

ILWU-PMA BENEFIT PLANS /

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

1188 FRANKLIN STREET • SUITE 101 • SAN FRANCISCO, CALIFORNIA 94109

PHONE (415) 673-8500

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ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

September 2024

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

FROM: Jacquie Gasparro, Manager, Pension Plans

SUBJECT: 2024 Midyear Pension Hours Report

Enclosed is the Midyear Pension Hours Report which indicates, for each Participant registered in the Local, the number of hours reported to the ILWU-PMA Pension Plan for the first two Payroll quarters of 2024. The hours reported include work, PGP, vacation, holiday, third shift hours, third shift credits, Comp and LRC hours as shown on industry records. [Please note that certain hours credited under the Pension Plan, such as holiday and vacation hours, are **not** counted to establish eligibility under the ILWU-PMA Welfare Plan. Please refer to the ILWU-PMA Welfare Plan Summary Plan Description for complete Welfare eligibility requirements.]

Other hours which may count toward pension credit, such as periods of absence due to an industrial illness or injury which is compensated under workers' compensation or similar laws, may not be included in this Report because they have not been determined yet. This Report also excludes any hours for which a Participant was paid directly by an employer, that were not reported to the Pension Plan by the end of the second Payroll quarter.

A qualifying year for eligibility and vesting under the Pension Plan requires 800 hours. A Participant age 60 and over who: (1) is registered shall be credited with up to 100 hours of service to bring his total hours up to no more than 1,300 hours; (2) is registered in a "low work opportunity port" shall be credited [after taking into account the hours credited under (1)] with up to 100 hours of service to bring his total hours up to no more than 800 hours. In addition, a Participant who is absent from work because of a work-related or non-work related disability may be granted up to 200 hours (known as "LRC" hours).

The monthly pension amount payable to a Participant for 2024 depends on the number of credited hours for the year. A benefit of \$220 is payable for 1300 or more hours. For 800 to 1299 hours, a fraction of \$220 is payable, the numerator of which is the Participant's actual number of credited hours and the denominator of which is 1300.

As of the end of the second Payroll quarter, hours reported for some Participants are less than half of the number required to establish a qualifying year or a \$220 benefit payable for 2024. These Participants are identified on the Report by a single or double asterisk in the right margin as follows:

*Less than half of the 800 hours required for a qualifying year

**Less than half of the 1300 hours required for a \$220 benefit

Participants who were credited with less than 800 hours in the first half of 2024 will be notified by separate letter of the potential impact on their pension benefits if they are credited with less than 800 hours in a Payroll Year. Participants who are or have been on workers' compensation leave need to submit medical evidence that they are not totally and permanently disabled to be credited for that leave. Please submit to the Benefit Plans Office-Pension Department.

Note: This Report is for informational purposes only. Total credited hours for 2024, including any omitted hours described above, will be included on each Participant's 2024 Participant Status Report, which will be provided early next year. The Participant should notify the Plan office at that time of any discrepancies.

Enclosure.

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ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ension Plan

September 2024

To: Insert Name/Address

SAMPLE

SUBJECT: ILWU-PMA Pension Plan – Credited Service in Payroll Year 2024

Plan office records reflect that you have less than 800 credited hours reported in the first two quarters of Payroll Year 2024. This notice is to inform you of the potential impact on your ILWU-PMA Pension Plan benefits if you are not credited with service in a Payroll Year.

Under Pension Plan provisions, in order to be eligible to retire for any reason prior to Normal Retirement Age (generally age 65), you must have been on a Registration List at the time you apply, and you must have worked or been credited with 500 hours of service in each of the five Payroll Years preceding or ending with your retirement date. Or, if you have a non-work related injury or illness which prevented you from working 500 hours in each of the last five years, then you must have been credited with at least 500 hours in three out of the last five years, or 500 hours in five out of the last ten years. This requirement (also called the “recent attachment rule”) must be satisfied to retire on a Disability Pension, an Early Normal Pension, the Limited Early Retirement Incentive Window Pension, or a Deferred Pension. If you do not meet these conditions the earliest date you may retire is your Normal Retirement Date, which is the first of the month following your 65th birthday or the fifth anniversary of your participation in the Pension Plan if later.

When you retire, your pension accrual rate will be determined by your Separation Date. Depending on your age and years of service, your Separation Date will generally be the date you request as your Pension Commencement Date, or the last day of your last qualifying Year of Service. The pension accrual rate applicable as of your last qualifying Year of Service may be lower than the rate applicable as of your Pension Commencement Date.

If you are not vested in your Pension Plan benefits, your credited Years of Service may be canceled under the Plan’s break-in-service rules. A Break-in-Service Year is a Payroll Year in which you are credited with less than 500 hours of service. If you are not vested, your previously credited Years of Service will be canceled when you incur a number of consecutive Break-in-Service Years that is equal to the greater of: (a) five years; or (b) the number of your credited Years of Service. Once you are vested in your Pension Plan benefits, Years of Service cannot be canceled. You vest in your Pension benefits upon establishing five Years of Service, provided that you are credited with service in the 1999 Payroll Year or later; otherwise, you vest upon establishing ten Years of Service.

If you have any questions about your status under the Pension Plan, please contact the Plan office.

ILWU-PMA PENSION PLAN First and Second Payroll Quarters of 2024

Local 04 Member Count = 198

REGNBR	MEMBER	WORK	PGP	VAC	HOL	3SHFT	3CRED	COMP	LRC	Total	.5Hrs
37241	ERIC J. VON HUSEN	1062.00	0.00	240.00	72.00	0.00	0.00			1374.00	
90337	SCOTT T. LYN									1058.00	
90353	NEAL R. FULL									1814.25	
90355	BRADLEY M. (0.00	*
90364	JERRY L. ANE									1350.00	
90365	CHARLES W.									1647.00	
90368	LARRY E. ANE									1530.58	
90370	ROY K. MASS									1877.50	
90371	TROY L. WELI									1644.15	
90377	JEFFREY A. V									948.25	
90383	JAMES W. BR									1337.94	
90385	MICHAEL W. S									1680.00	
90387	RICHARD R. E									1334.56	
90388	RICKY L. FRA									370.50	*
90392	MICHAEL S. V									1564.27	
90396	JASON W. RA									1425.91	
90398	DAVID J. OBR									16.00	*
90402	MICHAEL W. BAUR	755.00	00.00	240.00	72.00	0.00	0.00			1131.59	
90407	STEVE J. HUNT	1026.25	29.37	240.00	72.00	34.50	20.70			1422.82	



* Less than half of the 800 hours required for a qualifying year.

** Less than half of the 1300 hours required for a full benefit.