

ILWU-PMA BENEFIT PLANS /

International Longshore & Warehouse Union —
Pacific Maritime Association

www.benefitplans.org

1188 FRANKLIN STREET • SUITE 300 • SAN FRANCISCO, CALIFORNIA 94109

(415) 673-8500

ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan
ILWU-PMA Supplemental Welfare Benefit Plan

May 20, 2009

To: ILWU Longshore, Ship Clerk and Walking Boss/Foremen Locals and
Watchmen Locals 26 and 75

From: Kate McClure, Executive Director

Subject: **ILWU-PMA Welfare Plan – Further Modification of the Weekly
Indemnity Benefit Program**

The attached notice regarding further modification of the Weekly Indemnity Program and Non-Industrial Disability Supplement will be mailed to all active Welfare Plan participants this week.

Attachment

cc: Area Welfare Directors

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

KM:jo/opeiu29aficio/MTP-Weekly Indemnity-052009

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ILWU-PMA Pension Plan
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ILWU-PMA Watchmen Pension Plan
ILWU-PMA Supplemental Welfare Benefit Plan

May 21, 2009

Subject: ILWU-PMA Welfare Plan – Weekly Indemnity Benefit Modification

On March 31, 2009, you were notified of changes to the Weekly Indemnity benefit program to stabilize the Plan. After further review of Plan experience, it is necessary to make the following changes to the Plan:

- Effective June 1, 2009, the employee contribution to the ILWU-PMA Welfare Plan will increase from 1.08% of earnings to 1.53% of earnings. For California employees, 1.1% of earnings up to \$90,669 is required to be paid to the California State Disability Insurance (CSDI) program. Employee contributions in excess of the CSDI required contribution will be directed to the Welfare Plan.
- For Weekly Indemnity claims incurred on or after June 1, 2009, the maximum Weekly Indemnity benefit will be reduced from \$959.00 to \$565.00. Weekly Indemnity benefits are based on your earnings in the highest quarter of your Base Period. A chart showing benefit levels and a description of the Base Period is printed on the back of this sheet.
- Effective July 1, 2009, the Non-Industrial Disability Supplement Benefit of \$125.00 per week will be reinstated.

You will be notified by the Benefit Plans office of any further changes to the benefit program. If you have any questions about your benefits, please contact the Benefit Plans office at (415) 673-8500.

WIBM(05/2009)
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**ILWU-PMA Welfare Plan
Weekly Indemnity Benefit Amounts**

(This chart reflects maximum weekly benefit amounts for claims filed on or after June 1, 2009.)

This chart shows what your weekly benefit might be based on your highest quarter of earnings in your base period.

If your illness began in:	Your base period is the 12 months ending last
January, February or March	September 30
April, May or June	December 31
July, August or September	March 31
October, November or December	June 30

