

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

FAX (415) 749-1321

ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

November 2023

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

FROM: Jacquie Gasparro, Manager, Pension Plans

SUBJECT: 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 2023. 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 yet been established for the year, and thus may not be included in this Report. 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.

The monthly pension amount payable to a Participant for 2023 depends on the number of credited hours for the year. A benefit of \$215 is payable for 1300 or more hours. For 800 to 1299 hours, a fraction of \$215 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 \$215 benefit payable for 2023. 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 \$215 benefit

Participants who were credited under 800 hours in the first half of 2023 will be notified by separate letter of the potential impact on their pension benefits if they are credited under 800 hours in a Payroll Year. Participants who have a workers' compensation leave need to submit medical evidence that they are not totally and permanently disabled in order 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 2023, including any omitted hours described above, will be included on each Participant's 2023 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

ILWU-PMA Watchmen Pension Plan

November 2023

To: Insert Name/Address

SAMPLE

SUBJECT: ILWU-PMA Pension Plan – Credited Service in Payroll Year 2023

Plan office records reflect that you have less than 800 credited hours reported in the first two quarters of Payroll Year 2023. 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 worked or been credited with 500 hours of service in each of the five Payroll Years preceding or ending with your retirement date, or in three of the five years if a non-compensated disability prevented you from working in each of the five years. This requirement (also called the “recent attachment rule”) must be satisfied to retire on a Disability Pension, an Early Normal Pension, or a Deferred Pension. If you do not meet the recent attachment rule, 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. Your Separation Date is generally the date you request as your Pension Commencement Date, provided that you meet the recent attachment rule described in the preceding paragraph. If you do not meet the recent attachment rule, your Separation Date will be 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 2023**

Local 07 Member Count = 18

REGNBR	MEMBER	WORK	PGP	VAC	HOL	3SHFT	3CRED	COMP	LRC	Total	.5Hrs
63123	TIMMER, WILLIAM H.	1066.50	0.00	262.51	64.00	0.00	0.00			1393.01	
63124	SCHMIDT, JOSEPH A.	389.00	79.36	240.00	64.00	0.00	0.00			772.36	
63125	FOSTER, KEVIN D.	543.00	449.85	240.00	64.00	0.00	0.00			1296.85	
63128	BELL, JERRY E.	582.00	431.45	200.00	64.00	0.00	0.00			1277.45	
63130	FROST, BRETT E.	776.75	293.97	240.00	64.00	0.00	0.00			1374.72	
63131	MANEVAL, KYLE J.	616.25	492.78	80.00	64.00	0.00	0.00			1253.03	
63132	KING, TROY J.	408.00	641.39	80.00	32.00	0.00	0.00			1161.39	
63133	KING, TYSON L.	364.25	605.61	80.00	64.00	0.00	0.00			1113.86	
63134	DEMUTH, GREG L.	408.25	429.64	80.00	64.00	0.00	0.00			981.89	
63135	MAURER, JOSHUA	258.00	586.94	40.00	64.00	0.00	0.00			948.94	
63136	FOSTER, JACOB D.	832.25	0.00	0.00	0.00	0.00	0.00			832.25	
63137	FOSTER, RICHARD L.	473.75	0.00	0.00	0.00	0.00	0.00			473.75	**
63138	OLSON, CHRISTOPHER S.	462.00	0.00	0.00	0.00	0.00	0.00			462.00	**
63139	GERI, MARK S.	545.50	0.00	0.00	0.00	0.00	0.00			545.50	**
63140	WILLIAMS, CONNOR M.	790.50	0.00	0.00	0.00	0.00	0.00			790.50	
63141	SCHMIDT, BOOKER T.	112.00	0.00	0.00	0.00	0.00	0.00			112.00	*
63142	BROWN, JEFFREY J.	134.00	0.00	0.00	0.00	0.00	0.00			134.00	*
63143	BROWN, BRADLEY C.	194.00	0.00	0.00	0.00	0.00	0.00			194.00	*

Local 07 Total = 18

SAMPLE

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

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