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

October 22, 2025

TO: ILWU Watchmen Local 75

FROM: Jacquie Gasparro, Manager Pension Plans

SUBJECT: ILWU-PMA Watchmen Pension Plan Participant Status Reports

Participant Status Reports will begin mailing shortly to each active ILWU-PMA Watchmen Pension Plan participant, showing his or her Pension Plan status through 2024. A sample report is enclosed.

The Participant Status Report reflects a benefit accrual of $175.00 for each qualifying year of more than 800 hours or thereafter. Hours under "WRK/PGP HOURS" include Work hours. Hours credited for disability absence are included under "LRC/CMP HOURS". Military service hours are included under "OTHER HOURS". Hours under "CV-19 HOURS" are COVID hour adjustments for Local 26 based on plan provisions applicable to Local 26 only.

If your members have questions about the information shown in the status reports, please let us know. Information that is in error in the reports may be corrected by submitting a request in writing to the Plan office with any supporting documentation.

An updated Participant Status Report will be mailed to each active participant following the close of each Payroll Year.

Enclosures

cc: Joe Cabrales, Area Welfare Director

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

JG:alh/opeiu29, afl-cio/MTP_Watchmen Local 75/PSR 2024 Memo – 10.10.2025

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October 2025

TO: ILWU-PMA WATCHMEN PENSION PLAN PARTICIPANTS – LOCAL 75

Enclosed is your Participant Status Report (PSR) showing the status of each year from your start in the industry through 2024.

Your PSR indicates your total credited years of service under the Pension Plan and your vested status as of the end of the 2024 Payroll Year. Effective January 1, 1999, a Participant is vested in his or her accrued benefit upon attaining five credited Years of Service (or Normal Retirement Age, if earlier), provided that the Participant is credited with an hour of service in the 1999 Payroll Year or later. Hours under "CV-19 HOURS" are COVID hour adjustments for Local 26 based on plan provisions applicable to Local 26 only.

For Local 75 Participants retiring with a Separation Date on or after July 1, 2022, the Plan accrual rate is $175.00 per month per year of service, up to a maximum of 37 years. The maximum monthly pension payable is $6,475.00 (37 years x $175.00= $6,475.00).

Information about Survivor Benefits: A Survivor Pension is payable to your qualified Surviving Spouse as defined under the Pension Plan in accordance with federal law. If you are a vested active Participant at your death, a Survivor Pension will be payable to the person who is legally married to you on the date of your death and for at least a one-year period ending on your date of death. If your death occurs after you retire a Survivor Pension is payable to the person who is legally married to you on your Pension Commencement Date and for at least one year ending on that date, or if the marriage occurs less than one year before your Pension Commencement Date a Survivor Pension is payable to the person who is legally married to you on your Pension Commencement Date and continuously for a one-year period ending on or before the date of your death. Subsequent divorce does not disqualify the person who meets the definition of a Surviving Spouse from receiving a Survivor Pension in the event of your death as a Pensioner. If there is no qualified Surviving Spouse, a Child Survivor Pension may be payable to the Dependent Child(ren) of a Pensioner, or of an active Participant aged 60 or older, subject to the terms and conditions of the Pension Plan.

Enclosure

JG:alh/opeiu29, afl-cio/MTP_Watchmen Local 75/PSR 2024 Letter – 10.10.2025

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PARTICIPANT STATUS REPORT

SAMPLE

LOC-REGISTRATION# :75-12345
DATE OF BIRTH 3/01/1957
NORMAL RET. DATE: 2/01/2023
REGISTRATION DATE : 1/19/2018
DEREGISTRATION DATE:
ORIGINAL REG DATE :
INDUSTRY START YEAR: 2004

Subject: ILWU-PMA Watchmen Pension Plan - Participant Status Report

The purpose of this report is to inform you of your status as a Participant in the ILWU-PMA Watchmen Pension Plan.

PLAN YEAR	WRK/PGP HOURS	VAC HOURS	HOL HOURS	LRC/CMP HOURS	CV-19 HOURS	OTHER HOURS	TOTAL HOURS	BENEFIT CR	VEST CR	STATUS
2004	0	0	0	0	0	0	0	0.00000	0	BREAK-IN-SERVICE
2005	8	0	0	0	0	0	8	0.00000	0	BREAK-IN-SERVICE
2006	191	0	0	0	0	0	191	0.00000	0	BREAK-IN-SERVICE
2007	359	0	0	0	0	0	359	0.00000	0	BREAK-IN-SERVICE
2008	379	0	0	0	0	0	379	0.00000	0	BREAK-IN-SERVICE
2009	391	0	0	0	0	0	391	0.00000	0	ALL SERVICE LOST
2010	222	0	0	0	0	0	222	0.00000	0	BREAK-IN-SERVICE
2011	369	0	0	0	0	0	369	0.00000	0	BREAK-IN-SERVICE
2012	442	0	0	0	0	0	442	0.00000	0	BREAK-IN-SERVICE
2013	1,430	0	0	0	0	0	1,430	1.00000	1	QUALIFYING
2014	1,440	0	0	0	0	0	1,440	1.00000	1	QUALIFYING
2015	2,033	0	0	0	0	0	2,033	1.00000	1	QUALIFYING
2016	1,932	0	0	0	0	0	1,932	1.00000	1	QUALIFYING
2017	732	0	0	0	0	0	732	1.00000	0	QUALIFYING
2018	689	0	0	0	0	0	689	0.00000	0	NON-QUALIFYING
2019	1,796	0	72	0	0	0	1,868	1.00000	1	VESTED
2020	484	90	120	0	0	0	694	0.00000	0	NON-QUALIFYING
2021	684	0	16	200	0	0	900	1.00000	1	QUALIFYING
2022	1,685	0	0	0	0	0	1,685	1.00000	1	QUALIFYING
2023	1,250	90	72	0	0	0	1,412	1.00000	1	QUALIFYING
2024	438	90	104	0	0	0	632	0.00000	0	NON-QUALIFYING

VESTED YEAR: 2019

TOTAL BENEFIT CREDITS: 9.00000
EST. ACCRUAL RATE : $175.00
***EST. MONTHLY BENEFIT: $1,575.00**

You have had 5 consecutive break-in-service years which have canceled the qualifying years previously credited to you. You have no accrued pension benefits as of 2009. See the cancellation of years of service & loss of participation section of the Summary Plan Description.

Some of the information on this Report may be unverified. Any information found to be in error will be corrected. No one should act on the basis of the information shown on this report when he knows that the information is in error. If you believe any of the information shown is in error, please contact the Pension Plan Office.

Trustees - ILWU-PMA Watchmen Pension Plan

*(TOTAL BENEFIT CREDITS x EST. ACCRUAL RATE = EST. MONTHLY BENEFIT).