

# ILWU-PMA BENEFIT PLANS /

International Longshore & Warehouse Union —  
Pacific Maritime Association [www.benefitplans.org](http://www.benefitplans.org)

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ILWU-PMA Pension Plan  
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

April 14, 2021

**To:** ILWU Longshore, Ship Clerk, Walking Boss/Foreman, and Watchmen Locals  
**From:** Mario Perez, Director of Benefit Plans  
**Subject:** **ILWU-PMA Welfare Plan – July 1, 2021 Annual Review**

The attached notices are being mailed to members either losing coverage July 1, 2021 or with coverage only through December 31, 2021.

Attachments

cc: Area Welfare Directors

A copy of this memo can be downloaded at [www.benefitplans.org](http://www.benefitplans.org)

ILWU-PMA Pension Plan  
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

April 2021

**RE:           IMPORTANT NOTICE ABOUT WELFARE PLAN ELIGIBILITY  
FOR THE PLAN YEAR JULY 1, 2021 THROUGH JUNE 30, 2022**

In accordance with provisions of the ILWU-PMA Welfare Plan, eligibility for all registered longshoremen is reviewed each year by the Plan Office. Welfare Plan benefits include hospital, medical, surgical, vision, prescription drugs, dental, hearing aid, death and dismemberment, non-industrial disability, and alcoholism/drug recovery benefits. Please carefully review this notice regarding your Welfare Plan eligibility as the normal eligibility rules have been adjusted for Plan Year 2021 (July 1, 2021 through June 30, 2022) due to COVID-19.

Below is information regarding your Welfare Plan eligibility and how to initiate and submit eligibility claims.

A. Under the Welfare Plan:

Active registered longshore workers with at least 800 credited hours in the 2020 payroll year, or at least 400 credited hours in the second half of payroll year 2020, are eligible for coverage for the Plan Year beginning July 1, 2021 and ending June 30, 2022.

B. As a result of an agreement between the ILWU and the PMA due to COVID-19:

Active registered longshore workers with coverage in the ILWU-PMA Welfare Plan as of June 30, 2021 who have worked at least one (1) hour in the 2020 payroll year are eligible for coverage from July 1, 2021 through December 31, 2021. Note that this agreement was due to COVID-19 and only applies for the six-month period July 1, 2021 through December 31, 2021.

(over)

**Payroll records reflect that you do not have the required hours for Welfare Plan benefits to continue beyond June 30, 2021 under paragraph A. However, payroll records reflect that you do have the required hours for Welfare Plan benefits to continue beyond June 30, 2021 under paragraph B. Therefore, you are eligible for coverage for the period July 1, 2021 through December 31, 2021.**

**Active registered longshore workers who are eligible for coverage only from July 1, 2021 through December 31, 2021 under paragraph B, may qualify for eligibility in the second half of the Plan Year (January 1, 2022 through June 30, 2022) if they are credited with at least 400 hours (hours worked, sick credit hours and PGP weekly credit) during the first half of the 2021 payroll year. The Benefit Plans Office will notify you in November 2021 if you do not have sufficient hours for coverage for January 1, 2022 through June 30, 2022.**

Further information about eligibility for Plan benefits, loss of eligibility and re-establishing eligibility is in the ILWU-PMA Welfare Plan Summary Plan Description. Copies of the SPD are available upon request.

Please contact the Benefit Plans Office at 415-673-8500, or contact your Area Welfare Director or your local Welfare Officer if you have any questions regarding this Review.

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April 2021

**RE: IMPORTANT NOTICE ABOUT WELFARE PLAN ELIGIBILITY  
FOR THE PLAN YEAR JULY 1, 2021 THROUGH JUNE 30, 2022**

In accordance with provisions of the ILWU-PMA Welfare Plan, eligibility for all registered longshoremen is reviewed each year by the Plan Office. Welfare Plan benefits include hospital, medical, surgical, vision, prescription drugs, dental, hearing aid, death and dismemberment, non-industrial disability, and alcoholism/drug recovery benefits. Please carefully review this notice regarding your Welfare Plan eligibility as the normal eligibility rules have been adjusted for Plan Year 2021 (July 1, 2021 through June 30, 2022) due to COVID-19.

