

# 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

June 8, 2022

TO: ILWU Longshore, Ship Clerk, and Walking Boss/Foreman Locals

FROM: Jacquie Gasparro, Manager, Pension Plans

**SUBJECT: Clarification to ILWU-PMA Pension Plan – Limited Early Retirement Incentive Window**

This Memo to Ports provides clarification regarding the Limited Early Retirement Incentive Window.

The Limited Early Retirement Incentive Window provided by the three-year extension of the 2014-2019 Pacific Coast Longshore and Clerks' Agreement (PCL&CA), provides eligible participants the ability to retire prior to age 62 with no reduction in their pension benefit amount for early retirement.

To be eligible to retire with an unreduced pension under the Limited Early Retirement Incentive Window, a participant:

1. must submit an application to retire between July 1, 2019, and June 30, 2022, and thereby agree to accept permanent deregistration no later than June 30, 2022;
2. must be at least age 59½ as of the effective date of the application (the participant's retirement date); and
3. must have accrued at least thirteen (13) credited years of service under the ILWU-PMA Pension Plan.

**If a participant chooses to retire with an unreduced pension under the Limited Early Retirement Incentive Window, currently, the participant's benefit will be determined based on the current pension rate of \$215.00 for each credited year of service.**

Applications for retirement may be submitted up to six months prior to the effective date of the application. Retirement applications may be obtained at your Local or from the Benefit Plans Office. Retirement applications may also be downloaded at [www.benefitplans.org](http://www.benefitplans.org) (see "GENERAL INFORMATION-FORMS-PENSION APPLICATIONS").

Please contact the Benefit Plans Office with any questions about the Limited Early Retirement Incentive Window.

cc: Area Welfare Directors

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