ILWU-PMA BENEFIT PLANS /

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

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

PHONE (415) 673-8500
FAX (415) 749-1400

ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

December 18, 2025

TO: ILWU Watchmen Locals 26 and 75

FROM: Jacquie Gasparro, Manager, Pension Plans

SUBJECT: INFORMATION FOR PENSIONERS
2026 Medicare Part B Premium Reimbursement
2025 IRS Form 1099-R

Attached is information which will be mailed to the homes of all pensioners in December 2025. The 2025 1099-R tax forms will be mailed to the homes of all pensioners before January 31, 2026.

Attachments.

cc: Area Welfare Director, Northern California
Area Welfare Directors, Southern California

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

JG:alh/opeiu29, afl-cio/MTP_Watchmen Locals 26 & 75/ 2026 Medicare Reimbursement & 2025 IRS Form 1099-R – 12.18.2025

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December 2025

TO: PENSIONERS, SURVIVING SPOUSES AND ALTERNATE PAYEES UNDER THE ILWU-PMA PENSION PLAN OR THE ILWU-PMA WATCHMEN PENSION PLAN AND PENSIONERS AND BENEFICIARIES RECEIVING MEDICARE PART B REIMBURSEMENT UNDER THE ILWU-PMA WELFARE PLAN.

1099-R FORM: Your tax Form 1099-R reflecting the total amount of pension payments issued in 2025 and the amount of federal income tax withheld, if any, will be distributed in a separate mailing before January 31, 2026.

Watchmen pensioners who receive benefit payments either from Lincoln National Life Insurance Company or Allstate Life Insurance Company will receive tax Form 1099-R from the insurance company for payments issued in 2025. The information provided below regarding normal and disability pensions is applicable to Lincoln National and Allstate payments.

NORMAL AND DISABILITY PENSIONS: These payments are considered ordinary income for tax purposes by the IRS. Your Form 1099-R will show the total amount of pension payments issued in 2025 in **Box 1** and the taxable amount of such payments in **Box 2a**. The amount of federal income tax withheld, if any, is shown in **Box 4**. **Box 7** shows an IRS code which identifies the type of pension (distribution) you received. Recipients will be required to attach Form 1099-R to their returns if Federal income tax withholding is shown in **Box 4**. A sample of a blank Form 1099-R appears on the reverse side of this page for your reference.

Under IRS regulations some disability pensioners may be entitled to claim a tax credit on account of disability. Individual tax advisers or the IRS can assist disability pensioners in determining whether or not they are entitled to such credit.

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Federal income taxes are automatically withheld from Pension Plan payments in required amounts unless pensioners elect otherwise. Pensioners who receive their pension payments outside the United States may not elect exemption from withholding. **Withholding election forms are available at the Locals and can be requested from the Benefit Plans Office or can be downloaded at www.benefitplans.org. Elections may be made and revoked as often as desired.** Penalties may be incurred under federal tax rules if sufficient tax is not withheld from pension payments and payments of estimated tax are not adequate.

(over)

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CALIFORNIA RESIDENTS ONLY: The amount of State income tax withheld, if any, is shown in **Box 14** of Form 1099-R. Recipients will be required to attach Form 1099-R to their returns if California income tax withholding is shown in **Box 14**.

