. Beneficiary Designation Forms may be obtained at the locals or from the Welfare Plan office.

Beneficiary Designation Forms must be submitted to the Trustees c/o the ILWU-PMA Welfare Plan office in San Francisco. No Beneficiary Designation Form will be effective until it is received by the Trustees.

Changes in beneficiary designation may be made at any time by submitting a new Beneficiary Designation Form to the Welfare Plan office.

The designated beneficiary may be any person or organization **except** an ILWU local, the ILWU International, and Pacific Maritime Association. A valid Living Trust may also be the designated beneficiary. A Longshoreman may designate more than one beneficiary and specify the percentage of benefits payable to each, and/or specify a contingency beneficiary to take the place of a primary beneficiary who is deceased or otherwise unqualified to receive the benefit. If no designation is made, benefits are paid under the laws of the State of California and as provided in the agreements between the Trustees of the Welfare Plan and Alta Health & Life Insurance Company.

HOW TO CLAIM BENEFITS

Death and Accidental Death Benefits: Death and Accidental Death benefit claims should be filed with the Welfare Plan office by submission of a certified copy of the Certificate of Death.

Accidental Dismemberment Benefits: Claims for Accidental Dismemberment benefits should be filed by letter with the Welfare Plan office within 90 days of the dismemberment. Documentation requested by the Trustees must also be submitted.

The address for all claims and correspondence is:

ILWU-PMA Welfare Plan
1188 Franklin Street - Suite 300
San Francisco, CA 94109

CLAIMS REVIEW PROCEDURES

Any claim for ILWU-PMA Welfare Plan Death, Accidental Death, or Accidental Dismemberment Benefits which is denied or partly denied will be reviewed upon request of the claimant.

■ Claim Denial

If a claim is denied or partly denied, notification will be given to the claimant in writing. The notification will be written in understandable language and will state:

- Specific reasons for denial of the claim;
- Specific reference to provisions of the Welfare Plan or to contract provisions upon which the denial is based;
- A description, if appropriate, of additional information or material which might enable the claimant to perfect his claim, and the reason such information or material is required; and
- An explanation of how, where and when the claimant may obtain a review of the denial.

Notice of the denial of a claim must be given within 90 days of the date the claim is submitted, or within 180 days provided that the claimant is notified of the need for an extension. A claim that is not acted upon within 90 days may be deemed by the claimant to have been denied.

■ Request for Claim Review

Within 60 days after a claim has been denied, or deemed denied, the claimant or the claimant's representative may make a written request for a review. Pertinent documents relating to the denial may be inspected. Comments or arguments may be submitted in writing. Submit requests for review in writing to:

Alta Health & Life Insurance Company
Group Life Claims - D801
P.O. Box 1080
Denver, CO 80201

Requests for review of any claim may also be submitted to the Trustees of the ILWU-PMA Welfare Plan. The Welfare Plan Trustees will either provide the review or refer the request to Alta Health & Life Insurance Company, and will make certain that the claimant receives a full and fair review.

■ Decision on Review

A decision on review of a claim will be made within 60 days after receipt of the request for review. If an extension of time is required, the claimant will be so notified, and a decision will be made within 120 days after receipt of the request for review. A request for review that is not acted upon within these time limits may be deemed by the claimant to have been denied. The decision will be written in understandable language, and will make reference to specific Welfare Agreement or contract provisions on which it is based.

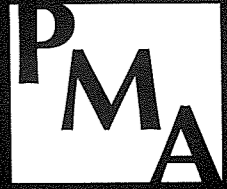
Other ILWU-PMA Welfare Plan Programs

In addition to the death, accidental death and accidental dismemberment benefit programs described in this booklet, the ILWU-PMA Welfare Plan provides coverage for other benefits including hospital-medical-surgical benefits, prescriptions drugs, vision care, dental benefits, hearing aid benefits, benefits for temporary disabilities, and alcoholism and drug recovery program benefits.

For information regarding these benefits and eligibility requirements, see the Summary Plan Description and the applicable Supplemental Summary Plan Descriptions.

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DEATH ACCIDENTAL DEATH AND ACCIDENTAL DISMEMBERMENT BENEFIT PROGRAMS

**An ILWU-PMA Welfare Plan
Benefit for eligible
active and retired Longshoremen,
Ship Clerks, Walking
Bosses/Foremen,
and Watchmen members
of Locals 26 and 75**

Supplemental Summary Plan Description