Below is information regarding your Welfare Plan eligibility and how to initiate and submit eligibility claims.

A. Under the Welfare Plan:

Active registered longshore workers with at least 800 credited hours in the 2020 payroll year, or at least 400 credited hours in the second half of payroll year 2020, are eligible for coverage for the Plan Year beginning July 1, 2021 and ending June 30, 2022.

B. As a result of an agreement between the ILWU and the PMA due to COVID-19:

Active registered longshore workers with coverage in the ILWU-PMA Welfare Plan as of June 30, 2021 who have worked at least one (1) hour in the 2020 payroll year are eligible for coverage from July 1, 2021 through December 31, 2021. Note that this agreement was due to COVID-19 and only applies for the six-month period July 1, 2021 through December 31, 2021.

**Payroll records reflect that you do not have the required hours for Welfare Plan benefits to continue beyond June 30, 2021 under paragraph A. Additionally, payroll records reflect that you do not have the required hours for Welfare Plan benefits to continue beyond June 30, 2021 under paragraph B. Therefore, you are not eligible for coverage effective July 1, 2021.**

(over)

**If you do not qualify under either paragraph A or paragraph B above, and if no Welfare Plan eligibility claim is submitted on your behalf and you do not otherwise request a review of this decision, your eligibility for Welfare Plan benefits will terminate effective July 1, 2021. Active registered longshore workers who are not eligible for Welfare coverage under either paragraph A or B, or active registered longshore workers who are eligible for coverage only from July 1, 2021 through December 31, 2021 under paragraph B, may qualify for eligibility in the second half of the Plan Year (January 1, 2022 through June 30, 2022) if they are credited with at least 400 hours (hours worked, sick credit hours and PGP weekly credit) during the first half of the 2021 payroll year.**

Credited payroll hours include hours worked, PGP weekly credits and third shift hours credits.

The Welfare Plan also provides credit for additional hours to re-establish eligibility for the reasons listed below:

1. Absences due to any on or off-the-job disability during the 2020 payroll year.
2. Absences under 90 days for reasons other than illness or injury during the 2020 payroll year.
3. Amputation due to an on-the-job injury.

4. Social Security Retirement, without an ILWU-PMA Pension.
5. Intraport Travel Hours Credits.

**Eligibility claims for any of the above-listed reasons must be submitted by your Joint Port Labor Relations Committee (JPLRC) to the Benefit Plans.**

**To initiate a claim, provide your local with the information as follows:**

Non-industrial disability - submit a doctor's letter stating the period(s) of time you were disabled from work in 2020;

Industrial disability - submit a doctor's letter and verification of industrial compensation received for period(s) of disability in 2020;

Other credited absence - submit verification of absence in 2020, i.e., JPLRC approval of leave of absence of less than 90 days.

**Your local will not automatically submit a claim;** it is your responsibility to provide your local with the necessary information and request that a claim be processed.

**To ensure that you do not lose coverage on July 1, the Plan office must receive your completed claim no later than May 31.** This means you should provide your local with the information now, to give them time to prepare and submit your claim through the JPLRC.

**NOTE:** The Plan Office will notify you of your eligibility status after your claim has been processed.

A review of eligibility is also conducted each year on January 1. If you are credited with 400 hours (hours worked, sick credit hours and PGP weekly credit) during the first half of the 2021 payroll year, you will have eligibility beginning January 1, 2022 through June 30, 2022.

Further information about eligibility for Plan benefits, loss of eligibility and re-establishing eligibility is in the ILWU-PMA Welfare Plan Summary Plan Description. Copies of the SPD are available upon request.

Please contact the Benefit Plans Office at 415-673-8500, or contact your Area Welfare Director or your local Welfare Officer if you have any questions regarding this Review.