ILWU-PMA BENEFIT PLANS /
International Longshore & Warehouse Union —
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ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

DATE: June 23, 2025

TO: ILWU Longshore, Ship Clerk and Walking Boss/Foreman Locals and ILWU Watchmen Locals 26 and 75

FROM: Mario Perez, Director of Benefit Plans

SUBJECT: Welfare, Pension, Holiday, and Vacation Employer Contribution Rates Effective July 1, 2025 for Employees Working in Non-Covered Employment

This notice pertains to the Welfare Plan contribution rate required of Employers with employees who participate in the ILWU-PMA Welfare Plan but who are not working in covered employment. Such employees include those employees of Union locals, the Coast Labor Relations Committee and local Labor Relations Committees, Coast Committeemen, International Officials, certain local clerical employees, Benefit Plans Office employees, and PMA employees.

New monthly rates are effective as of July 1, 2025, and are based on employment status, as follows:

Medicare-eligible Retirees	$1,574.29
Medicare Retirees – Dental Only	$ 204.33
Retirees not yet eligible for Medicare	$3,758.77
All other Employees	$3,758.77
All other Employees - Dental Only	$ 242.76

The new rates were reflected in the August 2025 billing statements, which were distributed by the Plan Office around June 25, 2025.

Also enclosed is a memo from PMA regarding Pension, Holiday, and Vacation Plan Rates.

Enclosure

cc: Trina Grady – ILWU-PMA Benefit Plans
Marisol O'Connor – Coast Longshore Division

MP:st/opeiu/MTP – Welfare Plan Employer Contribution Rates eff 7.01.25-non-cov emp – Final V2 062325-06232025

Pacific Maritime Association
Headquarters

Fiscal Year 25-26
Pension, Holiday and Vacation Plan Rates

Effective for the payroll week beginning 8:00 a.m. June 28, 2025, the man-hour rate for the 2025/2026 fiscal year for participation in the ILWU-PMA Pension Plan will be $18.30, for the PMA Paid Holiday Plan will be $2.66, and for the PMA Vacation Plan will be $4.62.

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