ILWU-PMA BENEFIT PLANS /

International Longshore & Warehouse Union —
Pacific Maritime Association **www.benefitplans.org**

1188 FRANKLIN STREET • SUITE 101 • SAN FRANCISCO, CALIFORNIA 94109

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ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

March 25, 2026

To: **ILWU Longshore, Ship Clerk, Walking Boss/Foreman, and Watchmen Locals**

From: **Mario Perez, Director of Benefit Plans**

Subject: **ILWU-PMA Welfare Plan – July 1, 2026 Annual Review**

The attached notice will begin mailing this week to members losing coverage July 1, 2026. Although the letter has a deadline of May 31, the Benefit Plans Office will continue to accept reinstatement requests as they are received. Those regaining coverage will also be notified.

Attachment.

cc: Area Welfare Directors

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

MP:ld/opeiu29, afl-cio/MTP_Ship Clerk, Walking Boss & Foreman Locals/2026 Annual Review – 03.25.2026

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3/23/2026

Participant Name
Participant Address

xxx Hours in 2025 payroll year
xxx Hours in second half of 2025 payroll year

RE: Loss Of Welfare Plan Eligibility Effective 7/01/2026

In accordance with provisions of the ILWU-PMA Welfare Plan, eligibility for all registered longshoremen is reviewed each year by the Plan Office. Payroll records reflect that you do **not** have the required hours for Welfare Plan benefits to continue beyond 7/01/2026. Accordingly, if no Welfare eligibility claim is submitted on your behalf, and you do not otherwise request a review of this decision, **your eligibility for Welfare Plan benefits will terminate effective 7/01/2026.** Welfare Plan benefits include hospital, medical, surgical, vision, prescription drugs, dental, hearing aid, death and dismemberment, non-industrial disability and alcoholism/drug recovery benefits.

Below is information regarding the hours requirement, credit provided for additional hours to re-establish Welfare Plan eligibility, and how to initiate and submit eligibility claims.

Hours requirement for Welfare Plan year beginning 7/01/2026:

800 credited hours in 2025 payroll year, or

400 credited hours in second half of 2025 payroll year.

Credited payroll hours include hours worked, PGP weekly credits and third shift hours credits. Your credited hours in the 2025 payroll year appear at the top of this notice.

The Welfare Plan also provides credit for additional hours to re-establish eligibility for the reasons listed below:

1. Absences due to any on or off-the-job disability during the 2025 payroll year.

2. Absences under 90 days for reasons other than illness or injury during the 2025 payroll year.

3. Amputation due to an on-the-job injury.

RegNo

4. Social Security Retirement, without an ILWU-PMA Pension.

5. Intraport Travel Hours Credits.

Eligibility claims for any of the above-listed reasons must be submitted by your Joint Port Labor Relations Committee (JLRC) to the Benefit Plans.

To initiate a claim, provide your local with the information as follows:

Non - industrial disability - submit a doctor's letter stating the period(s) of time you were disabled from work in 2025

Industrial disability - submit a doctor's letter and verification of industrial compensation received for period(s) of disability in 2025

Other credited absence - submit verification of absence in 2025, i.e. JLRC approval of leave of absence of less than 90 days.

Your local will not automatically submit a claim; it is your responsibility to provide your local with the necessary information and request that a claim be processed.

To ensure that you do not lose coverage on July 1, the Plan Office must receive your completed claim no later than May 31. This means you should provide your local with the information now, to give them time to prepare and submit your claim through the JLRC.

NOTE: The Plan Office will notify you of your eligibility status after your claim has been processed.

A review of eligibility is also conducted each year on January 1. You may regain eligibility on that date for the next six months if you are credited with 400 hours (hours worked, sick credit hours and PGP weekly credit) during the first half of the current payroll year.

Further information about eligibility for Plan benefits, loss of eligibility and re-establishing eligibility is in the ILWU-PMA Welfare Plan Summary Plan Description. Copies of the SPD are available upon request.

Please contact the Plan Office if you have any questions regarding this review.