

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

December 8, 2021

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

FROM: Mario Perez, Director of Benefit Plans

SUBJECT: Mid Year-Review Notices

Enclosed is a copy of the notice mailing to participants who do not have sufficient hours to continue Welfare Plan coverage on January 1, 2022 and information on how to file a Welfare claim to apply for reinstatement.

Enclosure

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

ILWU-PMA BENEFIT PLANS /

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

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

PHONE (415) 673-8500

FAX (415) 749-1400

ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

December 8, 2021

RE: IMPORTANT NOTICE ABOUT WELFARE PLAN MID-YEAR REVIEW - ELIGIBILITY FOR January 1, 2022 THROUGH JUNE 30, 2022

In accordance with provisions of the ILWU-PMA Welfare Plan, eligibility for all registered longshoremen is reviewed each year by the Plan Office. Welfare Plan benefits include hospital, medical, surgical, vision, prescription drugs, dental, hearing aid, death and dismemberment, non-industrial disability, and alcoholism/drug recovery benefits.

Below is information regarding your Welfare Plan eligibility and how to initiate and submit eligibility claims.

Under the Welfare Plan:

Ineligible active registered longshore workers with at least 400 credited hours in the first half of payroll year 2021, are eligible for coverage in the second half of the Plan Year beginning January 1, 2022 and ending June 30, 2022.

Active registered longshore workers who are eligible for coverage only from July 1, 2021 through December 31, 2021 as a result of an agreement between the ILWU and the PMA due to COVID-19, may also qualify for eligibility in the second half of the Plan Year (January 1, 2022 through June 30, 2022) if they are credited with at least 400 hours (hours worked, sick credit hours and PGP weekly credit) during the first half of the 2021 payroll year.

PAYROLL RECORDS REFLECT THAT YOU DO NOT HAVE THE REQUIRED HOURS FOR WELFARE PLAN BENEFITS FOR JANUARY 1, 2022 THROUGH JUNE 30, 2022.

Accordingly, if no Welfare eligibility claim is submitted on your behalf, and you do not otherwise request a review of this decision, you will not be eligible for Welfare Plan benefits effective January 1, 2022.

Below is information regarding the hours requirement, credit provided for additional hours to re-establish Welfare Plan eligibility, and how to initiate and submit eligibility claims.

The Trustees conduct a review of each ineligible registered Active Employee's employment record in covered employment for the first half of the Payroll Year preceding each January 1 to determine whether the employee has established eligibility for Welfare Plan coverage for the 6 months beginning as of such January 1.

Eligibility Rule for Major Ports: On January 1 of each year, if you are a registered Active Employee whose Assigned Port is a Major Port, you will be eligible during the succeeding 6 calendar months if you work or are credited with at least 400 hours in the first half of the preceding Payroll Year.

Eligibility Rules for Minor Ports: On January 1 of each year, if you are a registered Active Employee whose Assigned Port is a Minor Port, you will be eligible during the succeeding 6 calendar months if you work or are credited with at least 240 hours in the first half of the preceding Payroll Year.

Credited payroll hours include hours worked, PGP weekly credits and third shift hours credits. The Welfare Plan also provides credit for additional hours to re-establish eligibility for the reasons listed below:

1. Absences due to any on or off-the-job certified disability during the January 1, 2021 through June 30, 2021 time period.
2. Authorized leave of absence under 90 days for reasons other than illness or injury during the January 1, 2021 through June 30, 2021 time period.
3. Amputation due to an on-the-job injury.
4. Social Security Retirement, without an ILWU-PMA Pension.
5. Intraport Travel Hours Credits.

Eligibility claims for any of the above-listed reasons must be submitted by your Joint Port Labor Relations Committee (JPLRC) to the Benefit Plans.

To initiate a claim, provide your local with the information as follows:

Non - industrial disability - submit a doctor's letter stating the period(s) of time you were disabled from work in the January 1, 2021 through June 30, 2021 time period;

Industrial disability - submit a doctor's letter and verification of industrial compensation received for period(s) of disability in the January 1, 2021 through June 30, 2021 time period;

Other credited absence - submit verification of absence in the January 1, 2021 through June 30, 2021 time period, i.e. JPLRC approval of leave of absence of less than 90 days.

Your local will not automatically submit a claim; it is your responsibility to provide your local with the necessary information and request that a claim be processed.

To ensure that you do not lose coverage on January 1, the Plan Office must receive your completed claim no later than December 7. This means you should provide your local with the information now, to give them time to prepare and submit your claim through the JPLRC.

NOTE: The Plan Office will notify you of your eligibility status after your claim has been processed.

Further information about eligibility for Plan benefits, loss of eligibility and re-establishing eligibility is in the ILWU-PMA Welfare Plan Summary Plan Description. Copies of the SPD are available upon request.

Please contact the Benefit Plans Office at 415-673-8500, or contact your Area Welfare Director or your local Welfare Officer if you have any questions regarding this Review.