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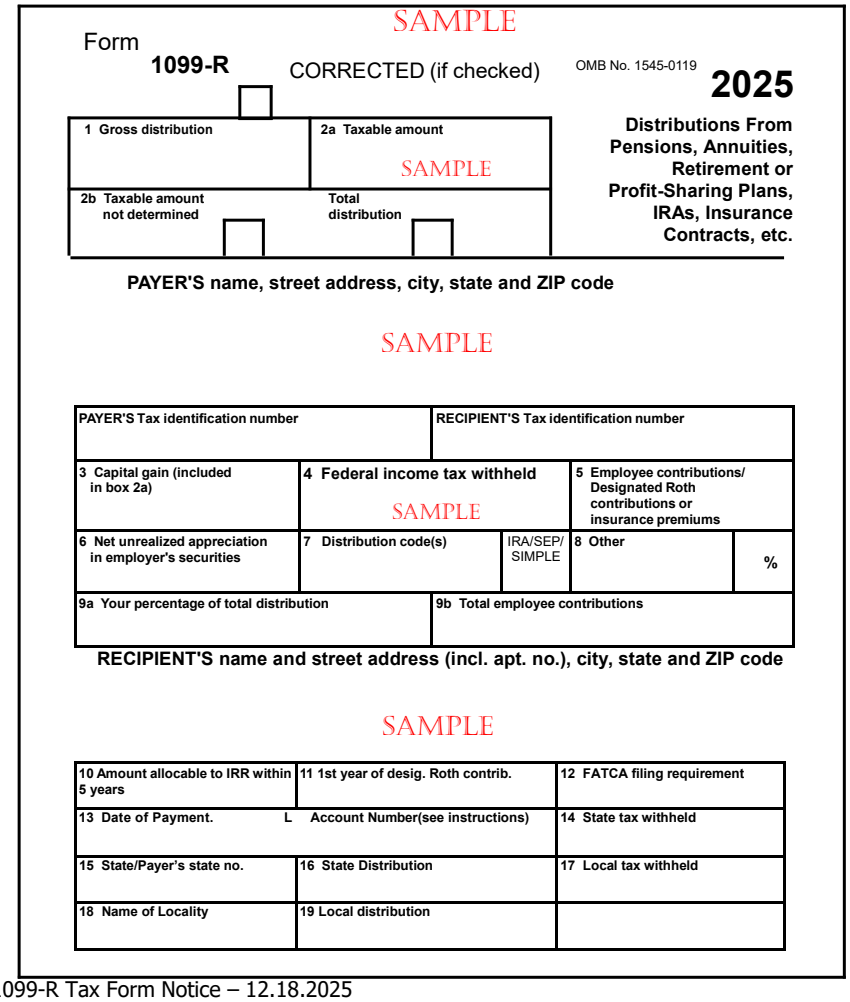
INFORMATION OFTEN REQUESTED BY TAX ADVISERS, LAWYERS, AND THE IRS

MEDICARE PART B PREMIUM REIMBURSEMENTS: The Benefit Plans Office has been advised that under IRS regulations Medicare Part B premium reimbursements are not subject to income tax. Therefore, the amount reimbursed by the Benefit Plans Office for Medicare Part B premiums is not included on Form 1099-R.

All Pension Plan benefits are employer contributed, with no contribution by the longshoreman, ship clerk, walking boss/foreman, surviving spouse, alternate payee or watchman.

NOTE: THIS BULLETIN IS BEING DISTRIBUTED AS A MATTER OF CONVENIENCE AND IS NOT INTENDED AS TAX ADVICE. YOU SHOULD NOT RELY ON THIS BULLETIN AS TAX ADVICE. ALL QUESTIONS REGARDING TAXES OR TAXABILITY OF BENEFIT PAYMENTS SHOULD BE REFERRED TO YOUR INDIVIDUAL TAX ADVISER OR THE IRS.



SAMPLE

Form **1099-R** CORRECTED (if checked) OMB No. 1545-0119 **2025**

1 Gross distribution	2a Taxable amount SAMPLE	Distributions From Pensions, Annuities, Retirement or Profit-Sharing Plans, IRAs, Insurance Contracts, etc.
2b Taxable amount not determined	Total distribution	

PAYER'S name, street address, city, state and ZIP code

SAMPLE

PAYER'S Tax identification number		RECIPIENT'S Tax identification number	
3 Capital gain (included in box 2a)	4 Federal income tax withheld SAMPLE	5 Employee contributions/ Designated Roth contributions or insurance premiums	
6 Net unrealized appreciation in employer's securities	7 Distribution code(s)	IRA/SEP/ SIMPLE	8 Other %
9a Your percentage of total distribution		9b Total employee contributions	

RECIPIENT'S name and street address (incl. apt. no.), city, state and ZIP code

SAMPLE

10 Amount allocable to IRR within 5 years	11 1st year of desig. Roth contrib.	12 FATCA filing requirement
13 Date of Payment. L Account Number(see instructions)		14 State tax withheld
15 State/Payer's state no.	16 State Distribution	17 Local tax withheld
18 Name of Locality	19 Local distribution	

ILWU-PMA Benefit Plans – 1188 Franklin St., Ste. 101 – San Francisco, CA 94109 – (415) 673-8500

THIS MAILING CONTAINS INFORMATION FOR PENSIONERS, SURVIVING SPOUSES AND ALTERNATE PAYEES UNDER THE ILWU-PMA PENSION PLAN OR THE ILWU-PMA WATCHMEN PENSION PLAN AND PENSIONERS AND BENEFICIARIES RECEIVING MEDICARE PART B REIMBURSEMENT UNDER THE ILWU-PMA WELFARE PLAN

For Pensioners and Beneficiaries receiving Medicare Part B Reimbursement under the ILWU-PMA Welfare Plan:

MEDICARE PREMIUM RATE

The Medicare Part B premium for 2026 will be $202.90 per person for most members whose modified adjusted gross income does not exceed $109,000 ($218,000 for couples). Individuals whose modified adjusted gross income exceeds that amount, or who are Social Security recipients whose cost of living adjustment covers the increase in Medicare Part B premiums deducted from their Social Security benefits, are subject to higher premium amounts.

