

# 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

June 3, 2014

To: ILWU Longshore, Ship Clerk, Walking Boss/Foreman, and Watchmen Locals  
From: Mario Perez, Manager, Welfare Plans  
**Subject: Same-Sex Domestic Partner Coverage**

The attached letter is being sent to same-sex domestic partners who reside in states that allow same-sex marriage. The letter advises the member that to continue coverage for their current domestic partner beyond December 2014, they must provide a certified marriage certificate proving they have married. The following states now allow same-sex couples to marry: California, Connecticut, Delaware, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, New Hampshire, New Jersey, New Mexico, New York, Rhode Island, Vermont, Washington, Washington D.C.

In addition, as there was recent court activity in Oregon regarding same-sex marriage, we will seek guidance on when to begin sending letters to those affected in Oregon.

Enclosure

cc: Area Welfare Directors

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

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**Subject: Same-Sex Domestic Partner Coverage**

In June 2013, the United States Supreme Court ruled that Section 3 of the Defense of Marriage Act was unconstitutional. This ruling allowed same-sex couples the freedom to marry and additional benefits of marriage. Our records indicate you currently reside in a state that allows for same-sex marriage.

The Plan allows for coverage of a same-sex domestic partner in states where the member and same-sex domestic partner are not allowed to marry. As the state you reside in now allows for same-sex marriage, coverage for your same-sex domestic partner will only continue if you provide proof of marriage by December 15, 2014. Failure to provide a certified marriage certificate by December 15, 2014 will result in coverage terminating for your domestic partner effective January 1, 2015.

If you have any questions, please contact the Benefit Plans Office at 415-673-8500.

Sincerely,

Mario Perez  
Manager, Welfare Plans