

# 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

October 23, 2024

To: ILWU Watchmen Local 75

From: Jacquie Gasparro, Manager, Pension Plans

**Subject: ILWU-PMA Watchmen Pension Plan – Limited Early Retirement Incentive Window**

The Memorandum of Understanding ("MOU"), as to the terms and conditions of the six-year agreement 2022-2028 International Longshore and Warehouse Union, Local 75 Agreement and Pacific Maritime Association, provides a Limited Early Retirement Incentive Window under the Local 75 ILWU-PMA Watchmen Pension Plan. Under this program, eligible participants may retire prior to age 62 with no reduction in their pension benefit amount. The first date to retire under this Limited Early Retirement Incentive Window provided in this MOU was January 1, 2024.

To be eligible to retire with an unreduced pension under the Limited Early Retirement Incentive Window, a participant must submit an application to retire between January 1, 2024 and June 30, 2027; must be at least age 59½ as of the effective date of the application (the participant's retirement date); and must have accrued at least thirteen (13) credited years of service under the ILWU-PMA Watchmen Pension Plan.

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: Joe Cabrales, Area Welfare Director

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