All Pensioners and Beneficiaries who receive a monthly Medicare Part B premium reimbursement from the Plan must submit documentation annually to the Benefit Plans Office verifying the amount of their monthly premium so that they can be reimbursed accurately. (Please note: new Pensioners and Beneficiaries may have a 2026 monthly Medicare Premium rate of $202.90.)

If you receive a Medicare Part B reimbursement amount which you believe is incorrect, please contact the Benefit Plans Office immediately.

DISABLED PERSONS UNDER AGE 65

A disabled person under age 65 is entitled to Medicare coverage after the 24th month of his or her social security benefit entitlement. Under provisions of the Welfare Plan, eligible pensioners and their dependents and survivors under age 65 must notify the Benefit Plans Office when they become eligible for Medicare due to disability. **If you have not reported your own or your dependent's entitlement to Medicare – please do so now**, as this will allow us to reimburse your Medicare premium.

ALL PERSONS

The Benefit Plans Office must be notified about any of the events listed below:

1. **CHANGE OF MARITAL STATUS:** Divorce, Marriage, Death of Spouse
   (Record Change Forms are available at the ILWU Locals or can be downloaded at www.benefitplans.org to report this change. SEE "GENERAL FORMS")

2. **PENSIONER CHANGE OF ADDRESS**
   (Pensioner Change of Address Forms are available at the ILWU Locals or can be downloaded at www.benefitplans.org to report this change. SEE "OTHER PENSION FORMS")

3. **CHANGE OF MEDICARE STATUS**
   (Contact the Benefit Plans Office-Welfare Department to report these changes.)
   - Loss of Medicare Part B eligibility
   - Medicare entitlement before age 65
   - Part B premium paid by a third party (another Employer or a State Agency, e.g., Medicaid or Medi-Cal)

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THIS IS FOR ELECTRONIC FUND TRANSFER (EFT) PARTICIPANTS ONLY

ELECTRONIC FUND TRANSFER DEPOSIT DATES FOR THE YEAR 2026
PENSION PAYMENTS

MONTH OF PAYMENT	DATE CREDITED TO YOUR ACCOUNT
January	1/2/2026 – Friday
February	2/2/2026 – Monday
March	3/2/2026 – Monday
April	4/1/2026 – Wednesday
May	5/1/2026 – Friday
June	6/1/2026 – Monday
July	7/1/2026 – Wednesday
August	8/3/2026 – Monday
September	9/1/2026 – Tuesday
October	10/1/2026 – Thursday
November	11/2/2026 – Monday
December	12/1/2026 – Tuesday
January 2027	1/4/2027 – Monday

Protect Yourself from Direct Deposit Fraud

Fraudsters may attempt to intercept or redirect pension payments by impersonating legitimate organizations, including financial institutions and government agencies or even **YOU**. Fraudsters may contact you by phone, email, or text message, claiming to need personal information to "update" your direct deposit details. They may ask for sensitive information such as your bank account number, Social Security number, or other personal details and may try to impersonate you by forging your signature on documents. (The Benefit Plans Office verifies signatures on all Pension forms.)

- Never share your personal information (e.g., bank account details or Social Security number) with anyone who contacts you unexpectedly.
- Verify suspicious messages: Always call your bank or the Pension Plan directly using a trusted contact number (not one provided in the suspicious message) to verify any requests for information.
- Use official channels: If you need to update or change your direct deposit details, contact us at 415-673-8500 to find out how.

If you believe you have been targeted or have provided personal information to a scammer, we recommend that you:

1. Immediately contact your bank to report any suspicious activity.
2. Alert the Pension Plan here to ensure your payment details are secure.
3. Report the incident to your local authorities or consumer protection agency.

We are committed to ensuring your pension payments are safe, and we encourage you to remain vigilant. PROTECTING YOUR FINANCIAL SECURITY IS OUR PRIORITY.

AFH:alh/opeiu29, afl-cio/2026 EFT Dates & Fraud Alert – 12.18.2025