

ILWU-PMA BENEFIT PLANS /

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

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ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

May 2, 2016

To: ILWU Oregon Locals 04, 08, 12, 21, 40, 50, 53, 92
ILWU Washington Locals 07, 19, 23, 24, 25, 27, 32, 47, 51, 52, 98

From: Mario Perez, Manager, Welfare Plans

Subject: Weekly Indemnity Disability Benefit Modification - CORRECTION

The Benefit Plans Office distributed a Memo to Port and a notice to employees in early April that contained an incorrect figure on the Weekly Indemnity Benefit Amounts chart. For employees whose highest quarter of earnings are between \$20,540.01 and \$20,658.18, the correct weekly benefit range is between \$870 and \$874 per week. The previous memo notice indicated the benefit range as between \$870 and \$879. The attached corrected letter will be sent out to Active ILWU-PMA Welfare Plan members in Oregon and Washington. This applies to claims beginning on or after April 2, 2016.

Enclosure

cc: Ty Gorton, Area Welfare Director
Andrea Stevenson, Area Welfare Director

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

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May 2016

To: Active ILWU-PMA Welfare Plan Members in Oregon and Washington

Re: Weekly Indemnity Disability Benefit Modification - CORRECTION

In early April, the Benefit Plans Office distributed a notice to employees that contained an incorrect figure on the Weekly Indemnity Benefit Amounts chart. For employees whose highest quarter of earnings are between \$20,540.01 and \$20,658.18, the correct weekly benefit range is between \$870 and \$874 per week. The previous memo notice indicated the benefit range as between \$870 and \$879. The information below remains unchanged. The chart on the back of this sheet has been updated with the correct figures.

For Weekly Indemnity Disability Claims beginning on or after April 2, 2016, the basic Weekly Indemnity maximum benefit will increase from \$775 to \$875. Weekly Indemnity benefits are based on your average earnings in the highest quarter of your Base Period. A chart showing the benefit levels and a description of the Base Period is printed on the back of this sheet.

The Non-Industrial Disability Supplement Benefit of \$125.00 per week is unchanged.

Effective April 2, 2016 (payroll period ending April 8, 2016), the employee contribution to the ILWU-PMA Welfare Plan will decrease from 1.35% to 1.25% of earnings.

If you have any questions, please call the Benefit Plans Office at 415-673-8500 or your local Area Welfare Director (Ty Gorton, Columbia River and Oregon Coast Area - 503-226-0012), (Andrea Stevenson, Puget Sound and Washington Area – 206-938-6720).

ILWU-PMA Welfare Plan
Weekly Indemnity Benefit Amounts

(This chart reflects maximum weekly benefit amounts for claims incurred on or after April 2, 2016.)

This chart shows what your weekly benefit might be based on your highest quarter of earnings in your base period.

