

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

June 2, 2026

TO: ILWU Watchmen Local 75
FROM: Luke Enna, Manager, Pension Plans
SUBJECT: ILWU-PMA Watchmen Pension Plan – Pension Increases

The July 1, 2022 through July 1, 2028 Memorandum of Understanding (“MOU”), between the ILWU Watchmen Local 75 and PMA provides for the following pension benefit increases to Pensioners and Survivor Pensioners effective July 1, 2026:

PENSIONERS

Pension Rates per month per Year of Service			
Retirees w/ Separation Dates of:	As of 7/1/25	As of 7/1/26	As of 7/1/27
before 7/1/1973	\$70.10	\$73.10 (an increase of \$3.00)	\$76.10 (an increase of \$3.00)
from 1973-1975	\$70.90	\$73.90 (an increase of \$3.00)	\$76.90 (an increase of \$3.00)
from 1975-1978	\$73.30	\$76.30 (an increase of \$3.00)	\$79.30 (an increase of \$3.00)
from 1978-1984	\$75.30	\$78.30 (an increase of \$3.00)	\$81.30 (an increase of \$3.00)
from 1984-1987	\$76.80	\$79.80 (an increase of \$3.00)	\$82.80 (an increase of \$3.00)
from 1987-1990	\$78.30	\$81.30 (an increase of \$3.00)	\$84.30 (an increase of \$3.00)
from 1990-1993	\$80.30	\$83.30 (an increase of \$3.00)	\$86.30 (an increase of \$3.00)
from 1993-1996	\$85.50	\$88.50 (an increase of \$3.00)	\$91.50 (an increase of \$3.00)
from 1996-1999	\$87.50	\$90.50 (an increase of \$3.00)	\$93.50 (an increase of \$3.00)
from 1999-2002	\$89.70	\$94.70 (an increase of \$5.00)	\$99.70 (an increase of \$5.00)
from 2002-2008	\$114.25	\$119.25 (an increase of \$5.00)	\$124.25 (an increase of \$5.00)
from 2008-2014	\$139.00	\$142.00 (an increase of \$3.00)	\$145.00 (an increase of \$3.00)
from 2014-2022	\$170.00	\$170.00 (no increase)	\$170.00 (no increase)
from 2022-2028	\$180.00	\$195.00 (an increase of \$15.00)	\$210.00 (an increase of \$15.00)

(OVER)

SURVIVING SPOUSES/DEPENDENT CHILD SURVIVORS

Pension Rates per month per Year of Service			
Survivors of Retirees w/ Separation Dates of:	As of 7/1/25	As of 7/1/26	As of 7/1/27
before 7/1/1973	\$52.58	\$54.83 (an increase of \$2.25)	\$57.08 (an increase of \$2.25)
from 1973-1975	\$53.18	\$55.43 (an increase of \$2.25)	\$57.68 (an increase of \$2.25)
from 1975-1978	\$54.98	\$57.23 (an increase of \$2.25)	\$59.48 (an increase of \$2.25)
from 1978-1984	\$56.48	\$58.73 (an increase of \$2.25)	\$60.98 (an increase of \$2.25)
from 1984-1987	\$57.60	\$59.85 (an increase of \$2.25)	\$62.10 (an increase of \$2.25)
from 1987-1990	\$58.73	\$60.98 (an increase of \$2.25)	\$63.23 (an increase of \$2.25)
from 1990-1993	\$60.23	\$62.48 (an increase of \$2.25)	\$64.73 (an increase of \$2.25)
from 1993-1996	\$64.13	\$66.38 (an increase of \$2.25)	\$68.63 (an increase of \$2.25)
from 1996-1999	\$65.63	\$67.88 (an increase of \$2.25)	\$70.13 (an increase of \$2.25)
from 1999-2002	\$67.28	\$71.03 (an increase of \$3.75)	\$74.78 (an increase of \$3.75)
from 2002-2008	\$85.69	\$89.44 (an increase of \$3.75)	\$93.19 (an increase of \$3.75)
from 2008-2014	\$104.25	\$106.50 (an increase of \$2.25)	\$108.75 (an increase of \$2.25)
from 2014-2022	\$127.50	\$127.50 (no increase)	\$127.50 (no increase)
from 2022-2028	\$135.00	\$146.25 (an increase of \$11.25)	\$157.50 (an increase of \$11.25)

A limited Early Retirement Incentive Window is available between January 1, 2024, and June 30, 2027, to eligible registered participants. Further information about the Early Retirement Incentive Window will be provided in a separate letter.

There will be no change in the amount of the annuity payments issued by Allstate Life Insurance Company and Lincoln National Life Insurance Company.

All pensioners and survivors will receive individual notices describing their pension increase. A sample of this notice is attached.

Enclosure.

cc: Joe Cabrales, Northern California Area Welfare Director
 Jadine Trujillo, Northern California Area Welfare Director

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

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June 2026

NAME
ADDRESS
CITY, STATE, ZIP

Local: 75
Reg. No: 12345

SAMPLE

The 2022 Memorandum of Understanding (MOU) between Pacific Maritime Association and ILWU Watchmen Local 75 provides that Pensioners who retired with a Separation Date:

Before July 1, 1999

Will receive a benefit increase as follows:

<u>Effective Date</u>	<u>Increases per month per Year of Service</u>
July 1, 2026	\$3.00
July 1, 2027	\$3.00

Your pension qualifying Years of Service are: 21
Your Benefit Credits are: 21.00000

You will receive a separate letter detailing the amount of your pension benefit payment effective July 1, 2026.

If you and/or your spouse are enrolled in Medicare, your monthly benefit payments will continue to reflect reimbursement for Medicare Part B premiums paid to you from the ILWU-PMA Welfare Plan.