

ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

January 28, 2026

TO: Presidents of the ILWU Northern California Area
Locals 10, 14, 18, 34-SF, 34-Stockton, 54, 75 and 91

FROM: Suzanne Heizer Needham, Executive Director

SUBJECT: Area Welfare Director – Northern California

After 32 years with the Benefit Plans Office, **Joe Cabrales is retiring** as Area Welfare Director, Northern California, effective July 1, 2026. The Trustees and the Benefit Plans Office thank Joe for his many years of helping ILWU members with their benefits and wish him well in retirement!

The Trustees wish to fill the Area Welfare Director, Northern California position as soon as possible. A copy of the Area Welfare Director job description is attached.

Interested applicants should submit a resume to the Benefit Plans Office at the above address or email to ResumesAWD@benefitplans.org by March 2, 2026.

Applicants should include a detailed description of their work experience, education and training, as well as a cover letter describing their interest in the Area Welfare Director position. Applicants may also submit letters of reference.

The Trustees are seeking applicants with experience, education and/or training appropriate to the Area Welfare Director position. We hope to schedule interviews with the Trustees at our office in San Francisco in March 2026.

The Trustees appreciate your announcement and posting of this job opening.

Attachment

cc: John Castanho, ILWU
David Westengard, PMA

AREA WELFARE DIRECTOR, ILWU-PMA BENEFIT PLANS

The ILWU-PMA Benefit Plans administers Pension and Welfare Plan benefits for West Coast active and retired ILWU longshore workers, their dependents and survivors.

The Area Welfare Director is the liaison between the Plan office and everyone concerned with the benefit programs in his or her area, i.e., the locals and their membership and families, medical and dental carriers, PMA Area Offices, public and private agencies, medical and dental organizations and individual professionals, etc. This position is located in San Francisco, CA and is accountable to the Executive Director.

What you will do (full time in office or on site, no remote or hybrid schedule)

- Services the locals: serves as immediate source of information, advice and assistance on all aspects of the benefit plans, i.e., works with officials, staff, members and their families, pension groups and auxiliaries, on claims, eligibility records, information on benefits, education on use of health plans, problems and grievances, referrals to community agencies, etc.
- Works directly with medical and dental carriers on procedures for improving service, health education activities, and in handling grievances.
- Maintains relationships with local government and community agencies relevant to health, welfare and retirement services, to service the membership and assist the Plan office in administering programs.

What you will bring

- Comprehensive knowledge of employee health and welfare benefit plans
- Self-motivated, able to work independently on multiple projects and deliver results on time
- Excellent interpersonal, written and oral communication skills; critical thinking skills
- Computer skills: Microsoft Word, Excel, Outlook email and internet applications

What we can offer you

- Annual salary \$240,354.62 subject to increase each year on July 1
- Employer paid medical, dental, vision, and prescription benefits for employee and eligible dependents (HMO or PPO)
- Employer funded Pension Plan
- 401(k) Plan with employer contribution
- Short-term and long-term disability coverage
- Statutory leave
- Generous vacation, sick days and 14 holidays

Interested applicants should submit a resume via email to ResumesAWD@benefitplans.org by March 2, 2026, including a detailed description of work experience, education and training, and a cover letter describing their interest in the position. Applicants may also submit letters of reference.

ILWU-PMA Benefit Plans Office is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability, protected Veteran status or any other characteristic protected by federal, state or local laws.

Website: <https://www.benefitplans.org/>