If your illness began in:				Your base period is the 12 months ending last					
January, February or March						September 30		
April, May or June						December 31		
July, August or September						March 31		
October, November or December						June 30		
\$75.00 - \$1,374.99 ... \$50 - \$59		\$7,776.37 -	\$8,012.72	\$330 -	\$339	\$14,394.55 -	\$14,630.91	\$610 -	\$619
\$1,375.00 - \$1,624.99 ... \$60 - \$69		\$8,012.73 -	\$8,249.09	\$340 -	\$349	\$14,630.92 -	\$14,867.27	\$620 -	\$629
\$1,625.00 - \$1,867.27 ... \$70 - \$79		\$8,249.10 -	\$8,485.45	\$350 -	\$359	\$14,867.28 -	\$15,103.63	\$630 -	\$639
\$1,867.28 - \$2,103.63 ... \$80 - \$89		\$8,485.46 -	\$8,721.82	\$360 -	\$369	\$15,103.64 -	\$15,340.00	\$640 -	\$649
\$2,103.64 - \$2,340.00 ... \$90 - \$99		\$8,721.83 -	\$8,958.18	\$370 -	\$379	\$15,340.01 -	\$15,576.36	\$650 -	\$659
\$2,340.01 - \$2,576.36 ... \$100 - \$109		\$8,958.19 -	\$9,194.54	\$380 -	\$389	\$15,576.37 -	\$15,812.72	\$660 -	\$669
\$2,576.37 - \$2,812.72 ... \$110 - \$119		\$9,194.55 -	\$9,430.91	\$390 -	\$399	\$15,812.73 -	\$16,049.09	\$670 -	\$679
\$2,812.73 - \$3,049.09 ... \$120 - \$129		\$9,430.92 -	\$9,667.27	\$400 -	\$409	\$16,049.10 -	\$16,285.45	\$680 -	\$689
\$3,049.10 - \$3,285.45 ... \$130 - \$139		\$9,667.28 -	\$9,903.63	\$410 -	\$419	\$16,285.46 -	\$16,521.82	\$690 -	\$699
\$3,285.46 - \$3,521.82 ... \$140 - \$149		\$9,903.64 -	\$10,140.00	\$420 -	\$429	\$16,521.83 -	\$16,758.18	\$700 -	\$709
\$3,521.83 - \$3,758.18 ... \$150 - \$159		\$10,140.01 -	\$10,376.36	\$430 -	\$439	\$16,758.19 -	\$16,994.54	\$710 -	\$719
\$3,758.19 - \$3,994.54 ... \$160 - \$169		\$10,376.37 -	\$10,612.72	\$440 -	\$449	\$16,994.55 -	\$17,230.91	\$720 -	\$729
\$3,994.55 - \$4,230.91 ... \$170 - \$179		\$10,612.73 -	\$10,849.09	\$450 -	\$459	\$17,230.92 -	\$17,467.27	\$730 -	\$739
\$4,230.92 - \$4,467.27 ... \$180 - \$189		\$10,849.10 -	\$11,085.45	\$460 -	\$469	\$17,467.28 -	\$17,703.63	\$740 -	\$749
\$4,467.28 - \$4,703.63 ... \$190 - \$199		\$11,085.46 -	\$11,321.82	\$470 -	\$479	\$17,703.64 -	\$17,940.00	\$750 -	\$759
\$4,703.64 - \$4,940.00 ... \$200 - \$209		\$11,321.83 -	\$11,558.18	\$480 -	\$489	\$17,940.01 -	\$18,176.36	\$760 -	\$769
\$4,940.01 - \$5,176.36 ... \$210 - \$219		\$11,558.19 -	\$11,794.54	\$490 -	\$499	\$18,176.37 -	\$18,412.72	\$770 -	\$779
\$5,176.37 - \$5,412.72 ... \$220 - \$229		\$11,794.55 -	\$12,030.91	\$500 -	\$509	\$18,412.73 -	\$18,649.09	\$780 -	\$789
\$5,412.73 - \$5,649.09 ... \$230 - \$239		\$12,030.92 -	\$12,267.27	\$510 -	\$519	\$18,649.10 -	\$18,885.45	\$790 -	\$799
\$5,649.10 - \$5,885.45 ... \$240 - \$249		\$12,267.28 -	\$12,503.63	\$520 -	\$529	\$18,885.46 -	\$19,121.82	\$800 -	\$809
\$5,885.46 - \$6,121.82 ... \$250 - \$259		\$12,503.64 -	\$12,740.00	\$530 -	\$539	\$19,121.83 -	\$19,358.18	\$810 -	\$819
\$6,121.83 - \$6,358.18 ... \$260 - \$269		\$12,740.01 -	\$12,976.36	\$540 -	\$549	\$19,358.19 -	\$19,594.54	\$820 -	\$829
\$6,358.19 - \$6,594.54 ... \$270 - \$279		\$12,976.37 -	\$13,212.72	\$550 -	\$559	\$19,594.55 -	\$19,830.91	\$830 -	\$839
\$6,594.55 - \$6,830.91 ... \$280 - \$289		\$13,212.73 -	\$13,449.09	\$560 -	\$569	\$19,830.92 -	\$20,067.27	\$840 -	\$849
\$6,830.92 - \$7,067.27 ... \$290 - \$299		\$13,449.10 -	\$13,685.45	\$570 -	\$579	\$20,067.28 -	\$20,303.63	\$850 -	\$859
\$7,067.28 - \$7,303.63 ... \$300 - \$309		\$13,685.46 -	\$13,921.82	\$580 -	\$589	\$20,303.64 -	\$20,540.00	\$860 -	\$869
\$7,303.64 - \$7,540.00 ... \$310 - \$319		\$13,921.83 -	\$14,158.18	\$590 -	\$599	\$20,540.01 -	\$20,658.18	\$870 -	\$874
\$7,540.01 - \$7,776.36 ... \$320 - \$329		\$14,158.19 -	\$14,394.54	\$600 -	\$609	\$20,658.19* -	and above	\$875	

* The \$20,658.19 wage limit is based on the average of the EDD Wages in the High Quarter \$20,541.01 and \$20,776.36 which have a Weekly Benefit Amount of \$870 - \$879