\$75.00 - \$1,374.99	\$29 - \$35	\$9,430.92 - \$9,667.27	\$236 - \$241	\$17,703.64 - \$17,940.00	\$442 - \$447
\$1,375.00 - \$1,624.99	\$35 - \$41	\$9,667.28 - \$9,903.63	\$242 - \$247	\$17,940.01 - \$18,176.36	\$448 - \$453
\$1,625.00 - \$1,867.27	\$41 - \$47	\$9,903.64 - \$10,140.00	\$247 - \$253	\$18,176.37 - \$18,412.72	\$454 - \$459
\$1,867.28 - \$2,103.63	\$47 - \$52	\$10,140.01 - \$10,376.36	\$253 - \$259	\$18,412.73 - \$18,649.09	\$460 - \$465
\$2,103.64 - \$2,340.00	\$53 - \$58	\$10,376.37 - \$10,612.72	\$259 - \$265	\$18,649.10 - \$18,885.45	\$465 - \$471
\$2,340.01 - \$2,576.36	\$59 - \$64	\$10,612.73 - \$10,849.09	\$265 - \$270	\$18,885.46 - \$19,121.82	\$471 - \$477
\$2,576.37 - \$2,812.72	\$65 - \$70	\$10,849.10 - \$11,085.45	\$271 - \$276	\$19,121.83 - \$19,358.18	\$477 - \$483
\$2,812.73 - \$3,049.09	\$71 - \$76	\$11,085.46 - \$11,321.82	\$277 - \$282	\$19,358.19 - \$19,594.54	\$483 - \$488
\$3,049.10 - \$3,285.45	\$77 - \$82	\$11,321.83 - \$11,558.18	\$283 - \$288	\$19,594.55 - \$19,830.91	\$489 - \$494
\$3,285.46 - \$3,521.82	\$82 - \$88	\$11,558.19 - \$11,794.54	\$289 - \$294	\$19,830.92 - \$20,067.27	\$495 - \$500
\$3,521.83 - \$3,758.18	\$88 - \$94	\$11,794.55 - \$12,030.91	\$295 - \$300	\$20,067.28 - \$20,303.63	\$501 - \$506
\$3,758.19 - \$3,994.54	\$94 - \$100	\$12,030.92 - \$12,267.27	\$300 - \$306	\$20,303.64 - \$20,540.00	\$507 - \$512
\$3,994.55 - \$4,230.91	\$100 - \$105	\$12,267.28 - \$12,503.63	\$306 - \$312	\$20,540.01 - \$20,776.36	\$513 - \$518
\$4,230.92 - \$4,467.27	\$106 - \$111	\$12,503.64 - \$12,740.00	\$312 - \$318	\$20,776.37 - \$21,012.72	\$518 - \$524
\$4,467.28 - \$4,703.63	\$112 - \$117	\$12,740.01 - \$12,976.36	\$318 - \$323	\$21,012.73 - \$21,249.09	\$524 - \$530
\$4,703.64 - \$4,940.00	\$118 - \$123	\$12,976.37 - \$13,212.72	\$324 - \$329	\$21,249.10 - \$21,485.45	\$530 - \$536
\$4,940.01 - \$5,176.36	\$124 - \$129	\$13,212.73 - \$13,449.09	\$330 - \$335	\$21,485.46 - \$21,721.82	\$536 - \$541
\$5,176.37 - \$5,412.72	\$130 - \$135	\$13,449.10 - \$13,685.45	\$336 - \$341	\$21,721.83 - \$21,958.18	\$542 - \$547
\$5,412.73 - \$5,649.09	\$136 - \$141	\$13,685.46 - \$13,921.82	\$342 - \$347	\$21,958.19 - \$22,194.54	\$548 - \$553
\$5,649.10 - \$5,885.45	\$141 - \$147	\$13,921.83 - \$14,158.18	\$348 - \$353	\$22,194.55 - \$22,430.91	\$554 - \$559
\$5,885.46 - \$6,121.82	\$147 - \$153	\$14,158.19 - \$14,394.54	\$353 - \$359	\$22,430.92 - \$22,667.27	\$560 - \$564
\$6,121.83 - \$6,358.18	\$153 - \$158	\$14,394.55 - \$14,630.91	\$359 - \$365	\$22,667.28 - \$22,903.63	\$565 - \$569
\$6,358.19 - \$6,594.54	\$159 - \$164	\$14,630.92 - \$14,867.27	\$365 - \$371	\$22,903.64 - \$23,140.00	\$570 - \$574
\$6,594.55 - \$6,830.91	\$165 - \$170	\$14,867.28 - \$15,103.63	\$371 - \$376	\$23,140.01 - \$23,376.36	\$575 - \$579
\$6,830.92 - \$7,067.27	\$171 - \$176	\$15,103.64 - \$15,340.00	\$377 - \$382	\$23,376.37 - \$23,612.72	\$580 - \$584
\$7,067.28 - \$7,303.63	\$177 - \$182	\$15,340.01 - \$15,576.36	\$383 - \$388	\$23,612.73 - \$23,849.09	\$585 - \$589
\$7,303.64 - \$7,540.00	\$183 - \$188	\$15,576.37 - \$15,812.72	\$389 - \$394	\$23,849.10 - \$24,085.45	\$590 - \$594
\$7,540.01 - \$7,776.36	\$189 - \$194	\$15,812.73 - \$16,049.09	\$395 - \$400	\$24,085.46 - \$24,321.82	\$595 - \$599
\$7,776.37 - \$8,012.72	\$194 - \$200	\$16,049.10 - \$16,285.45	\$401 - \$406	\$24,321.83 - \$24,558.18	\$600 - \$604
\$8,012.73 - \$8,249.09	\$200 - \$206	\$16,285.46 - \$16,521.82	\$407 - \$412	\$24,558.19 - \$24,794.54	\$605 - \$609
\$8,249.10 - \$8,485.45	\$206 - \$212	\$16,521.83 - \$16,758.18	\$412 - \$418	\$24,794.55 - \$25,030.91	\$610 - \$614
\$8,485.46 - \$8,721.82	\$212 - \$217	\$16,758.19 - \$16,994.54	\$418 - \$424	\$25,030.92 - \$25,267.27	\$615 - \$619
\$8,721.83 - \$8,958.18	\$218 - \$223	\$16,994.55 - \$17,230.91	\$424 - \$429	\$25,267.28 - \$25,503.63	\$620 - \$624
\$8,958.19 - \$9,194.54	\$224 - \$229	\$17,230.92 - \$17,467.27	\$430 - \$435	\$25,503.64 - \$25,740.00	\$625 - \$629
\$9,194.55 - \$9,430.91	\$230 - \$235	\$17,467.28 - \$17,703.63	\$436 - \$441	\$25,740.01 - \$25,976.36	\$630 - \$634